



FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.

GENERAL POLICY No. 602
SUBJECT: MANAGEMENT-EMPLOYEE RELATIONS

I. PURPOSE:

Recognizing the importance of sound operational management of the Cooperative to achieve the purpose for which it was organized, the Board of Directors has delegated the responsibility of management to the CEO/General Manager (General Policy No. 204). In addition, the Board has given the CEO/General Manager full authority to operate the Cooperative within established policies and procedures as he/she interprets them.

The CEO/General Manager will operate the Cooperative in a fair manner, which will respect the rights of all employees and serve the best interests of the Cooperative. He/she will recommend personnel policies, as they are necessary for the consideration of the Board of Directors.

II. POLICY:

It shall be the policy of the Board of Directors of the Cooperative to expect that management-employee relations shall be maintained in conformity with the provisions established in this policy and applicable laws and regulations.

III. RESPONSIBILITY:

The CEO/General Manager is responsible for seeing that the provisions of this policy are carried out.

III. PROVISIONS:

To create a basis for the daily operation of the Cooperative, the CEO/General Manager and all employees shall be guided by the following principles:

- A. Management reserves the right to:
 - 1. Control and supervise the operation of the Cooperative.
 - 2. Determine job requirements and personnel needed.

3. Direct the working force.
4. Employ, discharge, transfer, promote, demote, and discipline employees as necessary to protect the best interests of the Cooperative.
5. Make final determination of all problems related to the daily operation of the Cooperative, including the interpretation of the General Policies.

B. Management will:

1. Respect the rights and dignity of all employees.
2. Maintain a work environment that fosters teamwork and mutual respect.
3. Operate the Cooperative in a manner that is fair to each employee and consistent with the business needs of the Cooperative.
4. Provide competitive wages and benefits which are in line with comparable market rates and consistent with the financial condition of the Cooperative.
5. Make the Cooperative a safe place to work.
6. Give full consideration to all corrective suggestions that might increase the efficiency of operations and improve working conditions.
7. Listen and be responsive to employee problems and concerns

C. Management expects each Cooperative employee to:

1. Respect the position, dignity, and rights of all other employees.
2. Perform his/her work in an efficient manner and in the best interest of the Cooperative.
3. Continue learning and improving job skills.
4. Protect and preserve the property of the Cooperative to the best of his/her ability.
5. Hold inviolate confidential information about the Cooperative and its employees.

6. Conduct himself/herself in relations with members and the general public in such a way as to reflect favorably upon the Cooperative.
7. Refrain from engaging in such off-the-job activities that will impair his/her effectiveness as an employee of the Cooperative.

IV. PRIMACY OF POLICY

This policy supersedes any existing policy that may be in conflict with the provisions of this policy.

APPROVED BY THE BOARD OF DIRECTORS



Doug Schmier, President

DATE APPROVED: June 20, 2002

DATE REVISED: February 20, 2017

August 26, 2019