



United Union of Roofers, Waterproofers and Allied Workers

Statement of Personal and Professional Standards of Conduct

The International Union, its affiliated Local Unions and District Councils strive to achieve the highest ethical conduct from all officers and executive board members. It is particularly important for individuals who hold management and membership governance positions of trust and confidence to fulfill the mission and goals of the organization.

To achieve the highest standards of conduct, each officer and executive board member is required to comport themselves in accordance with this Statement of Personal and Professional Standards of Conduct upon election and each successive election thereafter.

All officers and executive board members are required and expected to exercise the highest ethical standards of conduct and practice fundamental honesty at all times. In support of the Union's standard of high ethical conduct, each officer and executive board member

WILL NOT:

- ❖ Deceive, defraud or mislead other officers, staff members, managers, supervisors, trustees, members or those with whom the Union has business or other relationships;
- ❖ Misrepresent the Union in any negotiations, dealings, contracts or agreements;
- ❖ Divulge or release any information of a proprietary nature relating to the Union's plans, mission, databases or operations without appropriate approval of the executive board;
- ❖ Violate the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA) and its accompanying regulations;
- ❖ Accept anything of value from industry employers;
- ❖ Withhold their best efforts to perform their duties to acceptable standards;
- ❖ Engage in unethical business practices of any type;
- ❖ Use Union property or financial resources for personal benefit unless authorized by the executive board and properly reported as additional compensation to the recipient;
- ❖ Use the services of Union personnel for personal benefit;

All officers and executive board members of the Union shall timely file all required reporting forms with the U.S. Department of Labor. Infractions of this Statement of Personal and Professional Standards of Conduct are to be reported directly to the principal officer or president, who shall, in his or her determination, bring the infraction to the full executive board, who shall determine the appropriate action to take.