



PEF's 48th Annual Convention

PEF Code of Conduct

To complete your online Convention registration, PEF delegates are required to read and attest to the PEF Code of Conduct, listed below:

PEF Elected Officials and Convention Delegates must comply with our Code of Conduct, which is also consistent with AFT and SEIU policies. This Code of Conduct was developed pursuant to the resolution passed at the 2017 Convention and was approved by the Executive Board on August 23, 2018.

All PEF elected officials must compete in a manner consistent with PEF's Code of Conduct, and must observe the highest standards of professional conduct, in order to properly represent union values and the best interests of PEF members. Code of Conduct requirements include, but are not limited to:

- Fair, honest, civil, respectful, and ethical conduct and practices toward PEF members, staff, and fellow officials.
- Financial behaviors and transactions respecting fiduciary responsibilities to PEF's best interests and resources.
- Proper use and care of union assets and fair dealing.
- Communications -- electronic (internet, social media, email), verbal, and/or in print -- that are honest, accurate and advance unionism and PEF's best interests.
- Protection of confidentiality.
- Compliance with applicable PEF policies as well as laws, rules, and regulations.
- Prohibition of taking personal advantage from union opportunities.
- Avoidance of any conflicts of interest.

- Prevention of retaliation against PEF members, staff or elected officials reporting code of conduct violations in good faith, and
- Adherence to consequences for Code of Conduct violations.

Enforcement of the Code of Conduct will be handled under the PEF Code of Ethics.