

## CODE OF CONDUCT

Every Member is entitled to employment free of harassment and discrimination.

Therefore, this Code of Conduct shall be adhered to by all members of the Operating Engineers of Manitoba Local 987 (OE987), travel card holders of OE987, and Permit workers who are referred to the worksite by OE987.

- Members are required to conduct themselves in a way that demonstrates respect and professionalism towards their Employers, Project Owners, Contractors, Supervisors, co-workers and the general public in and around the workplace.
- Members are required to adhere to all lawful Employer Policies, facility or site safety rules and/or camp regulations, as may be amended from time to time. Members shall comply with all applicable codes, regulations, acts and laws within their profession.
- Members are required to demonstrate a good attendance record at work. This includes not leaving early or starting late without authorization and/or excessive absenteeism. Any worker demonstrating a trend in any of the above referenced circumstances may be required to discuss their attendance issues with the OE987 Executive Board or it's designate.
- Members are required to be understanding and supportive of a teamwork approach, while taking pride in their quality of workmanship and applying the principle of a fair day's work for a fair day's pay.
- Members shall not willfully damage Employers' equipment, facilities, or property.
- Members shall not negotiate or cut side deals for themselves. The collective agreement shall prevail unless a situational circumstance arises to which the union shall be involved in those discussions.
- Members will aid fellow workers, leading by example and/or by mentoring while remaining open-minded to changes and/or improvement in the workplace.
- Members are required to comply with lawful orders of the Business Manager, Officers, and Business Representatives of OE987.
- Members are required to show up on time, able and ready for work. They must not be impaired or under the influence of any prescription /illegal drugs and/or alcohol.
- Members shall not leave the workplace or jobsite without receiving approval from their Supervisor, Employer and/or Project Owner.
- 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.

All members have a responsibility to "organize the unorganized" and assist OE987 in building and developing a strong organization. Whenever possible, every effort must be made to advance the interest of our membership and the Local Union. It is a privilege to be a member of this great organization and we should share our pride with anyone and everyone at every opportunity.

Please contact us if you are aware of behaviors or conduct that is contrary to the enclosed or assist in organizing your non-union workplace you're employed at. All inquiries are confidential.