

SMWIA Local 276, Code of Ethics

ETHICS

- a) Member shall conduct themselves without prejudice to the race, colour, creed or gender of their fellow member
- b) No members shall display inappropriate behaviour towards another member, group of members, employer or customer representatives.
- c) No member shall take part in, or conduct unethical conduct or work practices that reflect discredit on the trade.
- d) Members shall resist pressure to hurt the customer by Shoddy Work Practice such as "under gauging", use of shoddy materials etc.
- e) Members shall adhere to our core principle of productivity, efficiency and minimized idle time giving eight hours work for eight hours pay and adhere to established contractual breaks, lunch periods, starting and quitting times, ensuring they arrive at work on time and ready for work.
- f) Members shall not leave the job site without prior approval and in the event of absences contact their supervisor in advance of their established starting time to confirm such absence.
- g) Personal cell phone usage shall be limited to appropriate break or lunch times or emergency use as define by the Business Manager.
- h) Members shall strive to eliminate work disruptions on the job working towards the goal of completion of the project on or under the allotted time.
- i) Member shall perform work safely and effectively while utilizing proper safety equipment and procedures and adhering to all employer, WCB and industry established safety rules.
- j) Members shall participate in all WCB, Union, Employer or Client required safety courses.
- k) Members shall carry all tools, in good working order, as required by the collective bargaining agreement and take care of all equipment and tools provided by the employer.
- l) Members shall exhibit and maintain a level of craftsmanship recognized to be within industry standard by only accepting work for which they have the required skills and training.
- m) Members should ever up-grade his skill and ability to practice "Good Workmanship"

n) Members shall meet their responsibility to be fit for duty, with a zero tolerance policy for substance use or abuse on the job.

o) Members, as representatives of the union and the employer will be professional in appearance and not wear or display any inappropriate materials.

p) Members shall respect the property and all legal facility rules of the contractor and end user.

q) All Members shall work with other members who display unacceptable work habits on the job so that each member meets the standards of quality, productivity, professionalism and union pride that makes us second to none.

I _____ have read and understand the Sheet Metal Workers International Association, Local 276, Code of Ethics. I pledge to live by and uphold the Code of Ethics, realizing that failure to abide by the Code could result in charges as outlined in the Local 276 Bylaws and the Rituals and Constitution of the Sheet Metal Workers International Association.

Name of member

Name of Witness

Signature of member

Signature of Witness

Date

Date