

BYLAWS CHANGES

CENTRAL TEXAS MASONRY CONTRACTORS ASSOCIATION

Monday, November 3, 14

Article III- Current

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Article III, Section 3.1- Proposed

Code of Ethics Of the Central Texas Masonry Contractors Association

All members of the Central Texas Masonry Contractors Association agree to observe and be bound by the following code of ethics:

- 1 Members shall constantly seek to preform top quality workmanship on all contracts and purchase orders.
- 2 All members shall comply both in spirit and letter with the rules and regulations prescribed by law and government agencies.
- 3 Members shall not obtain any business by means of fraudulent statements or by use of implications not based on fact or reasonable probability.
- 4 Members shall not perform or cause to be performed any act which would tend to discredit or bring dispute any part of the Central Texas Masonry Contractors Association or its members.
- 5 Members shall not knowingly slander or discredit the good name of any fellow contractor member or associate member of this organization.
- 6 All members shall keep local bidding practices in accordance with true labor and material prices with an ethical profit, and shall faithfully execute all contracts with strict accordance with the terms, conditions, and specifications.
- 7 It is the obligation of every member to upgrade, promote, and advertise the masonry industry to the best of his or her ability.
- 8 Members are responsible to keep their CTMCA Invoices for Membership Dues, Sponsorships, Events, and or other paid before 90 days from date of invoice.
- 9 All members must read and sign this document to keep on file for CTMCA records.

MEMBERSHIP TERMINATION:

As a requirement of our bylaws all CTMCA members will be required to strictly abide by all above points. If a member or the CTMCA board is made aware of a potential ethical misconduct a grievance may be filed in writing with the CTMCA board. An investigation will then be conducted by the Code of Ethics committee. If it is determined by a majority vote of the ethics committee that said CTMCA member has directly violated this code of ethics then their membership will be immediately terminated. Termination of membership will result in a mandatory 3 year ban of all CTMCA advertising and functions. Any and all CTMCA references and logos will be removed from all company websites and letterheads. In addition all membership dues and monies paid will be forfeited to CTMCA and will not be prorated to said company as a result of their membership termination. If after a term of 3 years said company would choose to reapply for CTMCA membership they may do so after a review by the code of ethics committee resulting in a majority approval.