

Code of Excellence



The IBEW Code of Excellence Program is designed to implement professionalism and best practices at each and every IBEW workplace. We all know of situations where work could be performed better and more efficiently. Through the Code of Excellence Program we, as IBEW members, insure that our work meets the highest standards, including:

- ***The safest possible workplace,***
- ***The ultimate quality and quantity of work,***
- ***Unsurpassed professionalism and work skills, and***
- ***The most productive and safe work methods.***

In many cases, the company or end-user of our services will determine whether we perform future work. If the IBEW name becomes synonymous with quality work done right the first time, on time, and under budget, then the initial cost to our company becomes less significant and the overall value will be recognized. Our goal is to create a favorable, lasting impression on companies, thereby prompting each one to demand IBEW members for future needs.

The Code of Excellence is strictly an internal IBEW program, designed to instill a sense of pride and professionalism in our members. The Code of Excellence program conveys a strong message that Members will:

Come to work on time, fit for duty and ready to work.

Obey recognized union and employer work rules.

Demonstrate zero tolerance for alcohol and substance abuse.

Exercise proper safety, health and sanitation practices.

Own up to "8 for 8" and be on the job unless otherwise allowed or authorized to leave.

Follow safe, reasonable and legitimate management directives.

Encourage respect for the customer's rights and property, as well as, for others on the job.

exercise the skills and abilities of the trade.

Care for tools and equipment provided by the employer.

Eliminate waste and other forms of property destruction, including graffiti.

Limit lunch and break times to allocated periods; adhere to established start and quit times.

Leave inappropriate behavior to those of lesser knowledge.

Employ the proper tool for the job and maintain personal toll responsibilities.

do **N**ot solicit funds or sell merchandise without the Business Manager's approval.

Curtail idle time or pursuit of personal business during work hours, including cell phone use.

Expel job disruptions and refuse to engage in slowdowns or activities designed to extend the job or create overtime or any other conduct that would cast the IBEW in a bad light.

As with Stewards, IBEW Members, must have knowledge of the Code of Excellence program principles, its relationship to IBEW organizing and overall membership responsibilities to the Brotherhood. Yet, more importantly, members in these roles need to know how effectively managing their jobs will be a corresponding obligation to the Code of Excellence program.

Our Commitment to Ourselves and Our Union...must include a realization that the only thing we have to sell as union members is our work. 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. To succeed, we must be the best. Each of us has the responsibility to meet IBEW standards of professionalism and productivity.

