



# Local 102

## Code of excellence

### IBEW Commitments

#### Daily Work Standard

- Established starting and quitting times will be strictly followed.
- All members will arrive on time, ready and willing to work. Tardiness and absenteeism will be held to strict minimum.
- Break times will be adhered to as per the standard set forth by the contractor.
- Lunch time will be as set forth in the collective bargaining agreement.
- Cell phone usage will be held to break and lunch times.
- Instigating or participating in methods to disrupt, slow down, or stop work will not be tolerated.
- A zero tolerance of drug or alcohol use will be in effect.
- All members will maintain the required tools called out in the CBA tool list.
- Members hand tools, as well equipment and tools provided by the employer will be maintained and taken care of to ensure proper and safe working condition.
- No member shall participate in destruction of personal, employer, or customer owned property.
- Any questions pertaining to the standards described above can be brought to the code of excellence shop steward.

#### Jobsite safety

- All IBEW members working on a code of excellence jobsite will be OSHA 30 certified or in the process of completing the certification.
- All work will be performed in a safe and efficient manner, in accordance with industry and jobsite standards.
- All members will utilize provided safety equipment, when required by the contractor or jobsite standards.

#### Attitude

- Any inappropriate behavior towards a customer, employer, or jobsite representative, including any craftsman from any trade, will strictly be prohibited.
- All members shall strive to promote the best positive image of IBEW.
- The highest level of quality and professionalism shall be displayed at all times.



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## Employer commitments

- Supervisors will possess the ability to effectively manage the workforce and job requirements.
- The employer shall ensure proper planning, layout, and coordination of all manpower.
- The employer is responsible for establishing and maintaining a sufficient amount of employees to meet the specific demands of the jobsite.
- The employer will ensure the proper quantity, and type of material is readily available by the onsite workforce to complete the job as directed.
- The employer agrees to supply adequate amount of tools for the specified jobs, and will ensure the tools are in safe working condition.
- The employer will be responsible for providing a safe working environment, including all necessary safety equipment and following the guidelines established in 29CFR 1926 OSHA construction industry regulations.
- The employer, and all supervisory positions directly related to the specific jobsite agree to communicate and cooperate with the code of excellence steward.

The contractor reserves the right to send any member home, layoff, or terminate, the said member, from the job for clear violations of the above standards.

The contractor is to then make the Referral office aware of any infraction in writing and that notification will then be kept in the members file. Any further infractions will result in an appearance before the Executive Board.

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## Dress Code

For safety and appearance body piercing (eyebrows, nose, lips, ears, tongue, navel etc.) is not acceptable.

The wearing of shorts, cut-offs or ripped and unsightly clothing of any kind is not allowed.

Underwear-type and sleeveless shirts, tube tops, halter tops, spaghetti straps, and sagging or bagging pants, pants that do not fit the waist or radically altered or frayed clothing are not acceptable.

Clothing worn overly baggy or below the hips is a safety issue and inappropriate.

No sweat pants will be allowed.

Clothing with explicit and inappropriate language pertaining to but not limited to the following for:

- Politically partisan remarks.
- Any language that is pro-illegal substances of any kind.
- Advertising for drugs or alcoholic beverages.
- Any language deemed offensive to our customers.
- Language considered vulgar or expletive.
- Language considered obscene, libelous or slanderous.
- Language that creates a clear and present danger of commission of unlawful acts.
- Language that violates state hate-crime laws.
- Decorations, visible tattoos, mottoes, or acronyms that convey crude, vulgar, profane or are sexually explicit or contain suggestive messages are to be covered at all times.
- Proper footwear will be worn at all times. The wearing of sneakers, sandals, on any job site is strictly forbidden.

I have read and fully understand, the Code of Excellence standards and policies set forth in the above document. I assume responsibility for my actions and conduct while performing the duties of an electrician referred from Local Union 102. I understand the intent of this document is to enhance productivity and increase market share, through a joint effort of the IBEW, the Local Union, and the NECA contractor. I understand failure to comply with the Code could result in disciplinary action as previously stated in the policy.

Member's signature

Date

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