

# CODE OF EXCELLENCE IBEW

The Code of Excellence is a program designed to bring out the best in our construction members and demonstrate to our customers that IBEW members:

- **Perform the highest quality and quantity of work** •
- **Utilize their skills and abilities to the maximum** •
- **Exercise safe and productive work practices** •

The Code of Excellence is not only about an IBEW job built right the first time, on schedule and under budget; it is also about pride in IBEW membership and craftsmanship and leaving a lasting impression of quality workmanship with the customer... thus, prompting him to again employ the IBEW on future projects. The Code of Excellence program is also a means to build and project positive attitudes about who we are and the work we do... on and off the job.

Local Union training with respect to the Code of Excellence program may be facilitated by an International Representative but, regardless of delivery method or by whom, the Code of Excellence program training is to convey a strong message that IBEW construction members will:

- C**ome to work on time, fit for duty and ready to work.
- O**bey recognized customer and employer rules.
- D**emonstrate zero tolerance for alcohol and substance abuse.
- E**xercise proper safety, health and sanitation practices.
- O**wn up to '8 for 8' and be on the job unless otherwise allowed or authorized to leave.
- F**ollow safe, reasonable and legitimate management directives.
- E**ncourage respect for the customer's rights and property, as well as for others on the job.
- E**xercise the skills and abilities of the trade.
- C**are for tools and equipment provided by the employer.
- E**liminate waste and other forms of property destruction, including graffiti.
- L**imit lunch and break times to allocated periods; adhere to established start and quit times.
- L**eave inappropriate behavior to those of lesser knowledge.
- E**mploy the proper tools for the job and maintain personal tool responsibilities.
- do **N**ot solicit funds or sell merchandise without the Business Manager's approval.
- C**urtail idle time or pursuit of personal business during work hours, including cell phone use.
- E**xpel job disruptions and refuse to engage in slowdowns or activities designed to extend the job or create overtime or any other conduct that cast the IBEW in a bad light.

As with Stewards, IBEW members employed in management/supervision must have knowledge of the Code of Excellence program principles, its relationship to IBEW organizing and overall membership responsibilities to the Brotherhood. Yet, more importantly, members in these roles need to know how effectively managing their jobs will be a corresponding obligation to the Code of Excellence program. IBEW 'rank and file' members honoring the Code of Excellence program will rightfully have similar expectations of Brothers and Sisters in management/supervision, with these being in the areas of:

- Management responsibilities to the collective bargaining agreement.
- Total acceptance of supervisory positions and related responsibilities.
- Communication and cooperation with the job Steward.
- Employee encouragement but, if necessary, fair and consistent discipline.
- Job safety, health and sanitation needs or requirements.
- Ample job layout/directions to minimize down time and maximize employee productivity.
- Availability and timely delivery of necessary materials.
- Proper number and type of tools and equipment to ensure job progress.
- Maintenance and upkeep of tools and equipment.
- Storage and protection of employer and employee tools and equipment.
- Employ adequate number of employees to perform efficiently or, conversely, limit number of employees to the work at hand.

