

Arnie Stadnick
President

Johnathan White
National Director

Garon Robb
National Director



Bruce Myles
Secretary Treasurer

Brent Hunt
National Director

Stephane Favron
National Director

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 social media that:

- Is untruthful, defamatory, libelous or invades a person's privacy
- Is discriminatory, hateful, harassing or threatening
- Is obscene, profane, or vulgar
- Violates copyright, trademark, or other intellectual property rights
- Attacks our unions as institutions or discloses proprietary, confidential, or other information that interferes with the performance of its legal or contractual obligations
- Includes spam, flaming, or flooding.
- Includes advertising or solicitation.

Communications on social media sites or pages shall also be considered violations of this Policy insofar as they infringe on the legal rights and interests of QCCC, or through threatening or other unprotected speech, contravene the policies or harm the reputation of the QCCC,

To the extent you choose to identify yourself as a QCCC member on a social media site, you should make it clear, when expressing an opinion, that the

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opinion is yours alone and that you are not purporting to speak on behalf of anyone but yourself.

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

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 one of us to represent it well, on the job site, in the community, and on social media.

Fraternally,

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