



BOARD OF TRUSTEES POLICIES

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|--|---------------------------------|----------------------------------|------------------------|
| Subject: Political Activities by Employees in Membership Elections Policy | | | Policy No.: 125 |
| Original Issue: 09/20/1999 | Last Revised: 04/27/2012 | Last Reviewed: 09/29/2023 | Page: 1 of 2 |

PURPOSE

The purpose of this Policy is to ensure ethical behavior and to prevent active or passive participation in any election where the employee would be engaged in a campaign in any manner where his or her influence or efforts would be directed in favor of, or against, anyone who may be a candidate for the office of Trustee.

ACCOUNTABILITY

The President of the Board of Trustees and the CEO and General Manager (GM) are accountable for ensuring implementation of and adherence to this policy.

SCOPE

Jemez Mountains Electric Cooperative, Inc. (JMEC) was organized and will be operated on a non-political basis. The Board of Trustees recognizes the right of the individual to freely express his or her convictions and to exercise that privilege at the polls, but at the same time, it will not tolerate a practice where the employee, based upon information acquired during the course of employment with the Cooperative is used to influence other voters as to the qualifications or abilities of a candidate for Trustee.

POLICY

All employees who are now or who may hereafter be employed by the Cooperative, will refrain from taking any part in any election where Trustees are elected, except in such cases as where the employee is a bona fide member of the Cooperative and, in such case, such employee will be permitted to express personal opinions on candidates privately and to vote in accordance with his or her wishes. Any employee may: attend any political event where the general public is admitted; sign nominating petitions. No employee, whether bona fide member or not, shall: engage in any political activity while on duty; engage in any political activity in any facility owned by the cooperative; engage in any political activity while wearing any uniform or official insignia identifying the person as an employee of the cooperative; engage in any political activity while using a Cooperative vehicle. No employee may run for the JMEC Board of Trustees while serving as an active employee or consultant to JMEC.

Any employee who has been found to have violated this policy, after notice and an opportunity to be heard, will be disciplined pursuant to JMEC management guidelines. It will be the duty of the GM, immediate supervisor, or any Trustee to bring forth charges against any employee in violation of this Policy.

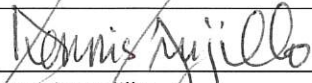
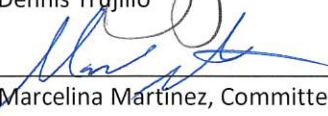
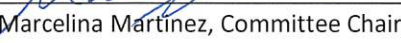
Any Trustee who will bring pressure to bear, either by threat or by reward, on any JMEC employee, in an attempt to influence or coerce said employee to vote or work for any candidate for the office of Trustee, will be considered in breach of Standards of Conduct (Board of Trustees Code of Conduct Policy 102) and will be reprimanded by the Board of Trustees, who will suggest his or her immediate resignation.



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The Board of Trustees will inform the members of the Cooperative at the next annual meeting, of the said charges against the Trustee involved, unless the accused Trustee may have severed his or her connection with the Board of Trustees by resignation or otherwise.

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|  _____, President of the Board | Date: <u>11/15/2023</u> |
|  _____, Board Secretary | Date: <u>11/15/2023</u> |
|  Marcelina Martinez, Committee Chair | |

9/29/2023- Changes made to Policy 125 are mostly cosmetic with the addition to changes in the second paragraph under "Policy".