

Apprentice & Journeymen Training Trust Fund

Of the Southern California Plumbing & Piping Industry

Policy Prohibiting Union Election Politics in Classrooms and at Training Centers

Federal law prohibits employers from supporting a candidate in a union election or in any way participating in union elections. As an employer, the A&J Training Trust must take appropriate steps to assure that its training centers are free from any and all local union politics. Therefore, the A&J Training Trust has established a strict policy **prohibiting any and all union politics at its training centers**. This policy specifically prohibits the following conduct:

1. Instructors shall not discuss local union elections in their classrooms or while at training centers with students, other instructors or with staff.
2. Staff shall not discuss local union elections while at the training center with students, instructors or other staff.
3. There shall be no posting of any political literature, stickers, banners or similar campaign materials at any training center.
4. There shall be no campaigning at or on the property of the training centers.
5. Instructors, staff, and students shall not wear clothing, buttons or caps identifying and/or supporting other members running for local union office while on training center property.
6. Nothing herein shall prohibit or otherwise limit any student, instructor or staff to run for a local union office or support local union candidates of their choice while not on training center property or conducting business on behalf of the A&J Training Trust.
7. Any violations of this policy by instructors or staff shall subject the violator to discipline, up to and including termination.
8. Any violations of this policy by a student shall result in the student being removed from school and an absence being recorded along with the student to being referred to their Joint Apprenticeship Committee for possible disciplinary action.

The above list is not intended to be all inclusive but to provide specific examples of prohibited politicking. This policy prohibits all politicking at training centers no matter the form or content.