

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”. How would you respond?
2. Big Job Construction Company refuses to provide drinking water on the project. When approached, he states, “Tell the cry-baby Linemen if they don’t like the conditions to leave”. What would you say to the rest of the crew?
3. T.J. averages 32 hours or less per week. When confronted by his Lineman with why, T.J. explains he really only wants to work 3 days a week. What do you say to that?
4. John, a well-seasoned and experienced Lineman, is overheard telling Jake and Cory, two newly organized members, “Slow down --- you’re working yourself out of a job”. As a member how would you respond to John and what would you say to the new members?
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. As a co-worker what would you say to Larry?
6. Kris, a new Lineman supervising an apprentice, tells their foreman, George, he is going to need three new impact drills. 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?
7. Eric is a first period apprentice. He has been assigned to the new industrial plant project working for Electrical Systems Solutions Electric. When questioning his Lineman Bill about the lack of production expected of the men, he is told, “That’s what makes us different from the other crafts. We get paid for what we know, not what we do”. What would you do?

8. Jim is the wire pulling crew foreman. He comes to you complaining that three of his crewmembers never showed up for work on Monday and Tuesday. The job is working 7-10's. How would you advise Jim to proceed?
9. Scott is a newly organized Lineman. 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 non-union 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. They refuse to take breaks or eat lunch with this 'rat'. What are your responsibilities as a member and to whom?
10. Fusion Construction 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?
11. Norm shows up 3 or 4 days a week and usually appears hung over. The foreman has warned him the next time he comes in 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?
12. You have been appointed as Steward by the Business Manager and trying your best to protect the members, the customer and our union. Several men on the job think this is "a bunch of B.S.", and refuse to work with you and the officers of the local to uphold the standards contained in the program. What would you do as Steward?
13. Some of the Linemen working on the jobsite have threatened to file a 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?
14. A newly setup foreman refuses to say anything to a member who has come to work in a t-shirt which contains vulgar language. What should you say?
15. The crew refuses to follow the foreman's request to eat lunch at the worksite. Are you going to go with the rest of the crew?
16. 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?
17. 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 bird dogging them, and are threatening to quit if it doesn't stop. What should you do?

18. Excellence Electric has a retrofit project on an ore mill. The crew is replacing the main 69kva transformer. 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?
19. A disgruntled member working on a construction project is picketing the parking lot of the project. The sign says, "Xcel Electric is unfair to me". As a member how would you handle this matter? Would you cross this obviously illegal picket?
20. On Time Electric has had a standing call for Linemen 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. How would you respond?
21. Two IBEW members get into a fistfight on the job next to a busy highway. Company trucks with the name of the employer are easily visible from the highway. One of the members is the foreman. What would you do?
22. Some of the work on the job has been sabotaged. Linemen are getting the blame. As a member what would you do?
23. The employer sets up a new crew and foreman. After about a week the General Foreman is about ready to fire some of the crew for no productivity. The foreman has not requested tools, or given job instructions to the crew. How would you handle this situation?
24. Mike is a Lineman on a project for Sunlight Electric. He tells you Bulb Electric, who is non-union, has hired one of the local's retired members to run a small subcontract. What should you do?
25. 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?
26. 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 a member what would you do?
27. On a large substation project miles from town on a double time Sunday, some of the crew decides 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. How should the Steward respond?

28. 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?
29. You are general foreman on 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. How do you handle the insubordination?
30. A Utility issued a construction project to a design/build Engineering Company (Not Too Smart Engineering) who had inspection duties as part of the project. This was the first time this Engineering firm had been in the State. Some believe it was the first transmission project this firm had inspected because it seemed the inspectors had little knowledge of how to build a transmission line. A large Line Contractor (Happy Construction) was sub-contracted to build the 345kv line across the state. This project was a hard money job with a firm due date. Employee(s) were working six days a week ten to fourteen hour days.

As the summer came and went it seemed to these line workers this engineering firm was not getting any better at inspection. Workers had been able to make friends with only one of the inspectors (retired Utility worker) and the tension increased between workers and customer. So in an effort to relax and blow off steam it was decided to have a large fish fry at the travel trailer location. It was decided to call the fish fry "First Annual Not Too Smart kiss my ass fish fry and horseshoe contest" and had T shirts printed up for everyone. Everyone was invited; General Foreman, Line workers and people from town were all there along with plenty of cold beer and good food on hand and a good time was had by all.

Sometime during the evening's fun it was decided by Journeyman Linemen that Groundmen were to wear the printed T shirts to work the next day (Saturday) as the friendly inspector was to be there and everyone thought it would be funny. Working hands show up the next morning to go to work including Groundmen wearing T

shirts. As you would have guessed the friendly inspector was not on site but another inspector was.

The inspector was not pleased when he saw the T shirts and demanded the three Groundmen (wearing the offensive T shirts) be sent home, not allowing them to work that day (Saturday overtime). The Journeymen on site were upset by the reaction of the inspector. The crew was scheduled to work Sunday because they were in the middle of a wire pull but the next day none of the crew showed up for work. Seems everyone called in sick.

What if anything did the workers do wrong? How could they have handled the situation differently?

31. A contractor was building a 345 line over a mountain range using helicopters. Three helicopters were being used including a large sky crane to make the heavy picks. The project was scheduled for 6-10's but was frequently working 12's.

One morning at show up, the General Foreman was off somewhere, and it looked like it might rain, so the fly crews voted to call it for rain and took the day off shutting down the job. It did not rain. The next morning started with the GF ranting and cursing the crews over the shutdown. He was some kind of mad, talking about the schedules, time lines affecting the crews behind them, paying standby time for the helicopters that cost more than they were worth, and why he shouldn't fire the entire crew. The contractor had to pay over \$25,000 for those helicopters to sit on the pads even though they didn't move.

Did the crew do anything wrong? Could the contractor legally claim this was a work stoppage and demand the local union repay him for the cost of the idle helicopters?

32. The Business Manager has been talking with several hands of a large non-union employer about joining the IBEW. Many of them are about ready to join and are also trying to convince some of their coworkers to come with them.

An ice storm hits the area and everybody is busy working lots of overtime, so the potential members inform the BM that they would like to finish the storm work prior to leaving the non-union employer.

The utility company for whom the work is being performed has informed all the employers that they will be having a barbeque dinner in appreciation for the work being performed. The employees of a union employer are the first to arrive for the meal and they have heard that the non-union would be coming to eat right after them. Many of the potential members that the BM has been talking to are in the group scheduled to eat next. After the union members eat someone suggests that the rest of the food be thrown away so those "Rat Bastards" won't get any. Many of the members begin throwing the food away before others step in and stop their activities.

The union group leaves and the non-union, including the potential members arrive to eat. There is not enough food left for all of them to eat and they hear what the union members did with the food.

The BM learns of this a few days later and immediately contacts the potential members in an effort to try to apologize for the actions taken and to continue talks about organizing them. Each and everyone one he spoke to stated that if this was what being IBEW meant then they wanted no part of it “ever”. They also said they would tell everyone they knew what happened and how sorry the IBEW was and that no one should ever join an organization like that.

What is the impact here and can the damage be repaired?