

Responsibility

Our Commitment to Ourselves and Our Union



Our commitment to ourselves and our union must include a realization that the only thing we have to promote as union members is our work and the manner in which we do it. Our families and future are dependent upon our ability to retain and, in some cases, improve the standards that have been set by generations that preceded us. We face unprecedented competition for our services and to succeed, we must be the best. Each of us has the responsibility to meet the values of the Code of Excellence in a way that is indicative of the pride that we have as members of the IBEW.

IBEW Responsibilities

SPARQ

The business manager of the local union has the ultimate responsibility for implementation and administration of the Code of Excellence. The program is designed to ensure that workplace representatives, or Excellence Stewards, have the ability to resolve Code of Excellence issues quickly and effectively. Excellence Stewards have the responsibility to ensure that the COE values are met every day by each and every IBEW member on the jobsite. Our values include:

Safety

- Performing work safely and effectively, following employer and industry established rules
- Utilizing proper safety equipment and methods

Professionalism

- Arriving for work on time and ready to work
- Being productive and keeping idle time to a minimum
- Eliminating work disruptions on the job
- Having all tools on any established tool list
- Being professional in appearance and meeting established standards for appropriate dress and grooming

Accountability

- Adhering to the contractual starting and quitting times
- Limiting break times to the time allowed by the contract or agreement(s)
- Adhering to the lunch periods established in the Agreement
- Remaining on the jobsite and not leaving the jobsite without proper approval
- Taking care of the equipment and tools provided by the employer
- Being fit for duty and adhering to our zero-tolerance policy for substance abuse
- Limiting cell phone usage to appropriate break times or lunch periods

Relationships

- Respecting the property of the customer as graffiti and other forms of destruction and waste will not be tolerated
- Avoiding any inappropriate behavior towards another member or group of members
- Reframing from offensive behavior toward customer representatives or employer representatives
- Promoting an “esprit de corps” that represents the members of the IBEW in the best possible light

Quality

- Working with the Excellence Steward and leaders to ensure that work habits set a standard of quality and productivity second to none for each member on the job
- Carrying the necessary and proper tools to meet their contractual obligations
- Avoiding the practice of slowdowns and other methods utilized to extend jobs or provide for overtime

Employer Responsibilities

Our signatory employers, and if applicable our employer associates, contractors, and supervisors, have a responsibility to manage their jobs effectively. Under the COE, they are responsible for:

Management and Planning

- Ensuring proper job planning and layout, to minimize down time
- Planning the adequate numbers of employees to perform the work efficiently, and conversely, limiting the number of employees to the work at hand to demonstrate to the customer the efficiency of our partnership
- Making available the proper types and quantities of equipment and materials to ensure job progress

Effective Supervision

- Addressing ineffective supervisors, including superintendents, general foremen, and foremen
- Providing the necessary leadership skills for jobsite leaders to eliminate problems
- Enforcing the necessary positive attitude with supervisors that IBEW and the employer are working together
- Owning up to mistakes created by their decisions
- Communicating and cooperating with the Excellence Steward in spirit of resolving COE issues quickly and effectively

Proper Tools and Materials

- Ensuring that there are proper numbers and types of necessary tools.
- Providing proper maintenance, care, storage, and security for employer- provided and employee-provided equipment and tools

Safety

- Eliminating unsafe work conditions and ensuring that proper safety training, equipment, and methods are utilized