



**INTERNATIONAL UNION OF OPERATING
ENGINEERS
LOCALS 312, 474, 653 and 926**



PROFESSIONAL CODE OF CONDUCT

It shall be the goal of the Professional Code of Conduct to promote the highest quality and quantity of work while providing the best skills and utilizing the best work practices. The Professional Code of Conduct will conclude with a job built on time, under budget, and built right the first time while maintaining the highest standards in safety.

- *Members will adhere to the contractual starting and quitting times. They will arrive on time and ready for work. Breaks will be limited to the time allowed by the contract or working agreement.*
- *Members will meet their responsibility to be fit for duty, and our zero tolerance policy for substance abuse.*
- *Members will maintain the latest qualifications, licenses and certifications that may be applicable to their trade.*
- *Members are to be productive and efficient at all times.*
- *Members being found guilty of misrepresentation of their ability or skills will be disciplined or fined upon trial therefore and their conviction thereof, by the Local Union.*
- *Members will meet their responsibility in taking care of equipment provided to them by the employer.*
- *Members will respect the property of the customer or employer. Graffiti and other forms of destruction and waste will not be tolerated.*
- *Members will meet their contractual responsibility to utilize all proper safety equipment and methods.*
- *Members will meet their contractual responsibility to eliminate disruptions on the job.*
- *Members will meet their contractual responsibility of personal cell phone use while on the job.*

The below signature acknowledges that the Business Managers and Business Representatives of IUOE Locals 312, 474, 653 and 926 approve the Professional Code of Conduct and agree to ensure the members knowledge of such expectations.

IUOE Local 312, Brandon Bishop
IUOE Local 653, Larry Fincher

IUOE Local 474, Allen Braswell
IUOE Local 926, Phil McEntyre
Martin Patterson, IUOE Southern Regional Director