



UNITED ASSOCIATION
of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

U.A. Local 213
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UA Local 213 Social Media Policy

Social media sites are powerful tools for building relationships, marketing our union and discussing the important issues facing our members and industry. However, when used improperly, social media can give rise to serious legal and other problems. This Policy was developed to minimize such problems and promote safe spaces in social media for free and open discussions.

Members shall refrain from posting anything on Local 213 social media that: Is untruthful, defamatory, libelous or invades a person's privacy or Is discriminatory, hateful, harassing or threatening or is obscene, profane or vulgar or violates copyright, trademark or other intellectual property rights or attacks our union as an institution or discloses proprietary, confidential or other information that interferes with the performance of its legal or contractual obligations . Includes union election campaign content, such as advocacy for or against a candidate for union office or Includes spam, flaming, or flooding or includes advertising or solicitation

Communications on other social media sites or pages shall also be considered violations of this policy in so far as they infringe on the legal rights and interests of Local 213, or through threatening or other unprotected speech, contravene the policies or harm the reputation of Local 213.

To the extent you choose to identify yourself as a UA and Local 213 member on a social media site, you should make it clear, when expressing a personal opinion, that the opinion is yours alone and that you are not purporting to speak on behalf of anyone but yourself.

Local 213 reserves the right to delete or block any content and or user on Local 213 social media when the content and/or user violates this policy. Members should also be aware that communications through a Local 213 social media site or page shall in no way constitute a legal or official notice or comment to Local 213.

The ground rules in this Policy represent only minimum standards of conduct on social media. Please remember that your words and deeds often reflect on your union and fellow members, regardless of your intent. We are all stewards of a proud tradition and it is up to each and everyone of us to represent it well, on the job site, in the community, and on social media. This policy is effective immediately.

Bruce Myles
International Representative/ Trustee Local 213