

## Ethics Questions

- 1) What kind of work-related decisions can officers, managers, and supervisors make that involve a relative or employee with whom he or she has a personal relationship?
  - a. Wages and benefits
  - b. Hours of work and assignments
  - c. Evaluations and training
  - d. None of the above
- 2) Can a manager and staff member in the same department have a romantic relationship?
  - a. As long as the manager is not supervising the employee.
  - b. As long as the manager doesn't try to influence the employee's rate of pay.
  - c. As long as the manager doesn't become involved in any of the employee's work-related issues.
  - d. All are correct.
- 3) Doug, a manager in SEIU Local 622, has an exciting opportunity to get in on the ground floor of a business that sells Union tee-shirts, mugs, and buttons. Doug provides over half of the start-up capital for the business. One of the main clients that the business expects is SEIU Local 622. Is Doug allowed to invest in this business, and if so, is he under any restrictions?
  - a. Yes, and he doesn't need to disclose it as long as he isn't the sales rep to the Union.
  - b. Yes, but the Local must give him permission first.
  - c. Yes, he can invest so long as he does not participate in any decision by the Local to purchase items from the business.
  - d. No
- 4) Under the Code of Ethics, there are rules about hiring, supervising, and work-related decisions involving those having an ongoing romantic or intimate personal relationship. In the Code, what is the definition of a "personal relationship?"
  - a. A personal relationship includes dating, living together, or being a significant other, and applies to heterosexual, gay, and lesbian relationships.
  - b. A personal relationship is only defined as a heterosexual, gay or lesbian relationship that has the legal status of marriage or civil union.
  - c. The definition of "personal relationship" only applies to those heterosexual, gay, or lesbian couples who are living together.
  - d. The definition of "personal relationship" does not apply to couples who have just been dating.

- 5) How should a gift of minimal financial value to an officer or manager from a business or professional firm that does business with the Union be handled?
- It should be returned, or if perishable, placed in a common area for staff.
  - It should be shared with members.
  - It must be returned; if that is not an option, it must be discarded.
  - Officers and managers are free to keep gifts of minimal financial value.
- 6) SEIU International is looking for bids on new office furniture. Matt, the Purchasing Manager, would like to give his sister's new company a chance to bid on the contract. To help her come up with a bid, he tells his sister how much has been budgeted for the furniture. His sister submits a bid lower than the budget. If it is the lowest bid, can Matt accept the bid?
- Yes, because letting her know what the budget was didn't give his sister an advantage because she still had to submit a bid.
  - No, because Matt may not participate in decisions involving the Union's relations with a firm in which his sister has a substantial ownership or financial interest.
  - Yes, because the bid was the lowest.
  - No, because his sister owns the company and the Local can't do business with a company owned by a relative.
- 7) Jason, Local 333's attorney, is having problems with his personal computer hooking up to the sound system at his house. He convinces Claire, one of the IT managers at the Union, to leave work a couple hours early and stop at his house on the way home to look at his computer. Claire's department relies on Jason for resolving many of their issues around contracts and she doesn't want to alienate him, so she agrees to do so. Have Claire and Jason violated the Code?
- Neither one has violated the Code since Claire is doing Jason a favor.
  - Claire has violated the Code because she agreed to do the job, but Jason did not since he only requested it.
  - Yes. Jason is not allowed to make use of Claire's time for personal use, and Claire must conduct herself in manner consistent with her fiduciary responsibility to SEIU members.
  - Jason violated the Code because he is not allowed to use Claire's time for personal use, but Claire has not since she needs Jason's goodwill to get her job done.
- 8) Joe, an Internal Organizing Supervisor, is invited to weekly lunches in the hospital cafeteria by Bob, the Labor Relations Manager at the SEIU represented hospital. Joe's lunch selections always come to less than \$20. If the hospital pays, can Joe accept the lunches under the Code?
- No, the hospital is an employer of the SEIU members and the value of the meals over the year is more than minimal.
  - Yes, the value of the meals is minimal.
  - Yes, because the hospital is not a vendor of the Union.
  - No, because Joe can never accept any meals from an SEIU employer.
- 9) John is accused of violating the Code of Ethics. He knows he did nothing wrong, but an investigation is launched. John is very busy and decides he does not have time to cooperate with the investigation. What happens now?
- He may not have a hearing.
  - The police will be called.
  - John can be charged with another Code violation because failure to cooperate with an investigation is in itself a violation.
  - All are correct.