

**International Union of Operating Engineers  
Local Union No. 870**



## **CODE OF CONDUCT**

### **“Pride – Performance – Quality – Safety”**

*This Code of Conduct shall apply to: camps, employer/client premises and/or work sites, lunch/coffee/change rooms, temporary (LOA) domiciles, supplied transportation and all Union offices, meetings and social events.*

*Every employee is entitled to employment free of harassment and discrimination. Therefore this Code of Conduct shall be adhered to by all members of Local 870, travel cards of the IUOE and permit workers who are referred to work by Local 870.*

*Violating any aspects of this Code of Conduct will be considered as a violation, and be subject to a penalty as determined by the Executive Board or its designate (i.e. Dispatch Review Committee) after a hearing has been conducted to consider any such violations.*

- Members shall not engage in conduct discreditable to the Union; members shall work together with the same common goal of being honest, ethical and practicing safe work habits at all times.
- Members are required to conduct themselves in a way that demonstrates respect and professionalism towards the Project Owners, Contractors, supervision and co-workers in the workplace.
- Members are required to demonstrate a good attendance record at work, which includes no early quits, late starts or excessive absenteeism. Any worker demonstrating a trend of the above mentioned items shall be requested to discuss their attendance issues with the Executive Board or its designate.
- Members are required to be understanding and supportive of a teamwork approach, while taking pride in quality of workmanship and applying the principle of a fair day's work for a fair day's pay.
- Members will aid fellow workers, leading by example and/or mentoring, while remaining open minded to changes and/or improvements in the workplace.
- Members are required to comply with lawful orders of the Business Manager, Representatives, Agents or Officers of the Local Union.
- Members shall not willfully damage equipment and/or machinery.
- Members are required to show up fit and ready for work, remaining clean and sober, free from the use of alcohol and/or any illegal or impairing drugs.
- Members shall not leave a jobsite without giving due notification to the Employer and/or Project Owners.
- Members are required to adhere to all lawful Project Owner/Contractor policies, site and safety rules and/or camp regulations, as may be amended.