

**7th District IBEW – NECA
Code of Excellence
Standards of Conduct**

The Employers will apply the standards of conduct and their respective work rules in a fair and equitable manner. The following table sets forth the prohibited activity and corresponding corrective action to be applied after a worker has been terminated for cause by his or her Employer for engaging in such activity.

Prohibited Conduct	1st Offense	2nd Offense (within one year)	3rd and Subsequent Offenses
<u>Excessive Absenteeism & Tardiness</u>	Verbal warning by Business Manager or his designated representative	Mandatory appearance before Local Peer Review Committee	Mandatory appearance before Code of Excellence Committee
<u>Poor and Unprofessional Attitude and/or Appearance</u>	Verbal warning by Business Manager or his designated representative	Mandatory class on the 7 th District Code of Excellence & mandatory appearance before Local Peer Review Committee	Mandatory appearance before Code of Excellence Committee
<u>Non-compliance with Employer/Customer Work Rules</u>	Verbal warning by Business Manager or his designated representative	Mandatory class on the 7 th District Code of Excellence & mandatory appearance before Local Peer Review Committee	Mandatory appearance before Code of Excellence Committee
<u>Poor Workmanship</u>	Mandatory appearance before Local Peer Review Committee	Mandatory Skills Assessment and Required Training	Mandatory appearance before Code of Excellence Committee
<u>Poor Productivity</u>	Mandatory appearance before Local Peer Review Committee	Mandatory Skills Assessment and Required Training	Mandatory appearance before Code of Excellence Committee
<u>Using "Self-Help" Instead of the Grievance Procedure</u>	Mandatory Appearance before Local Peer Review Committee	Mandatory class on the 7 th District Code of Excellence	Mandatory appearance before Code of Excellence Committee
<u>Horseplay</u>	Verbal warning by Business Manager or his designated representative	Mandatory Appearance before Local Peer Review Committee and mandatory training	Mandatory appearance before Code of Excellence Committee
<u>Harassment of Co-Workers</u>	Mandatory Training appropriate for type of harassment & Mandatory Appearance before Local Peer Review	Mandatory appearance before Code of Excellence Committee	

Prohibited Conduct	1st Offense	2nd Offense (within one year)	3rd and Subsequent Offenses
<u>*Participation in any type of Work Slowdown or Work Stoppage</u>	Mandatory Appearance before Code of Excellence Committee up to possible expulsion depending on the circumstances	Mandatory Appearance before Code of Excellence Committee up to probable expulsion	Probable expulsion
<u>Theft</u>	Restitution equivalent to the value of stolen items	Mandatory Appearance before Code of Excellence Committee	Probable expulsion
<u>*Instigating a Work Stoppage</u>	Mandatory Appearance before Code of Excellence Committee up to possible expulsion depending on the circumstances	Probable expulsion	
<u>Jobsite Violence</u>	Mandatory Appearance before Code of Excellence Committee & Mandatory Anger Management Training	Probable expulsion	

A Code of Excellence Committee is hereby established for the exclusive and limited purpose of assessing corrective action associated with the prohibited conduct enumerated in Table 1 above. The Code of Excellence Committee shall be empowered to hear matters referred to it in accordance with Table 1 and apply additional corrective action it deems appropriate in the form of denying the worker the use of the referral procedure for a specified period.

The Peer Review Committee: A joint Committee with equal numbers (4 or 6) representing the Local Union and the Employers. The Committee is empowered to take action to direct the worker to take steps to correct deficient behavior.

The Code of Excellence Committee shall consist of equal number (up to 5) representing the Local Unions and the Employers. The Committee shall be empowered to hear matters referred to it and have the authority to apply additional corrective action it deems appropriate, including denying the worker the use of the referral procedure for a specified period. A majority decision of the Committee shall be final and binding on all parties. Should the Committee fail to achieve a majority decision, no action shall be taken.

Where possible or probable expulsion is indicated, that can only occur pursuant to decision by the Local Union Trial Board acting on proper charges filed in accordance with the IBEW Constitution. The charged member will have all rights of appeal provided in the IBEW Constitution.

*Under IBEW policy, any member who participates in an unauthorized work stoppage will be brought up on charges by the Local Union Business Manager.

In cases where the corrective action requires appearance before the Executive Board, Local Peer Review or Code of Excellence Committee or participation in specified training and the worker fails to comply without good cause, the worker will be subject to the next level of corrective action for the applicable prohibited activity.