



Members' Code of Conduct

1. Purpose of this code

Although the continued success of the UCTEU is largely dependent on its successes when representing its members in the workplace, it is also very much dependent on the impression the UCTEU makes when representing its members in the workplace. This impression is determined by the perceptions of the people who encounter and interact with UCTEU members. The reputation of the UCTEU is thus directly linked to and dependant on the behaviour of all UCTEU members, whether they be executive, EU employees or members non-executive members.

This Code of Conduct, as amended from time to time, provides guidelines of expected behaviour, attitude and actions for all UCTEU members. It is to be read in conjunction with the UCTEU Membership Form, as amended from time to time, a recent copy of which is available at www.employeesunion.uct.ac.za. This Code and the information in the UCTEU Membership Form apply to all UCTEU members but it is important to note that that the UCTEU Executive and UCTEU employees are also subject to and bound by the UCTEU Constitution, as amended from time to time, a most recent copy of which is available at www.employeesunion.uct.ac.za. The constitution includes details on, amongst others, UCTEU procedural and substantive rules and requirements, details on what is expected of the UCTEU Executive and UCTEU employees, in general and insofar as its dealings with each other and with the UCTEU members, and details of consequences for failure to abide by same.

2. UCTEU members' obligations

A UCTEU member is expected to:

- 2.1. Make timely payment of union subscriptions,
- 2.2. Abide by the terms and processes of this Code of Conduct, as amended from time to time,
- 2.3. Provide the UCTEU Executive and the UCTEU employees with the necessary authority and mandates to act as their representatives in any matters of negotiation, consultation, grievance, or discipline in order for them to fairly represent a member's interests and rights,
- 2.4. Be honest and open in dealing with the UCTEU Executive and the UCTEU employees,
- 2.5. Be prepared to stand firm and express solidarity when the majority of members approve a certain course of action or principle, alternatively not frustrate or undermine a certain course of action or principle that is supported by the majority of members notwithstanding the fact that the particular member may have a different individual preference or opinion on the matter,
- 2.6. Foster an environment of mutual respect between all UCTEU members and UCTEU Executive and UCTEU employees,



- 2.7. Attend and participate in UCTEU general meetings and activities, including but not limited to participation in polls and voting on a particular course of action as and when required,
- 2.8. Encourage an environment that is free of any unfair discrimination,
- 2.9. Provide loyalty through continuity of membership,
- 2.10. Follow union procedures for resolving internal conflict, grievance and disciplinary matters,
- 2.11. Abide by agreements concluded with the University,
- 2.12. Communicate with the UCTEU employees and UCTEU Executive on any perceived unfair treatment and/ or potential grievance as timeously as possible, especially where it involves change in the workplace – whether such change is considered fair or unfair, so as to afford the UCTEU employees and UCTEU Executive an opportunity to take action, if required, as early as possible so as to mitigate the effects thereof,
- 2.13. Promote the registration of new members irrespective of their race, gender, religion etc,
- 2.14. Be respectful in engagements with fellow UCTEU members, UCTEU employees and UCTEU Executive, even in criticism of discussions and decisions; and
- 2.15. Generally not behave in a manner so as to cause harm to or undermine or bring it into disrepute the UCTEU.

3. Consequences of Failure to Abide by the Code of Conduct

The UCTEU Executive reserves the right to determine, as and when necessary, on a case-by-case basis, the consequences for a UCTEU member should he or she fail to abide by the Code of Conduct. The UCTEU Executive and the Union Organizer will exercise this right in its sole and unfettered discretion, provided that, in exercising this right, it will, at all times, be guided by what is in the best interests of the UCTEU. The UCTEU Executive reserves the right, in addition to all other rights herein, to unilaterally and with immediate effect terminate a UCTEU member's membership of the UCTEU in the event that it determines that the UCTEU member's failure to abide by the Code of Conduct warrants such action.