



# BC FERRY & MARINE WORKERS' UNION

## CODE OF CONDUCT

### **1. Introduction**

At any activity where members are representing the Union or participating in union/affiliate functions, it is expected that those members will conduct themselves as ambassadors of the Union. Certain common sense rules of conduct should govern participants/delegates' behaviour.

### **2. Attendance**

It is expected that delegates/participants attend during the sessional hours of conventions, conferences, courses or other functions. It is understood that people may go out for refreshments or conversation, but absences should not be prolonged.

At conventions, delegates should be sensitive to the number of other BCFMWU delegates off the floor at the time and to the importance of the issue(s) being debated. If, in doubt, or if special circumstances arise, check with the floor manager.

Extended absences for activities unrelated to the function are not acceptable and appropriate action will be considered (see Section 4 below). This may entail denial of leave of absence and/or expenses.

### **3. Behaviour Which May Bring the Union into Disrepute**

A variety of behaviour, which common sense would indicate may bring disrepute to the Union, is unacceptable at any time.

Delegates/participants attending a convention, conference, course or other function on behalf of the Union, who behave in a manner which could or does bring the Union into disrepute, will be subject to action as described in Section 4 below.

Three examples of such behaviour are:

- (a) intoxication during working or sessional hours;
- (b) damage to or destruction of property; and
- (c) harassment (this behaviour is covered in a separate policy).

#### 4. Protocol

Complaints will be reported to the Ranking Elected Officer, his/her designate, or the staff person at the convention, conference, course or other function and will be investigated in an expeditious manner.

Determination of the appropriate action will be the joint responsibility of the Ranking Elected Officer, or his/her designate, and the staff person at the event. At events where only a staff person is in charge, he/she will have the authority to act alone under this policy. The same will apply to the elected officer when no staff is present.

Action may include:

- removal of credential;
- immediate return home and cancellation of subsequent leave of absence;
- cancellation of the Union leave of absence for the period of time the delegate/participant was absent from the event without valid reason;
- denial of expenses and/or reimbursement of expenses paid by the Union where the delegate/participant was absent from the event without valid reason;
- the delegate/participant may appeal the action to a subsequent meeting of the Provincial Executive.

None of the above protocol precludes the laying of charges pursuant to *Article 6 - Discipline* of the Union's Constitution.