

## **GUIDELINES FOR FACEBOOK AND OTHER SOCIAL NETWORK SITE POSTINGS**

Many CWA members and others are posting pictures and text on Facebook and other social networking sites about the ongoing Verizon/Verizon Wireless strike. Use (or mis-use) of these sites raises a number of very complicated legal issues, especially if the postings contain false statements or invade the lawful privacy interests of others, actions that can result in serious and costly legal proceedings. In addition, employers frequently monitor these sites and, if they find statements that disparage company services or products or contain other “disloyal” statements, may institute disciplinary action against the individuals involved. It is virtually impossible to control information once it has been posted. Do NOT assume that these sites are private or that postings will not be disclosed to the company or to others mentioned or pictured. To avoid any possible legal or disciplinary problems, please observe the following guidelines relating to postings on Facebook pages or other social network sites:

1. Do NOT post individual pictures of anyone on a social network site or make threatening statements personally attacking individuals who have allegedly crossed picket lines or otherwise failed to support the strike. Do NOT list the names and addresses of people who are not supporting the strike. It is unlawful to harass or threaten or harass people because they are do not support the Union’s cause. You do have a legal right to express your opinion about strike-breakers as long as you do so in a manner that is not intimidating or threatening. If you have posted photos or statements that might be viewed as harassing, remove them immediately.
2. Do NOT use social networking sites to make statements attacking Verizon’s services or products or to make statements that could be considered disloyal by the company. If such statements have been posted, remove them immediately.
3. Do NOT make postings or add content to any social networking site unless you know or have good reason to believe that that the information is truthful. You should document the accuracy of any information you post and save it in case there are legal proceedings relating to your posting.
4. If you are using Facebook pages or other social networking sites to express your opinion about issues relating to the Verizon strike, be sure that the security settings on group pages limit access to those specifically invited to join. However, even if security settings are in place, assume that Verizon and others will be able to obtain copies of what you have posted. These sites are NOT private.

*CWA has an official Facebook page devoted to issues and facts concerning the strike and has other social network and web sites that provide information about strike-related issues. CWA does not review, approve or endorse content posted on other, non-official sites and is not responsible for the content on any non-CWA official site.*