

CHUGACH ELECTRIC ASSOCIATION, INC.

OPERATING POLICY: ____

DATE: _____

WILDLIFE SAFETY POLICY

I. OBJECTIVE

Chugach recognizes there are instances where employees are required to work in remote locations with potential exposure to wildlife. The prevention and avoidance of wildlife encounters is the best deterrent to compromising safety and should be first priority for all employees.

This policy is intended to ensure Chugach employees are aware of the ways to prevent, avoid and respond to aggressive wildlife encounters. The firearm provisions of this policy are an authorized exception to any Chugach policy that would otherwise restrict an employee's possession or use of firearms on Chugach property, in Chugach vehicles or while on the job.

II. SCOPE

This policy applies to all employees required to work in a field environment with a potential for wildlife encounters.

III. CONTENT

A. Authorized Use of Aerosol Protection

Employees required to work in field locations can obtain defensive aerosol spray ("bear spray") from the Operations warehouse. These sprays can be successful within a minimal range should there be an unavoidable encounter with aggressive wildlife. As additional deterrents, air horns and/or whistles can also be obtained from the Operations warehouse.

Employees should exercise extreme caution when carrying or transporting bear spray. Employees should carefully follow all instructions and observe all cautions on the bear spray container and provided in the required training.

Bear spray should be transported in a case or outside the cab of the vehicle to ensure accidental discharge will not affect vehicle occupants. Once in the field, it should be carried in a manner that provides immediate access.

Bear spray to be transported by aircraft should be obtained from the Administrative Secretary in Operations to ensure it is packaged appropriately for air transportation.

B. Wildlife Safety Training

All employees covered under this policy must take wildlife safety training. Chugach provides this annual training and topics include:

- Chugach's Wildlife Safety Policy
- Wildlife awareness and encounter techniques
- Proper use of bear spray (safe work procedures)

C. Incident Reporting

Any instance of encounters with aggressive wildlife, whether or not bear spray was discharged (accidental or intentional) is to be immediately reported to the employee's Management supervisor or the on-call supervisor and to the Alaska Department of Fish & Game Wildlife Conservation Office at (907) 465-4190 or the Alaska State Troopers Bureau of Wildlife Enforcement at (907) 269-5954.

D. Personal Firearms Provision

Though the goal should always be to avoid wildlife encounters whenever possible, Chugach may, at its sole discretion, permit employees meeting the eligibility requirements set forth in Section III.D.3. of this policy to carry personal firearms in certain circumstances at the designated locations identified below.

This provision of the policy applies to eligible employees working in areas near the following facilities:

- distribution lines out of Beluga
- distribution lines out of Portage Substation to Door #4
- distribution lines out of Cooper Lake Power Plant and up to the intake structure
- transmission lines between Beluga and Point McKenzie
- transmission lines between Girdwood and Quartz Creek
- transmission lines between Quartz Creek and Cooper Lake Power Plant
- transmission lines between Point MacKenzie and West Cable Terminal
- transmission lines between Point MacKenzie and Teeland Substation
- distribution lines out of Dave's Creek Substation
- Cooper Lake hydro project areas outside of plant
- Remote communication sites outside the Municipality of Anchorage (MOA) and not located at substations

Under this policy, firearms are not permitted within the MOA.

1. Firearms and Ammunition

Only legal firearms and factory loaded ammunition of at least the same quality as that listed in Appendix A to this policy will be permitted to be carried by employees eligible to carry personal firearms under this policy. This list is based on opinions of hunting guides and other experts.

2. Firearm Training

Employees eligible to carry personal firearms as provided in Section III.D.3. of this policy must take firearm training in addition to the required

wildlife safety training. Chugach provides this annual training and topics include:

- Firearm safety
- “Defense of life or property”
- Demonstrated proficiency with firearm intended to be carried

3. Employees Eligible to Receive Permission to Carry Firearms (Eligible Employees)

Employees who are required to work in a field environment with a potential for wildlife encounters and requesting permission to carry a firearm as outlined in this policy must:

- Be at least 21 years of age;
- Be eligible to own or possess a gun under State and Federal law;
- Sign a release annually allowing Chugach to obtain a criminal history background check meeting the same requirements as the Bureau of Alcohol, Tobacco & Firearms (BATF) background check; and
- Annually complete both Chugach’s Wildlife Safety Training and Firearm Safety Training or approved equivalent training and demonstrate proficiency with the firearm intended to be carried.

Employees who do not meet these requirements will not be eligible to carry a firearm.

Bear spray is always available should an employee be required to work in a remote site and not be eligible to carry a firearm. Air horns and/or whistles are also available deterrents for those who want to carry them.

4. Permission to Carry a Firearm

Eligible employees who will be working in a location designated in Section III.D. of this policy and would like to carry a personal firearm must request permission in advance from their Management supervisor.

Permission is granted on a per-job basis and all jobs will be evaluated for alternative mitigation prior to approval. When alternative mitigation is available, permission to carry a firearm will not be granted.

The following information will be required for each request:

1. Name of employee requesting to carry a firearm
2. Location where employee will be working
3. Name of other employees who will be working at same location
4. First date firearm will be carried
5. Last date firearm will be carried

6. Serial number, manufacturer, caliber and description of firearm
7. Description and amount of ammunition to be carried

A separate request must be made each time an eligible employee would like to carry a firearm (unless the employee is working multiple days in the same location and receives approval for the entire period).

Firearms are only permitted in Chugach vehicles when permission is granted to an eligible employee and only for the dates permission is granted. Firearms are to be transported unloaded and secured in an appropriate manner. Additional requirements may apply if transporting firearms by aircraft.

NO FIREARM SHALL BE BROUGHT TO THE WORKPLACE UNLESS IT HAS BEEN APPROVED IN ADVANCE BY THE APPROPRIATE MANAGEMENT SUPERVISOR.

EMPLOYEES WHO RECEIVE PERMISSION TO CARRY A FIREARM UNDER THIS POLICY SHALL OBSERVE ALL OTHER CHUGACH RULES AND POLICIES PERTAINING TO THE STORAGE, CARRYING AND TRANSPORTATION OF FIREARMS THAT ARE NOT CONTRARY TO THIS POLICY.

A list of authorized employees will be issued to supervisory personnel. Personnel not on the list of authorized employees will not be granted permission to carry a firearm under any circumstances. Only eligible employees with permission to carry a firearm are authorized to handle their firearm.

Permission to carry a firearm under this policy, either in a specific situation or with respect to the employee's eligibility to carry a firearm under this policy generally, may be revoked at any time by Chugach at its sole discretion.

5. Firearm Discharge

Any time a firearm is discharged by an employee while on the job, the employee's immediate Management supervisor or the on-call supervisor must be notified immediately. A written incident report will also be required.

Game taken in defense of life or property is the property of the State of Alaska. Employees who take a game animal must immediately notify the Alaska Department of Fish & Game Wildlife Conservation Office at (907) 465-4190 or the Alaska State Troopers Bureau of Wildlife Enforcement at (907) 269-5954 in accordance with Alaska Administrative Code 5 AAC 92.410.

IV. RESPONSIBILITIES

The Chief Executive Officer shall be responsible for the overall administration of this policy. The Vice President of Human Resources shall direct and monitor the implementation of appropriate practices in accordance with this policy.

V. EFFECTIVE DATE

This policy becomes effective on the date it is approved by the Chief Executive Officer.

VI. APPROVAL

Date Approved: _____

Bradley W. Evans, Chief Executive Officer

DRAFT

Appendix “A”

Firearms and Ammunition That May be Carried by Employees With Permission to Carry Firearms Under Chugach’s Wildlife Safety Policy

Bolt action rifles

.375 H & H Magnum

- a. Federal Premium grade using the 300gr. Nosler partition or Trophy bonded Bear Claw bullet (TBBC)
- b. For Remington, Winchester, Barnes use heaviest bullet
- c. No Winchester silver tips

.338 Winchester Magnum

- a. Federal Premium grade using the 225gr. or 250gr. Nosler partition or TBBC bullet
- b. Winchester Partition Gold 250gr. Nosler bullet (NO Silver Tips)

.300 Winchester Magnum

- a. Federal Premium grade using 180-200gr. Nosler or TBBC bullet
- b. Winchester Partition Gold 180gr. Nosler bullet (NO Silver Tips)

.30-06 Springfield

- a. Federal Premium Grade 180gr. Nosler partition or TBBC bullet
- b. Winchester Partition Gold 180gr. Nosler partition bullet (NO Silver Tips)
- c. Remington 220gr. “Core-Lock” bullet

Lever rifles

45-70 Lever rifles (Marlin only)

- a. Garretts 540gr. Hammerhead bullet
- b. Cor-Bon 405gr. Penetrator or 350gr. Kodiak bullet
- c. Buffalo Bore 430gr. Hard cast bullet (these may be high pressure) or 405gr. Jacketed
- d. HSM Brand at WWG; either 405gr. or 350gr. Kodiak bullet

Shotguns

12 gauge Pump Shotgun

- a. Any 437gr, (1 oz) Foster-type slug
- b. Federal 547gr. slug
- c. Brenneke (1 oz) slug

Handguns

.44 Magnum Revolver

- a. 328gr. ACE Bullet Co. Alaska (heavy cast bullet)
- b. 310gr. Garrett’s Hammerhead cast bullet (for S&Ws). For Rugers use Garrett’s 330gr. Hammerhead bullet
- c. 265gr. Barnes Solid
- d. Federal 300gr. Cast Core Premium Hunting bullet
- e. Cor-Bon 305gr. penetrator jacketed or 320gr. hard cast