

## APBC 873 Private Facebook Group - Terms of Use

### Purpose & Goal

Our mission with the APBC Members - CUPE Local 873 private Facebook group (forthwith referred to as the Group) is to continue with two-way engagement to our membership. We will continue to use the APBC Facebook Page to inform the public, patients, politicians, and paramedics our public initiatives, but all private updates will occur in this group. Most of these updates will mirror our email newsletters.

This group is for active and retired members of CUPE 873. All members of this group are vetted through seniority lists before being approved. If you notice a group member who you believe does not qualify to be part of the group, please report this to an admin for review.

Administrators of this group will be your elected union officers, including your Provincial Executive, Directors and Regional Vice-Presidents. These officers are encouraged to post and engage with the membership here, however, please understand that workloads may prevent an immediate response.

New posts are restricted to admins only, but comments are open to all members of the group. This is to ensure the important information you as member need to know, is easy to find. Members can submit questions to be answered here via [questions@apbc.ca](mailto:questions@apbc.ca).

CUPE Local 873 is not liable for any inappropriate comments or content posted by members of this group.

### Terms of Use

The Terms of Use (TOU) are an agreement between CUPE Local 873 and the User (any member who has joined the Group). By joining the Group you are bound by these terms. In addition to the TOU detailed herein, as APBC members, we are all governed by the CUPE Constitution, CUPE 873 Bylaws and Policies, as well as, the BCEHS Websites, Intranets and Social Media Policy and the PHSA Social Media Guidelines. Please consider this group as an extension of the workplace, and as such, conduct yourselves accordingly.

CUPE Local 873 reserves the right to revise the TOU of the Group at any time. In the event the TOU are updated, a post will be made in the Group for Users; User's continued membership and use of the Group following the posting of notice of a change to the TOU will confirm User's acceptance of the change.

Be courteous, considerate and polite in your posts and interactions. Respect others. A simple test is, 'Would I make this comment to my colleague, face to face, while at work?' If the answer is no, then your comment doesn't belong here.

While this is a 'private' group, please consider anything posted here to be readily available to the public and employer. The group and a list of its members are listed publicly on Facebook. Do not share content posted in this group with anyone outside of the group, unless you have requested and received permission from one of the administrators.

All photos posted in the group, are done so with the understanding that all necessary permissions have been obtained. In other words, if you post a photo of someone, make sure you have permission to do so.

It is expected that all content, including comments, posted in the Group is relevant to the business of the union, paramedicine and medical dispatching. Content or material that does not meet this standard may be deleted at the discretion of Group moderators and administrators.

The following conduct is strictly prohibited and may result in consequences varying in range of severity up to and including a permanent ban from the group:

- Submitting comments, content or material (including pictures, memes and gifs) that is:
  - Obscene, vulgar, abusive, hateful or threatening
  - harassing or discriminating on the basis of race, religion, nationality, ethnicity, gender, sexual preference or other factors
  - in violation of the CUPE Constitution and Equality Statement, BCEHS and PHSA's Social Media Guidelines, APBC Bylaws and Policies (see references below)
- Sharing of content posted in this group with anyone outside of the group
- Submitting any patient information that may identify the patient and breach patient confidentiality

If you notice a post or comment that you believe violates the above, you may report that post to the group administrators for review. To do this, click the arrow in the top-right area of the post or comment, and select report to admin.

It is the intention of the group to be transparent and open in its communications. Posts, comments and material will not be deleted or hidden unless they violate this TOU, or the policies mentioned above. If you believe that a comment, post or material has been deleted or hidden that did not violate the TOU please see Abuse Action Plan and the appeal process below.

### **CUPE Local 873's Right to Monitor and Administer the Group**

CUPE Local 873 reserves the right to monitor, moderate and administer the Group and to remove any content or comments posted within the Group with their sole discretion. CUPE Local 873 also reserves the right to terminate any User's posting privileges or to remove User's from the Group should the TOU be violated.

### **Abuse Action Plan**

If a User violates these Terms of Use, a warning will be issued by the CUPE Local 873 Communications Team. If multiple warnings are issued to a member, that member will be subject to consequences varying in severity proportionate to the violation or repeated violations of this TOU. Consequences may include temporary suspension up to and including a permanent ban from the Group. Any consequence for a violation of this TOU will be rendered as a notification in writing to the User after consultation with CUPE Local 873 Union Trustees. Users should be aware that the consequence rendered will be proportionate to the gravity of the violation, and even a first time violation could result in a permanent ban.

A User who wishes to appeal a suspension or ban may do so by submitting an appeal request to [communications@apbc.ca](mailto:communications@apbc.ca). This appeal request will include specifics and particulars about the situation and why the member feels the removal was unjust. The appeal (with specifics, supporting documentation and an explanation as to the Users feeling of unjust consequence) must be submitted in writing by way of email to [communications@apbc.ca](mailto:communications@apbc.ca) within 30 days of the User's notification of consequence. All appeals will be heard by the Provincial Executive Board at their next scheduled meeting. Decisions following an appeal will be delivered to the User in writing by a member of the Communications Team.

If a User has concerns over the fairness and equity of group administration and moderation, concerns can be forwarded to CUPE Local 873 Union Trustees at [trustees@apbc.ca](mailto:trustees@apbc.ca).

### **Reference Material**

- [CUPE Constitution 2019](#)
- [CUPE Equality Statement](#)
- [CUPE 873 Bylaws](#)
- [CUPE 873 Policies](#)
- [PHSA Personal Use of Social Media Guideline](#)
- [PHSA Social Media Responsibility Guideline](#)