ATTACHMENT 2
AGC of Southeast Texas
Codes of Conduct and Ethics
Effective March 1, 2006

The AGC of Southeast Texas is dedicated to the advancement of efficient and scientific construction methods, the elimination of wasteful and unsafe practices, the promotion of honor and ethics within our industry, and the preservation of the unity of this association.

The Association has guarded against improper practices within the industry and must continue to do so by scrupulously avoiding any action which might prove to be incompatible with the public interest and the best interests of the construction industry as a whole.

The Association realizes the vital impact which the construction industry has upon the well-being, comfort and safety of the entire public, injects into the general contractor's function and element of professional responsibility which is founded upon honor and trust. This responsibility requires, among other things, improvement of construction methods, management and services, elimination of uneconomical and improper practices and continued efforts to build responsibility throughout the industry. It surely cannot mean less than the establishment of construction services which will provide to the public an assurance of faithful performance.

The governing of business conduct by legislation is not only undesirable but practically impossible. Industries and individuals, in order to retain the benefits arising from free initiative, and to avoid the burdens of regulatory legislation, must accept responsibility for fair and intelligent self-government. Such self-discipline does not require a profound knowledge of law and legal procedure, but merely the courage to abide by self-imposed restraints and principles which the intelligent and fair-minded majority of any industry clearly understands. Such courage is especially needed in the construction industry which so vitally affects the entire nation.

A principle that can be accepted without reservation and one recognized by fair-minded persons everywhere is that contracts, whether written or oral, should be performed with the same good faith and intent with which the parties entered into the agreement. Any disagreement concerning intent should be settled by negotiation if possible, or by alternative dispute resolution methods, in preference to legal action.

The members must always deal fairly with employees and be interested in their well-being. Sound policies should be established for the safety and health of workers, implemented by supervisory staff and practiced by all employees for their own protection and that of their fellow workers.

Business relations with other members, architects, engineers, subcontractors and suppliers should be conducted in conformance with advisory guidelines for fair treatment which have been developed and published through the joint efforts of this Association and the other professional societies and industry trade associations.

In order to maintain the Association's reputation for Skill, Integrity and Responsibility, all activities and Board Meetings should continue to be open to the membership, the public, the press and all interested persons to the maximum extent feasible.

All members must conduct themselves in a show of respect for their fellow member and fellow professionals without using demeaning behavior and while promoting the National AGC guidelines.

ADMENDMENT #1
BY LAWS (REVISIONS AUGUST 2008)

ARTICLE V
Administration

Paragraph 2; Change to read:

2. The Board will consist of seven elected Directors ***with staggered two year terms.*** In the event of unexpected circumstances the President will have the power of reappointment to achieve seven elected directors for a term up to one year

ARTICLE VI
Elections

Paragraph 2; Change to read:

2. ***At the October meeting each year***, the President will appoint a nominating committee of three members in good standing who will be approved by the Board of Directors. The Nominating Committee will nominate from the membership at least one candidate to fill each ***open*** Board position. The Nominating Committee will furnish the President the list of nominees ***at*** the ***November*** Board Meeting.

Each Board Director position is elected as follows for a two year period:

Position # 1 (General Contractor)	***elected in even numbered years***
Position # 2 (General Contractor)	***elected in even numbered years***
Position # 3 (Specialty Contractor)	***elected in even numbered years***
Position # 4 (General Contractor)	***elected in odd numbered years***
Position # 5 (General Contractor)	***elected in odd numbered years***
Position # 6 (Specialty Contractor)	***elected in odd numbered years***
Position # 7 (Specialty Contractor	***elected in odd numbered years***

Paragraph 3; Change to read:

3. As soon as practical after the President has received the nominations from the Nominating Committee, he/she will certify the list of such nominees, along with the date of the ***Annual Election*** which will be held ***the first week*** in December.