



# INTERNATIONAL LONGSHORE & WAREHOUSE UNION CANADA

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## ILWU Canada Social Media Policy

Adopted at the  
ILWU Canada Executive Board - December 10, 2014

ILWU Canada and its Locals (the “Union”) are committed to improving the lives of working people in Canada and internationally. Social media is a tool that can support the Union’s mission and assist us in furthering that goal. Accordingly, the Union encourages Union members and casuals (“ILWU Workers”) to use social media to promote useful and respectful discussions and debate, share information and show solidarity.

Things you say or do online can damage reputations: yours, your Union’s, your Employer’s and others. You are responsible for your online actions. If your actions are inappropriate or unlawful and related to your employment or union membership, you may be disciplined.

### Policy

1. ILWU Workers are responsible for the content they post online. The Union encourages appropriate and respectful exchange of union/work related matters online.
2. ILWU Workers must not disclose confidential Union matters or business online. This includes, but is not limited to, collective bargaining (where that information has not been made public), grievances, internal discipline matters, and anything discussed at a Union meeting, confidential meeting or a committee meeting.
3. ILWU Workers must not, without expressed permission, make online statements that claim or imply they speak on behalf of the Union. Where a statement could be interpreted as having been made on behalf of the Union (for example, the member indicates their Local affiliation in their signature line), the ILWU Worker must include a disclaimer to the effect that the views expressed are the ILWU Worker’s alone and do not necessarily reflect the views of the Union.
4. Your Employer and your Union owns the rights to their name, logo and other proprietary content. Many Employer Internet sites prohibit capturing and reposting of information from their webpages. Other persons own the right to their name. Do not impersonate others online.
5. ILWU Workers must not harass, discriminate against, threaten or make derogatory comments about other ILWU Workers, Union staff, employees of an Employer, customers, or any other person connected with the workplace.
6. The Union will investigate any alleged breaches of this policy in accordance with the Locals’ Constitution and or rules.

