

ABC MEMBERS ARE PLEDGED TO SUPPORT THESE BASIC PRINCIPLES

1. PRESERVATION OF FREE ENTERPRISE IN THE CONSTRUCTION INDUSTRY

- a. We believe that every business firm should have the right to deal with any other business firm as it sees fit.
- b. We believe that every worker should have the right to belong or not belong to a labor organization.
- c. We believe that no man's right to work should be affected by membership or non-membership in labor organization as it deems fit.
- d. We believe that every firm, as provided by federal and state law, should have the right to operate union or open shop as it deems fit.
- e. We favor stability of contracting and allied industries.

2. PROTECTION OF THE PUBLIC BY REQUIRING FREE, OPEN PUBLIC BIDDING ON ALL CONTRACTS FOR SPENDING THE TAXPAYERS' MONEY

- a. We believe in the principle of awarding public contracts to the lowest responsible bidder.

3. SOUND LEGISLATION ON WORKMEN'S COMPENSATION, UNEMPLOYMENT COMPENSATION AND SAFETY

- a. We believe that the working population should be protected against the hazards of industrial employment in our complex economy.
- b. We believe that welfare legislation should be designed to preserve the initiative characteristic of our free enterprise system.
- c. Legislation encouraging coddling of workers, payment for work not done, secondary boycotts and other expressions of private power should be strenuously opposed.

4. LABOR LEGISLATION

- a. We favor labor legislation that provides for fair and just relations between business management and labor.
- b. We oppose such activities as violence, coercion intimidation, and denial of the right of free working men and free management.

5. MONOPOLIES

- a. We oppose monopolies in any form, particularly the closure of opportunities for bidding in the construction industry.
- b. We believe the practice of closing lists of bidders is harmful to owners and to the construction industry. This practice opens the way for favoritism and that can only result in stifling free competition. Our position on this point does not mean we are opposed to individual firms working out their problems with individual contractors the way they see fit.

6. WAGES AND PRICES

- a. We favor elimination of government fixing wages and prices as practices destructive of free enterprise.
- b. We believe American workers and employers should have the right to determine wages, hours and working conditions through either individual or collective bargaining as they choose without interference from any government source.
- c. We believe in fair compensation for work performed.

7. GOVERNMENT ECONOMY

- a. Government on all levels owes to our citizens the duty of operating efficiently and economically for the general welfare.
- b. Government waste, careless administration and corruption should be fought by alert citizens whenever and wherever they appear.

8. NONDISCRIMINATION

- a. Discrimination based on color, race or creed is contrary to the spirit of the American Democracy.
- b. Our membership is open to all firms qualified under the charter. We are opposed to any discrimination that sets one citizen above another on the score of race creed or color.

9. BUSINESSPERSON'S RESPONSIBILITIES TO THE COMMUNITY

- a. We believe that every businessperson should take cognizance of their duties as a citizen and take an active part in civic affairs.
- b. We believe that it is the duty of every businessperson to deal fairly with other firms and individuals.
- c. Grievances between members of trade associations such as ours should be aired and reconciled whenever possible.

CONSTRUCTION & MAINTENANCE EDUCATION FOUNDATION, INC.

SPECIFIC BOARD RESPONSIBILITIES

Each Director who serves on the CMEF Board
should commit to a minimum of 8 out of the 11 responsibilities.

A Trustee who serves the Foundation well will:

1. ___ Attend all Board meetings
2. ___ Support meetings, events and activities with your attendance
3. ___ Encourage employees to attend ABC/CMEF activities
4. ___ Actively serve on at least one committee
5. ___ Have at least one additional company representative serve on a committee
6. ___ Attend one registration at one of the colleges
7. ___ Sponsor one high school advisory group
8. ___ Sponsor at least two CMEF events (Graduation, Craft Olympics, Registrar Seminar, etc.)
9. ___ Cultivate active involvement of two companies, member or non-member, into a CMEF program
10. ___ Attend the ABC Education Conference at least every other year
11. ___ Support COIPA process.

I commit to the indicated board responsibilities.

Printed Name

Signature

General Director Responsibilities

A Director who serves the Foundation well will:

1. Set policies and goals that will guide the Foundation and staff
 2. Ensure there is adequate funding to achieve the goals and that money is responsibly spent
 3. When serving as a Trustee, act in the best interests of the Foundation instead of your own self-interests
 4. Fully support the Foundation at all times
 5. Be knowledgeable about, represent well, and promote all programs within the Foundation
 6. Ensure policies are carried out by board, staff, committees or consultants
 7. Act in accordance with Foundation Bylaws, Code of Ethics, and governing policies
 8. Respect and uphold all tenants of the parent association – ABC-GH
 9. Allow Executive Director to manage the staff
 10. Support COIPA process
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LEGAL RESPONSIBILITIES OF DIRECTORS

Directors and officers are charged with the fiduciary duty to act for and in the best interests of Associated Builders and Contractors of Greater Houston. The duty of care typically requires the director to use the “care that an ordinarily prudent person would exercise in a like position and under similar circumstances.” In discharging this duty of care, directors are entitled to delegate or assign certain actions to third parties, such as Board committees or staff, and directors are entitled to rely on information, opinions, reports or statements prepared or presented by staff. The director’s duty of loyalty requires the director’s faithful pursuit of the interest of Associated Builders and Contractors of Greater Houston rather than the financial or other interests of a director or of another person or organization. In the “conflict of interest” transactions, the nature of the conflict should be disclosed to the disinterested directors and the transaction should be approved by the disinterested directors. The director’s duty of obedience requires that the director act with fidelity, within the bounds of law generally, to the organization’s “mission,” as expressed in his charter and bylaws. Directors will not be liable for any action taken as a director, or any failure to take any action, if he or she performed the duties of the office in compliance with the foregoing rules.