



## Integrity of the Association

As a member of the Utah Plumbing & Heating Contractors Association (UPHCA) you will strive to the following code of ethical standards.

- 1) Being a member of the UPHCA sets my company a part as one that will serve our customer with integrity, competence, and objectivity.
- 2) We will perform our work to meet technical codes or better and meet the requirements of state & federal rules and regulations.
- 3) We will treat our employees fairly.
- 4) We will assign technical and support personnel to each job in accord with their experience, knowledge, and expertise.
- 5) We will foster training for all our employees on an ongoing basis to improve and uphold high performance standards.
- 6) We will perform jobs for which we are qualified by our experiences and technical competence.
- 7) We will stand behind our work.
- 8) We will not provide services to a customer under terms or conditions that might damage or compromise the integrity of our trade and profession.
- 9) We will not advertise our services in a deceptive manner.
- 10) One of the benefits of being part of the association is the 'Employee Sharing Program. I or any of my employees will not recruit or incentivize workers from member companies.
- 11) I will act with courtesy and professionalism in recruiting potential employees and if an applicant from a UPHCA member applies a courtesy notification will be made to that company.

If for some reason a member of the UPHCA doesn't hold to these standards the Board of Directors at its discretion and after careful review, can suspend or cancel the membership of the company in question.

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Principal/Owner

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Date

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Company

***Please sign and return with your membership application or renewal of dues.***