

# RULES OF ENGAGEMENT

In 2019 the RE was implemented by the Parties to the GPMC/NMC to ensure that members of the participating unions dispatched for employment under the two collective agreements are committed to fulfill the expectations of what local union members deliver each and every day on the jobsite.

The goal of the program is to provide an expectation and guarantee that you as a member of your local union are committed to delivering your best effort each and every day. It is only through your efforts and your professionalism that many of the Clients across the country continue to utilize our contracting partners to execute their maintenance work. Competition in our dynamic industry is continually at the forefront and your commitment to the RE will assist with positioning US to be the Clients' "First Choice" when looking for employers in the contract maintenance business.

Your Employer has a role in ensuring that you can meet these expectations as well; they have to manage the work and set you up for success. The RE includes the commitment of the Employer to do exactly that; together we will succeed.

By executing the RE you agree to, acknowledge and commit to the following:

1. I pledge to work with all trades on site towards the common goals of- Pride-Performance-Quality and Safety.
2. I will conduct myself as a professional on the jobsite and ply my skills to the best of my abilities.
3. I pledge to provide a fair day's work for a fair day's pay.
4. I pledge to show up fit and ready for work, remaining clean and sober, free from impairment from alcohol or drugs. In the event that I am taking medications that might limit my performance I will inform the Employer in accordance with the Drug & Alcohol Policy.
5. I pledge to adhere to the: a) Scheduled Start time(s) b) Scheduled quitting time(s), c) Scheduled Break times (including allotted time for clean up and transport to the designated break areas).
6. I understand that failure to comply with the scheduled times outlined above in item number five (5) is unacceptable and will be handled by my employer in the following manner:

- I. A first offence will result in a verbal warning.
  - II. A second offence will result in a formal written warning hand delivered to myself by Company Supervision in the presence of Steward (if there is one on site). A copy of the written warning will be delivered to the Local Union Business Manager and to the International Representative on the GPMC/NMC.
  - III. A third offence will result in a suspension of employment. A formal notice will be delivered to the local union Business Manager and the International Representative on the GPMC/NMC.
  - IV. A fourth offence will result in termination. A formal notice will be delivered to the Local Union Business Manager and the International Representative on the GPMC/NMC.
7. I pledge to be productive and efficient.
  8. I pledge to work safely and to protect the safety of those working around me.
  9. I pledge to be respectful of the tools, equipment and materials in my control.
  10. I pledge that I will fulfill my contractual obligations under the Collective Agreement in force.

I \_\_\_\_\_, agree that the above Rules of Engagement has been reviewed in its entirety and I am aware of my responsibilities and obligations under this signed document.

#### EMPLOYER'S PLEDGE AND ACCEPTANCE OF THE EMPLOYEE'S PLEDGE

I \_\_\_\_\_, agree that the above Rules of Engagement Pledge has been reviewed in its entirety with the above-named employee, and we accept and rely on his/her pledge. As the Employer we pledge to make every reasonable effort to make the workplace, safe, productive and harassment free. We pledge to deliver effective management and real leadership to our craft workers which will allow every Employee to achieve their potential while in our employ. We pledge to deliver workplace organization, effective direction and provide the tools and equipment that enable productivity.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Employer Signature

Date: \_\_\_\_\_