

# Field Dress Code and PPE Requirements-January 2025

This policy defines a comprehensive field dress code policy for our electricians, which aims to mitigate risks and promote safe practices on the job site.

The policy will address key aspects of electrician attire, including required personal protective equipment, prohibited items, and considerations for specific work environments. Adhering to this policy will not only enhance the safety of our workers but also demonstrate our commitment to upholding the highest standards of workplace safety.

To effectively implement this policy, we must first understand the importance of supervisory oversight and the role of a well-designed electrical safety program. Supervisors play a critical role in the success of a company's electrical safety program, as they must possess the knowledge and skills to identify and address potential hazards. Additionally, a comprehensive electrical safety program should provide a focus on the work task and the required steps to execute the work safely. ([Becker, 2017](#))

## Personal Protective Equipment

Electricians must wear the following personal protective equipment when performing any work on any E Light project. This personal protective equipment are minimum requirements. Additional personal protection equipment may be identified and required based on specific tasks and employees will properly use all identified and required personal protective equipment for a specific task.

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Arc-rated clothing: Electricians must wear arc-rated clothing, including pants, shirts, and jackets, that meet the requirements of ASTM F1506, Standard Performance Specification for Flame Resistant and Arc Rated Textile Materials for Wearing Apparel for Use by Electrical Workers Exposed to Momentary Electric Arc and Related Thermal Hazards. All clothing must meet the minimum requirements of the current accepted edition of the Standard for Electrical Safety in the Workplace [NFPA 70E]. The arc rating, as defined in NFPA 70E, must be appropriate for the potential arc flash hazard. All employees should wear clothing made of natural fibers anytime they are working as this will limit the effects of arc blast and thermal exposure.

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Footwear: Electricians must wear protective footwear with non-conductive soles, such as steel-toe boots or shoes, that meet the requirements of ASTM F2413, Standard Specification for Performance Requirements for Protective Toe Cap Footwear. Steel or composite toe boots are not required on all projects however many projects do require steel or composite toe boots and it is recommended that all field employees use steel or composite toe boots.

All field employees must wear footwear that is non-conductive and extends over the ankle. The footwear must be a boot type footwear which provides ankle support and also helps protect the foot from puncture hazards. The soles of the footwear should be slip resistant.

Hand Protection: All employees must wear gloves at all times while performing tasks. The gloves must be either Cut Level 3 resistant gloves or leather gloves. Cut resistant gloves must be worn for most tasks. If the employee is handling large wire reels or other wood or materials with splintering hazards, then leather gloves should be worn.

Eye and Face Protection: All employees must wear safety glasses with side shields or goggles at all times while working on E Light job sites. Safety glasses must be identified as meeting the requirements of ANSI Z87.1, Standard for Occupational and Educational Personal Eye and Face Protection Devices. Face shields shall be worn in addition to safety glasses when the employee may be exposed to flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation, and while drilling into any masonry or concrete materials while working overhead.

Head Protection: Hard hats that meet the requirements of ANSI Z89.1, Standard for Industrial Head Protection, must be worn at all times on E Light job sites. E Light shall select, and issue hard hats and employees shall only wear the issued type of hard hat. No markings, stickers, or writing may be placed on any E Light hard hat that is

not previously authorized by E Light and required by company policy or project requirements. E Light will utilize Helmets that are Type E and Class 1 listed. All employees will wear helmets with chin straps attached and fastened at all times.

**Safety Vests:** All employees must wear a high visibility, Class 2 safety vest or other high-visibility garment at all times while working on E Light jobsites. E Light will define color coding and all employees wear issued safety vests in accordance with E Light defined color coding. No marking or other attachments are allowed on E Light safety vests other than those that are pre-approved in writing by the Safety Council.

Employees should be provided with the necessary personal protective equipment, maintain it in good working condition, and use it properly on the job site.

**Arm and Leg Protection:** Long, flame-resistant pants that cover the legs and long-sleeved, flame-resistant shirts that cover the arms are required to be worn at all times. Shirt sleeves must come to at least the center of the area of the arm between the shoulder and the elbow.

## Prohibited Items

The following items are strictly prohibited on all E Light job sites:

Shorts, tank tops, or loose, baggy clothing

Short-sleeved shirts, sleeveless shirts, or shirts that do not cover the arm to the center of the upper arm.

Sandals, open-toed shoes, or shoes that expose any portion of the foot. Tennis, running or sport type shoes. Slip on, loafers or moccasins are not permitted.

Employees shall not wear conductive jewelry, such as rings, necklaces, bracelets, and watches when working on or near energized parts. Employees shall not have earrings, piercings or gauging that could present a safety hazard such as being caught in machinery or hanging wires. All gauging must be completely covered with non-conductive plugs while on the jobsite. Earrings may be worn but only the stud type and only non-conductive material. All other body piercings must be stud type and non-conductive. This is to prevent injury due to arc blasts, flashes or other thermal or electric event and to prevent injury from getting gauges or loops or dangling jewelry caught in hazards.

Employees who arrive at the jobsite without the required personal protective equipment will not be permitted to work until the appropriate personal protective equipment is obtained.

Employees may not wear the logos or brand names of other companies or organizations without prior approval by management. Employees may not wear any clothing that may be considered offensive or inappropriate.

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## References

Becker, T. (2017). Application of Workflow Process in an Electrical Safety Program (p. 1).  
<https://doi.org/10.1109/esw.2017.7914858>