



Alaskans Working For Alaska!

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CODE OF ETHICAL PRACTICES

- A. This Code of Ethical Practices shall be applicable to ASEA/AFSCME Local 52 members and staff, to include the State Executive Board, all chapter affiliates and all ASEA committees (standing and appointed); all of which shall be referred to collectively herein as the union.
- B. All officers, chapter trustees, managerial employees, and staff of the union, whether elected or appointed, contracted, or otherwise employed, are held to a high fiduciary duty to honestly and faithfully serve the best interests of ASEA and its membership.
- C. No officer, chapter trustee, or employee of the union shall own or have a personal financial interest, which is inconsistent with such officer's or employee's fiduciary duties. In particular, it shall not be permissible for any officer or managerial employee of the union to:
 - 1. have a significant financial interest in any agency, which bargains collectively with the union;
 - 2. own or have a significant financial interest in any firm which does business or seeks to do business with the union;
 - 3. make a decision, or cause a decision to be made, concerning a business relationship with a firm in which a parent, spouse, spousal equivalent or dependent child of that relationship, child, grandparent, grandchild, brother, sister, first or second cousin, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, step sibling or step or foster parent or child, uncle, aunt, niece, nephew or business partner of such officer, chapter trustee, or managerial employee has a significant financial interest.
- D. No officer, chapter trustee, or employee of the union shall accept any gift or personal payment that is of greater than nominal value from any employer which bargains collectively with the union, other than regular pay or benefits for work performed as an employee of such employer, or from any business or professional firm which does business or seeks to do business with the union.
- E. No officer, chapter trustee, or employee of the union who serves in a fiduciary position with respect to, or who otherwise exercises responsibilities or influence in the administration of, a retirement, health or welfare benefit fund or plan shall have a significant financial interest in any investment manager, insurance carrier, broker, consultant or other firm doing business or seeking to do business with such fund or plan. For the purpose of this provision, a benefit "fund" or "plan" means a fund or plan sponsored by the union.
- F. No officer, chapter trustee, or managerial employee of the union shall convert any funds or other property belonging to the union to such individual's personal use or advantage.

- G. Unless otherwise provided for in applicable law, no person who has been convicted of a crime, the nature of which is such as to bring the Union as an organization into disrepute shall serve as an officer, chapter trustee, managerial employee, contracted employee, or employed staff of the union.

- H.
 - 1. Charges of a violation of this policy shall be filed with the ASEA Judicial Panel.
 - 2. A charge of a violation of this Code of Ethical Practices may be filed only by a member of ASEA. Such charge must be specific and must, to the extent possible, be supported by substantiating documentation.
 - 3. Pursuant to the procedures of the International Constitution, any member may bring Judicial Panel charges based on their belief that a violation of the Code might have occurred.

- I. Nothing contained herein shall limit the rights of an individual otherwise provided for in the International Constitution, ASEA Local 52 Constitution, ASEA Local 52 Policies & Procedures, any applicable Collective Bargaining Agreement, Alaska municipal ordinances, Alaska State laws, or Federal laws.