

## **CODE OF EXCELLENCE**

### **Worksite Scenarios**

*Directions - This segment of the program offers real-life problems that Members, Officers, Foremen and Stewards may face on the jobsite. Individually, or in small groups, discuss the assigned scenarios, and develop a response to each. Make sure that each group understands that it should be prepared to defend and explain each response to the rest of the class. As the instructor you should make sure each response includes the points raised after each scenario.*

1. Happy Electric only offers overtime to its “favorites”. As a Member, what would you do?
2. Big Job Construction Company, a non-union General Contractor refuses to provide drinking water on the project. When approached, he states, “Tell the cry-baby ‘sparkies’ if they don’t like the conditions to leave”. What are your choices as a Member?
3. T.J. is a third-year apprentice. He averages 32 hours or less per week. When confronted by his J.W. with why, T.J. explains he really only wants to work 3 days a week. What should you do?
4. John, a well-seasoned and experienced electrician, is overheard telling Jake and Cory, two newly organized members, “Slow down --- you’re working yourself out of a job”. What options do you have as a Steward?
5. Larry is a good ole’ boy. Once named outstanding apprentice, years of substance abuse have diminished his abilities and limited his work opportunities. Build Rite is a traveling Contractor with a two-year project and the only Contractor in your jurisdiction not holding an ineligible for rehire on Larry. Larry is the top man on the out of work list, and now is being sent to the job. What are your responsibilities and a Steward?
6. Mike repeatedly complains of the dirty outhouses. He has convinced the rest of the crew that if you don’t do something, they will. What should be your next move?
7. Tony has been traveling the past 3 years. He can’t believe how the local has ‘gone to hell in a hand-basket’. Tony is working on a lower-scale job. He suggests to the crew they refuse to work for anything less than ‘high scale’ and ‘stick together like real Brothers’. What areas should cause you concern as a Member?
8. Kris, a new J.W. supervising an apprentice, tells their Foreman, George, he is going to need three new drill motors. When asked why, he states ‘one to lose, one to break and one for home’. Accurate Electric, suffering a 50% tool loss has instructed their foremen to terminate anyone suspected of tool theft. George is headed to get Kris and the apprentice’s money. What should you do?

9. Eric is a first period apprentice. He has been assigned to the new chip plant project working for Electrical Systems Solutions Electric. When questioning his journeyman Bill about the lack of production expected of the men, he is told, "That's what makes the electricians different from the other crafts. We get paid for what we know, not what we do". What would you do?
10. Jim is the wire pulling crew Foreman. He comes to you complaining that three of his crewmembers never show up for work on Monday and Tuesday. The job is working 7-10's. How would you advise Jim to proceed?
11. Scott is a newly organized wireman. The organizer told him he could get paid \$1000 per week to play 'hide and seek'. In his previous job, Scott was fed up with supervising 10 apprentices in the open shop where he had worked for the past several years and decided to give the union a try. Leroy and Phil, two 'brothers' working on the job, have let the air out of the tires on his Toyota. They super glued his made in China tools to his tool pouch. They refuse to take break or eat lunch with this 'rat'. What are your responsibilities as a Steward and to whom?
12. Fusion Electric is late again on the benefits. Jake's wife is about to have a baby and they are not covered by insurance because of the delinquency. The Foreman and crew think the best way to get the company's attention is to walk off the job. What would you do as Steward?
13. The men working on the job have decided to form a check pool. Tradition in the local dictates that the Steward is responsible to run it. However, the owner has been complaining to the company that the "Union guy is wasting too much time just walking around talking to the men" and wants him fired. As a Foreman, what should you do now?
14. Norm comes to work hung-over 3 or 4 days a week. The Foreman has warned him the next time he comes smelling of alcohol, he will be fired. Norm comes to you looking for representation. On the last job, he states, "The brothers took care of me", and he says you're a worm if you and the guys don't stand up for him. What would you do to help Norm?
15. You have been appointed as Steward by the Business Manager working to protect the members, the customer and our union. Several men on the job think this an "a bunch of B.S.", and refuse to work with you and the officers of the local to uphold the standards contained in the Code of Excellence program. What would you do as Steward?
16. Some of the electricians working on the jobsite have threatened to file an U.L.P. or DFR against you because of comments you have made to other members while fulfilling your duties as a Steward. What should you do?
17. A newly setup Foreman refuses to say anything to a member who has come to work in a t-shirt which contains vulgar language. As a member, what should you do?

18. The crew refuses to follow the Foreman's request to take breaks at the worksite. What responsibilities does the crew have in this situation?
19. The checks from the shop have not arrived at the job. The Foreman is frustrated and suggests the crew 'sit down' and wait until they arrive. What would you do?
20. Don is the G.F with 3 foremen and 30 men on a project. Don insists on directing each and every phase of the project. The crews are getting tired of him 'checking out their shirt sizes', and are threatening to quit if it doesn't stop. What should you do?
21. Excellence Electric has a retrofit project on an ore mill. The crew is transferring switchgear in a control room. They have been working nearly 10 hours on the project. With one hour's work left, some crewmembers want to shut the job down and travel to town for dinner, then return and finish the job. Under the agreement, workmen receive a hot meal after 10 hours. What would you do? If you were the project supervisor, what would you do?
22. A disgruntled member working on a construction project is picketing the parking lot the project. The sign says, "Xcel Electric is unfair to me". As a Steward how would you handle this matter? What should you do if he refuses to stop picketing?
23. On Time Electric has had a standing call for Journeymen during the past four weeks. On Time has employees working on other jobs, which are winding down, and has approached you concerning transfer of several men from other jobs to the project. Several members have expressed their displeasure with this development. As a Steward what would you do?
24. Two newly organized guys show up on the job. They have more tools than they are supposed to have and no real experience on a big job but they look energetic and seem to want to do a good job. What would you do?
25. Two IBEW members get into a fistfight on the job. One of the members is the Foreman. What would you do?
26. Some of the work on the job has been sabotaged. Electricians are getting the blame. As Steward what would you do?
27. The employer sets up a new crew and Foreman. After about a week the General Foreman is about ready to fire some of the hands for no productivity. The Foreman has not requested tools, or given layout to the hands. How would you handle this situation?
28. Mike is a Journeyman on a shopping mall project for Sunlight Electric. He tells you Bulb Electric, who is non-Union, has hired one of the local retired members to run a small subcontract. As a Steward what would you do?

29. It has been determined by Labor Management that the discharge of Frank & Bob by Current Electric was unjust and the decision of the Committee was reinstatement of their jobs, made whole of all lost wages, fringes and file purged of any wrong doing. Current Electric, upon reinstatement has transferred them to a 40 hour a week job that isolates them from their original crew that is still working 5 10's. As Steward what would you do?
30. A newly organized hand has been referred to the job. Some of the hands are refusing to work with him while others are shunning him. As Steward what would you do?
31. The Millwrights are setting the high voltage switchgear and some of the hands are ready to wobble the job. As Steward what would you do?
32. All Brite Electric is complaining the hands are abusing the allotted 10 minutes for coffee, and if it continues they intend to discontinue allowing coffee breaks all together. What appropriate course of action do you feel the Steward should take?
33. On a large aluminum plant expansion, miles from town on a double-time Sunday, some of the crew in the wire yard decide to burn all of the scrap wire that has been piling up since the start of the job. The object of the fire of course, was so that when they took the wire in for scrap it would render a greater price per pound. They also had no intention of asking for it. They douse the wire with diesel fuel and set it ablaze. A superintendent drives by, notices the fire and of course stops and insists that the fire be extinguished. After the fire is put out he then threatens the whole crew with termination. As a Steward what would you do?
34. On a large steel mill job being constructed during one of the local's busiest years ever, a small newly organized employer has 250 electricians on site, most of them travelers. Upper management is new to union labor. Travelers are being assigned to positions of General Foreman and Foreman. Material is disappearing, tools are disappearing, conduits are being run to nowhere, wire is being pulled in without identification, breaks and lunch are being severely abused, workers are leaving the job early or not showing up at all and are being paid for the day, etc., etc., etc. As a newly appointed Steward what would you do?
35. During construction of a new high tech plant, a large out of town Contractor assigns a superintendent to the project who is not used to the local's standards regarding the installation of conduit for these types of jobs. The bending crew is doing a great job producing concentric bends for the exposed racks. They are happy and easily keeping up with the installation crews. The Superintendent wants one shot bends produced because he believes that it 'saves time' and because he is 'the boss'. He is ready to fire the whole bending crew, which may be a moot point since the bending crew is ready to quit. All the other electricians on the job are talking and waiting to see what happens. As Steward what would you do?

36. You have been on the job as Steward for 4 months. The work force totals 200, many of them travelers. They have been very diligent about showing up on time, going to and from breaks and lunch on time and quitting on time. Attendance has been excellent. At 10:00 on a Wednesday morning the superintendent gives you a list of 10 people to be laid off. Everyone on the list has been performing in an exemplary manner. When asked why these people are being let go at a time the job needs people, he says, “Just to shake things up a little”. What do you do?
37. You are a General Foreman on a tool set at a large high tech facility. Job conditions are as good as any. Ten-hour days, two, 15-minute breaks in an arena sized tent with food service morning and noon. The plant has a cafeteria for its office and production staff but the customer has asked that construction workers not use it. You have told your employees this but some of them insist on using the owner’s cafeteria for reasons ranging from ‘they are out of gravy’ to ‘the food is better in the company cafeteria’. Nowhere in your local’s agreement does it say the Contractor is to provide a food service on site. What do you do?