

SOCIAL MEDIA POSTING ADVISORY...



Recently there has been an increase in incidences of people getting into Joint Discoveries due to pictures that were shared on social media. If you are someone that uses any type of social media and posts things, please take a moment to think before posting anything that can be construed as negative towards our employer, coworkers, or could become evidence for a violation to any KP policy. Do not ever go into a Joint Discovery without HNHP representation! You have the right to postpone the meeting until HNHP representation is present. If you are ever informed that you will need to meet with mgmt, contact an HNHP steward immediately.

You may think that because it is your own personal profile that you are posting to, so you could do whatever you want. However, if in any way your post can even remotely be seen as evidence for a violation of any KP policy, you should refrain from posting/sharing that picture/video. As an employee of KP, you reflect upon them. You may want to consider removing any and all ties of yourself to KP. Such as listing on your profile your place of employment or using hashtags that include any form or relation to KP in them. We believe this helps the social media police from finding you more easily.

Please check your privacy settings to ensure that your privacy is set so that only your friends can see your posts. If you insist on keeping a profile/account that is open to the public, be extra careful of what you post! KP Big Brother is always watching! They have a team of people that do 24/7 surveillance on all social media outlets for anything that could make KP look bad. Ex: putting pictures of alcohol beverages clustered with pictures from a party held at work. They will try to tie the two together and say that the employees had alcohol while at work.

Screenshots take but a second to capture and a picture is worth a thousand words. Perception is in the eye of the beholder. Be mindful of what you caption your posts with. Your intention may not have been to incline any negativity towards KP or violate policy, however, if the public gets wind of your post because someone took a screenshot or screen capture video of your post then reposted to their feed that they then left open to the public.. it can get really ugly, really fast. You know how viral things go.. it spins out of control and often taken out of context to make it worse really quickly. Know who you have as your friends on social media as they are able to screenshot/screen record anything and everything that you post. IGG/FB Story is not somewhere you should post these things either. Just because it is only up for 24 hours, does not make it a safe place to post such pictures! Again, screenshots take but a second to capture.

Heed caution if you are going to add anyone from management as a friend as they can see your posts. It would be wise to separate your work and personal life. Although you are an adult and are free to choose your friends as you deem fit and post whatever you want, understand that there are repercussions to postings that are a violation to any KP policy.

Lastly, if you are sick, your mgr has the right to ask you for a doctor's note while you are out sick, but not after you have already returned to work as stated in our Collective Bargaining Agreement. We also advise that you remain home and take care of yourself. Do NOT go out after you have called out sick then share on social media that you went to some event instead of going to work! Doing that is grounds for immediate termination as it can be construed as Fraud which is a Compliance offense! Please do not share posts at any time that you are intoxicated or your judgment is otherwise impaired.

Thank you for taking the time to read this advisory. We hope moving forward we can all avoid being in the above situations.

In Unity,
Hawaii Nurses & Healthcare Professionals