

ESOURCE NEWSLETTER



Can Employees Refuse to Work Under Certain Conditions?

Employees whose workplaces are covered by the Occupational Safety and Health Act (OSH Act), which is administered by the Occupational Safety and Health Administration (OSHA), have a limited right to refuse to work. An employee may have the right to refuse to perform a task, and the employer cannot fire the employee for that refusal (the refusal to work) under certain circumstances that violate OSHA rights.

When Does an Employee Have the Right to Refuse to Work or Perform a Task?

Under OSHA law, an employee has the right to refuse to work if, and only if, all of the following conditions are met:

- A real, imminent danger of death or serious injury exists in the workplace. This danger must be one that both the employee as well as a “reasonable person” find is present.
- Where possible, the employee has asked the employer to eliminate the danger.

- The employer has failed to do so.
- Because the employee genuinely (i.e., “in good faith”) believes that an imminent danger of death or serious injury exists, the employee refuses to work. The refusal cannot be a disguised attempt to harass your employer or disrupt business.
- There is not enough time, due to the urgency of the hazard, to get it abated (corrected) through regular enforcement channels – such as by requesting an OSHA worksite inspection.

What Should Employees Faced With the Danger of Death or Serious Injury Do?

Employees faced with real danger of death or serious injury should take the following steps:

- Ask the employer either to correct the hazard, or to assign the employee other work.
- Advise the employer that the employee will not perform the work unless and until the hazard is corrected; and remain at the worksite until ordered to leave.

- If your employer retaliates against you, such as by terminating your employment, for refusing to perform the dangerous work, contact OSHA immediately. Complaints of retaliation must be made to OSHA within 30 days of the alleged reprisal. To contact OSHA call 1-800-321-OSHA (6742) and ask to be connected to your closest area office. No form is required to file a discrimination complaint, but you must call OSHA.

What Can an Employee Do if the Danger is “Not Imminent”?

If a dangerous condition does not create the risk of imminent danger, the employee should inform the employer of the problem in writing. If the employer fails to remedy the condition, the employee should file a complaint with OSHA or the appropriate state occupational safety agency.

OSHA regulations and many state laws prohibit an employer from retaliating against a worker that reports a violation. This means the employer may not fire, demote, or reduce a worker’s pay because the worker, in good faith, filed a complaint about OSHA unsafe working conditions. A determination of employer retaliation by OSHA can result in the reinstatement of the worker to their former position and an order for compensation for lost wages.

IMEA 2026 Workshops

June

June 1 - 12, 2026

IMEA 610 Wood Pole Climbing Workshop (Class #060126)

Rensselaer, In.

August

August 4 - 6, 2026

IMEA Top Out (Class #082222)

Rensselaer, In.

September

September 21 - 25, 2026

IMEA 613 Advanced Workshop (Class #102323)

Rensselaer, In.

October

October 5 - 9, 2026

IMEA 611 Basic Workshop (Class #092925)

Rensselaer, In.

Associate Member Highlight

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Safety Test & Equipment Co. Catalog |

SafetyTest





2026 IMEA Annual Business Meeting & Vendor Expo

REGISTRATION IS AVAILABLE IN MAY!

IMEA Annual Business Meeting & Vendor Expo provides an opportunity to learn from industry experts and network with peers. It attracts all levels of the Indiana utility professionals and staff from member communities, as well as IMEA staff.

The conference features educational sessions on technical programs focused on the utility industry. It also provides an opportunity to collaborate with other utilities one on one during the IMEA business meeting.

In order to make sure that all guest are provided hotel room availability we ask that you reserve your room ahead of time. This way we are able to keep track of quantity and increase the group block if needed.

We need your voice to be heard & your experience of the Public Power Industry to share with others during the IMEA Annual Business meeting.

We Look Forward to Your Participation!



13 - 15 October, 2026



**Belterra Casino Hotel & Resort
777 Belterra Dr, Florence, IN 47020**

IMEA MEMBER SERVICES & RESOURCES

- Education & Networking
- Safety & Training
- Legislative, Regulatory, and Limited Legal Assistance
- Lineman Apprentice Skills Training
- Mutual Aid
- DOL Journeyman Lineworker Apprentice Program
- Annual Business Meeting & Vendor Expo
- Educational Scholarships
- Joint Programs & Committees
- Public Relations
- Public Power Promotions
- Rate Services and Intervention
- News Publications
- Operation & Management
- Member Directory
- Website





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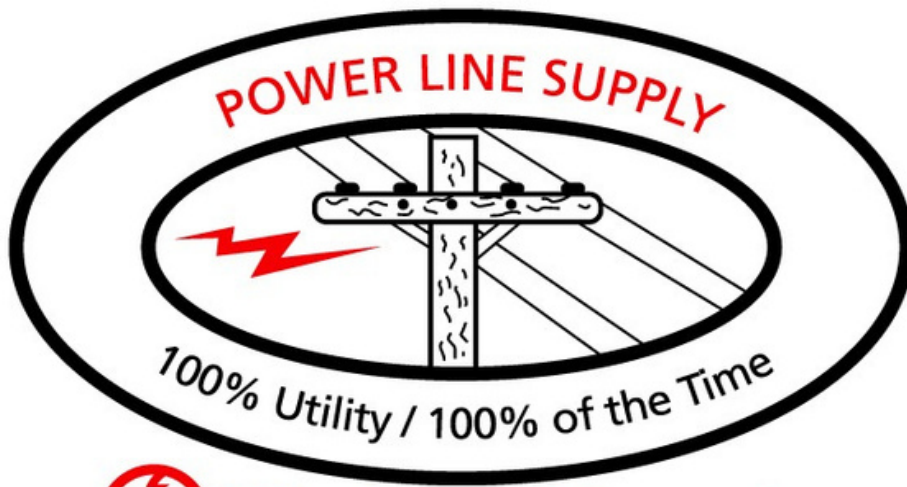
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IMEA ASSOCIATE MEMBERS

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Technical Solution Consultant

(317) 734-7357

WHY YOU SHOULD CHOOSE IMEA LINEMAN TRAINING INSTITUTE

- Better Student-to-Instructor Ratio at 10:1 versus larger schools
- Each lineman instructor has at least 20+ years of experience
- Diverse instructor staff. Many of our linemen have not only over 30 years' experience but are well versed in substation, overhead distribution, underground utility construction, and transmission.
- Our instructors are patient, knowledgeable, constructive, and collaborative with students-not adversarial.
- In-house FULL CDL training and testing facilities. This cannot be emphasized enough as obtaining a CDL is critical to job placement, and IMEA makes obtaining a CDL very easy and affordable versus other programs. MOST schools will help you only obtain the permit versus earning the entire CDL. We do ALL of the training and TESTING in-house, on-site.
- Job placement services and career planning services.
- IMEA is a Non-Profit Organization, unlike other schools so we can provide the same training at a significantly lower cost.
- On-site lodging.



INDIANA MUNICIPAL
ELECTRIC ASSOCIATION

LINEMAN TRAINING INSTITUTE

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*Enrollment packages
available. Please visit:
www.imea.com / [lineman
training institute](http://lineman
training.institute)*

2026 Title Sponsor of IMEA
Lineman Training Institute

Milwaukee®

Nothing but **HEAVY DUTY®**

OUR PROFESSIONAL SERVICES



Personal Protection Equipment and Procedures

Students will learn about safety working procedures and personal protection equipment.



Electrical Systems

Students will learn the basics of the entire electrical system from generation through transmission, distribution, and conversion.



Basic Electricity

The students will be taught the fundamentals of practical and mathematical application of Direct Current and Alternating Current.



Transformers

Students will learn how and why transformers are used, banked, energized and the various configurations of both Delta and Wye.



Personal Protective Grounding

Students will learn how and why companies work on transmission and distribution lines as well as all equipment and methods used when working.



Rigging And Knot Tying

Students will learn how to tie specific knots, splice rope and learn the proper use of various ropes, slings, block and tackle.

Why Us?

Are You Ready To Begin Your Career Ahead Of Your Competitors?

Our lineman school program will allow you to begin your career ahead of all the rest. Our students have experience performing the jobs of a lineworker, as well as obtaining professional knowledge of the industry while they proceed through our program. Our students are well equipped to stand out from the interview to the actual job. Our program will provide an outlet for electric companies to search for new qualified applicants.

Our students will be able to enter the industry with the technical skills that their employers can't pass up!

Do you want to learn from Experienced and Knowledgeable Linemen?

The lineman school instructors at IMEA Lineman Training Institute have extensive real-world experience in power generation, transmission and distribution. Their exceptional understanding of the industry and what companies are looking for makes our program a cut above other school. Our students will have hands-on experience in the trade and be coached in problem-solving skills in order to help them excel in their work.

Do you want to be able to graduate and have the opportunities for immediate positions anywhere? Then this trade is the right career for you. IMEA Lineman Training Institute provides its lineman school graduates with a listing of municipalities that will be useful in your search. Our instructor's connections with the leaders of the trade will also give the students of IMEA Lineman Training Institute the upper hand at finding a career. Our students will be trained, not only to look for the job, but to find jobs. A career planning class is required to help our students create a resume and learn to find their own jobs.

So is it what you're looking for?



Indiana Municipal Electric Association

IMEA Lineman Training Institute

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