

Code of Excellence



IBEW 684 Modesto CA

Partnering with
Northern CA NECA



What is the Code of Excellence?

A program for the electrical construction industry that promotes:

- Highest quality of work
- Highest quantity of work
- Use of best skills by our members
- Use of best work practices by all.

Why a Code of Excellence?

- Eliminates some problems on IBEW jobs before they become big problems
- *Improves perception of IBEW by customers*
- Enhances our competitiveness
- Improves relations with the contractor.

Goals of the Code of Excellence

- Building jobs on time and under budget
- Building more pride in craftsmanship in our members
- Creating better attitudes and behaviors
- Ensuring strong recommendations from customers using our work, which will obtain more work.

The **IBEW Code of Excellence** proclaims to all that IBEW construction members will:

- **C**ome to work on time, fit for duty and ready to work
- **O**bey recognized customer and employer work rules
- **D**emonstrate zero tolerance for alcohol and substance abuse
- **E**xercise proper safety, health and sanitation practices

- **O**wn up to '8 for 8' and be on the job unless otherwise allowed or authorized to leave
- **F**ollow safe, reasonable and legitimate management directives.

The **IBEW Code of Excellence** proclaims to all that IBEW construction members will:

- **E**ncourage respect for customer's rights and property, as well as for others on the job
- **e**xercise the skills and abilities of the trade
- **C**are for tools and equipment provided by the employer
- **E**liminate waste and other forms of property destruction, including graffiti
- **L**imit lunch and break times to allocated periods; adhere to start and quit times
- **L**eave inappropriate behavior to those of lesser knowledge
- **E**mploy the proper tool for the job and maintain personal tool responsibilities
- **N**ot solicit funds or sell merchandise without the Business Manager's approval
- **C**urtail idle time and/or pursuit of personal business on the job, including cell phone use
- **E**xpel 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 bad light.

Requirements

- Total commitment by local union officers
- Strong local union membership support
- Effective and strong steward structure
- Effective communication structure within the local union.

Excellence Stewards₍₁₎

- Carefully selected by Business Manager
- Trained in dealing with job peer pressure
- Committed to local union reputation by setting a high standard of productivity and quality of work
- Able to work with employer representatives to achieve program goals.

Excellence Stewards₍₂₎

- Active in communicating and promoting goals of code
- Willing to confront and solve problems with members and contractors not meeting code's responsibilities
- Able to remedy bad work habits of members by mentoring or coaching.

Local Union Responsibilities

- Insure labor agreement responsibilities of our members are fully met
- Remedy bad work habits of members
- Set an excellence standard for work being performed
- Guarantee zero tolerance of job interruptions, work stoppages, or other member-initiated jobsite problems
- Correct issues before they become problems.

Employer Responsibilities

- Provide an adequate supply of equipment, material and tools
- Have a positive working relationship with both Business Manager and steward
- Insure proper job planning and layout
- Select quality supervision
- Insure efficient manpower usage
- Provide a safe workplace
- Take responsibility for management failures.

Problem Resolution₍₁₎

- Excellence stewards are trained and empowered by the Business Manager to work with problem members and poor management
- The steward communicates regularly with management concerning job progress and problems
- Local union executive board is responsible for eliminating chronic problem members through constitutional and Code of Excellence mechanisms.

Problem Resolution₍₂₎

- Employer will work with steward to eliminate jobsite problems immediately and effectively
- Employer will not blame IBEW for job management problems caused by its supervisors
- Goal of program is for both labor and management to fulfill customer satisfaction.



COE Training Requirements

- All Members are required to attend the COE introduction training session; all new members will be required to attend a COE introduction training session within six weeks of membership
- All Members will have OSHA 10 and CPR/First aid within twelve months of COE implementation
- All Members are required to participate and complete Electrical Project Supervision (EPS-1)
- One class offered by the JATC every six months included
But not limited to: Forklift – Aerial lift – Rough terrain

- ✓ As of July 1, 2009, Code of Excellence will be a skilled level call.



COE Foreman Supervisory Training Requirements:

- All foreman are required to meet the membership requirements
- OSHA 30 training
- Electrical Project Supervision (EPS-2 & EPS3)
- NFPA 70E Electrical Safety in the workplace
- Supervisor Harassment Training
- Foreman training must be completed within 24 months after COE implementation, and or member induction or promotion to a supervisory position.



COE Management Training requirements:

- All contractors in IBEW LU 684's jurisdiction are expected to participate in Electrical Project Supervision (EPS1, EPS2, & EPS3) and Preconstruction Planning
- Contractors are also encouraged to attend classes provided by the Northern California Chapter of NECA.

The IBEW Advantage₍₁₎

- A professional, positive image of the IBEW by contractors and customers means more work opportunities and job security
- Responsiveness to customer needs will distinguish our work
- Contractors know what we expect in order to do our jobs effectively.

The IBEW Advantage₍₂₎

- Members know what is expected of them by both IBEW and employer
- No strike! No lockout! No problems! These are guaranteed by contract and Code of Excellence Program
- Worksite problems are addressed quickly and effectively through cooperative effort.

Summary

- The local union's role is to use the Code of Excellence to instill a sense of professionalism and responsibility in each member's everyday work life.
- The contractor's role is to insure that our members have the ability to perform professionally through proper project management.
- The member's role is to preserve and promote the ideals of the IBEW through use of best skills and practices to perform quality work in a professional manner.

The complete COE Document is available online in the member resources under contracts at www.ibewlu684.org.

If you should have any questions, contact your local union Business Manager:

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