



Communications, Energy and Paperworkers Union of Canada
5915 Airport Road, Suite 510
Mississauga ON L4V 1T1
Tel: 905-678-0800 Fax: 905-678-7868

Ontario Region

September 12, 2012

To: Telco Locals in Ontario
Re: Facebook and Social Media

Sisters and Brothers,

The CEP has received a recent arbitrator's decision regarding Facebook postings. The decision is consistent with that of other arbitrators in concluding that inappropriate Facebook postings about your employer, co-workers or managers can result in serious discipline, including termination.

The CEP recommends that its members refrain from commenting about co-workers, managers or employers on any social media such as Facebook, blogs or Twitter. These are either public forums, or can be often accessed by many people.

In solidarity,

Barb Dolan,
Administrative Vice President.

BD:lmc/cope-343
cc: National Representatives Servicing Telco Locals