

# BAC Code of Conduct

**I**ndividuals who come to work prepared to give our employer a fair day's work for a fair wage, and to work to the highest standard.

1. Arrive at work fit for duty and ready to work.
2. Adhere to contractual starting and quitting times, including lunch and break periods.
3. Notify their employer if they will miss work before the start of their shift.
4. Do not use personal electronic equipment (cell phones, iPods, radios, etc), which can create distractions, lead to unsafe conditions, and reduce productivity, except during lunch or break periods or unless authorized by the employer to use such items for work-related purposes.
5. Do not use drugs or alcohol on the job, and follow safe, legitimate employer directives.
6. Always promote the Union by engaging in appropriate behavior and being supportive of the Union.
7. Do not make disparaging comments about the Union.

**U**nion through and through—loyal to, and respectful of, our brother and sisters in the trade and the labor movement.

1. Dress in a professional and safe manner, in clothing that will not in any way create unsafe conditions ( i.e., avoid loose clothes that can get caught equipment, etc.) or offend others (offensive words or symbols) on the jobsite.
2. Do not engage in any inappropriate behavior toward another member or worker, or group of members or groups of workers, such as making statements related to race, religion, and/or gender.
3. Always promote the Union by engaging in appropriate behavior and acting in support of the Union.
4. Do not make disparaging comments about the Union.

**B**etter because we receive the finest, most comprehensive masonry training in North America.

1. Take advantage of training opportunities offered through the Union and IMI, including upgrade programs, safety training, and special certifications.
2. Follow work and safety practices learned through apprentice, safety, and upgrade training.
3. Journey-level workers should mentor apprentices to transfer knowledge and skills.

**A**ccept responsibility for the quality of our work and behavior on the job.

1. Work to the best of their ability, and at all times strive to perform work right the first time.
2. Actively observe jobsite conditions and abide by all safety requirements.
3. Always use the proper tools for the job at hand.
4. Proactively seek to resolve any potential problems by contacting the foreman or supervisor, and if that doesn't work, the job steward or Local Officer.
5. Refuse to engage in any job disruption, slowdown, or action detrimental to efficiency and productivity, unless authorized by the Local.

**C**ommitted to growing the unionized masonry industry for current and future generations.

1. Promote the positive aspects of a career in the unionized masonry-trowel trades industry to potential members and non-union workers.
2. Assist and support their Local's organizing initiatives.