



EMPLOYEES RIGHTS

REFUSAL TO ACCEPT MEDICAL TREATMENT

All employees that are injured due to a work related incident have the right to medical attention, evaluation and treatment. E Light Employees shall not discourage, dissuade, or suggest anything to contrary. Members of management and supervision shall make it clear to injured employees that they have the right to medical attention, evaluation or treatment.

No employee may be forced to undergo medical evaluation, treatment or assistance against their will. All employees have the right to refuse medical evaluation, treatment or assistance.

Only a certified and licensed medical professional may make the decision that an employee is not capable of making sound decisions and force medical evaluation, treatment or assistance. E Light Employees are not authorized to make this decision.

If an employee has been offer medical evaluation, treatment or assistance and they refuse this evaluation., treatment or assistance, a Safety: Refusal to Seek Medical Treatment Template iAuditor report shall be filled out, signed by the supervisor and the employee and submitted to the Director of Safety and Loss Prevention.

E Light reserves the right to force an employee to stop work, stop a certain task or leave the project premises if E Light believes it is in the employee's best interest to do so or in the best interest of the company and its employees.

REPORTING OF UNUSUAL BEHAVIOR

All E Light employees have the right and the obligation to report unusual, suspect, unethical or inappropriate behavior by individuals. Employees may report this to their immediate supervisor or they may call the reporting HOT LINE. The reporting HOT LINE is posted on the project with the Employees and Employers Notification Postings. Employees may call 303-754-0001 and ask for Human Resources if they have any questions concerning reporting.

RIGHT TO STOP WORK

All E Light employees have the right and the obligation to stop work that they believe is unsafe. Employees need to inform their supervisor immediately if they feel work is unsafe or if they do not understand the task assigned to them.

RIGHT TO SAFE WORK ENVIRONMENT



All E Light employees have a right to a safe work place. If you believe that your work place is not safe, report this to your immediate supervisor immediately.