

AFL-CIO has created this Privacy Policy and Terms of Use for its state and local labor councils to explain how you may use the information contained on our websites, which includes, for purposes of the Privacy Policy and Terms of Use, using our mobile texts function and our applications, including applications on third-party sites or platforms such as social networking sites, and to explain how we use information that you may provide while visiting one of our websites.

## PRIVACY POLICY

AFL-CIO is committed to Internet privacy as demonstrated by the policies set forth herein. Please recognize that the AFL-CIO may, in its sole discretion, modify these policies from time to time by updating this posting, so we encourage you to check this page each time you revisit one of our websites. Your continued use of our websites following any changes to this Privacy Policy will constitute your acceptance of such changes. The date of the latest revision will be listed below so you will know if the policies have changed since you last accessed our website.

Your use of an AFL-CIO state federation or central labor council website indicates your acceptance to be bound by the provisions of the Privacy Policy and the Terms of Use in effect as of the date of your use. If you do not accept these terms, do not use our websites.

The terms “you” and “User” as used herein refer to all individuals and/or entities accessing this website for any reason.

### **WEBSITE USAGE; INFORMATION COLLECTION**

When you visit one of AFL-CIO’s websites, we automatically obtain information about your usage including, for example, the name of your Internet service provider, the browser and type of computer that you are using, the website that referred you to us, the pages you view and the date and time of those page views. We use this information on an aggregate basis to gather data about activity on our websites, which we use to improve the usefulness of our websites. We do not use this information on any kind of individual basis. We do not collect or store personally identifiable information, such as your name, mailing address, email address or phone number, unless you provide that information.

### **COLLECTION OF PERSONALLY IDENTIFIABLE INFORMATION**

The AFL-CIO provides opportunities for you to provide your contact information in order to engage in AFL-CIO activities such as online activism, to place orders for products or services, to correspond

with AFL-CIO or to submit a testimonial (i.e., share your story). Any information we collect, such as your name, mailing address, email address, type of request you are making and any additional information you provide, is collected and stored by the AFL-CIO. The information is used to fulfill your request and track aggregate information about usage of these features.

AFL-CIO makes every effort to ensure the secure collection and transmission of your sensitive information using industry accepted data collection and encryption methodologies, such as SSL (Secure Sockets Layer).

AFL-CIO does not sell your personal information to any third party.

## **COOKIES**

A cookie is a piece of data that is stored on a user's hard drive that contains information about that user. The AFL-CIO uses cookies to prepopulate data that you have previously supplied on our website so that you do not need to reenter such information. We also use cookies to measure aggregate web statistics, such as collecting the number of users to our sites, the number of repeat users, and the most popular webpages. We do not use cookies to track user activity on an individual basis.

## **AFL-CIO's Sharing and Use of Personally Identifiable Information**

The personal information that we collect on the website helps us, our state and local affiliates, and AFL-CIO-related organizations to efficiently and effectively represent union members, to pursue our advocacy agenda, and to provide valuable member benefits. In order to advance these goals and activities, we may share the personal information that we collect about you with our state and local affiliates and other AFL-CIO-related organizations, as well as third parties that perform services on our behalf. Additionally, subject to applicable law, we may share any of the personal information that we collect about you with certain third parties that share our interests.

We will use your email address to communicate with you about our activities and offerings, unless you opt-out from receiving such messages. We will also use your email address for administrative purposes, such as notifying you of major website changes, sending messages related to actions you have taken on the site, or for customer service purposes. Although we hope you'll find these communications informative and useful, you may opt out of receiving future information via email by using the unsubscribe procedures described below.

When you send email or other communications to us, we may retain those communications in order to process your inquiries, respond to your requests and improve our services.

We use both your personally identifying information and certain non-personally-identifying information (such as anonymous usage data, IP addresses, browser type, clickstream data, etc.) to improve the quality of your user experience and the design of the website and to create new features, functionality, and services by storing, tracking, and analyzing user behavior, preferences, trends, and actions.

### **TEXT MESSAGES**

We also provide an opportunity for users to sign up on our websites to receive text messages from us about issues that may be of importance to them. You only receive mobile texts if you check a box indicating interest in mobile alerts or take some other action to specifically opt in. Depending on an individual's phone plan, message and data rates may apply for text messages. We collect cell phone numbers for this purpose only, but do not connect this information with any particular user. A user may opt out of the continued receipt of text messages at any time by texting STOP to 235246 or by emailing us at [unionhall@aflcio.org](mailto:unionhall@aflcio.org) and asking that we remove your cell phone number (which you must provide as we will not know it from your name or email address) from our text subscriber list. We never share or sell the mobile numbers we collect.

### **OPTING OUT OF EMAIL LISTS**

People who subscribe to email lists via the website will receive periodic updates from the AFL-CIO by regular mail, fax, or email. You may opt out of receiving future information via email by using the unsubscribe procedure specified on the email message or by sending an email message with the name of the list you are a member of to: [info@workingamericacoalition.org](mailto:info@workingamericacoalition.org).

### **SPECIAL NOTICE TO PARENTS**

We want to help you guard your children's privacy. We encourage you to speak with your children about safe and responsible use of their personal information while using the Internet. AFL-CIO does not knowingly collect any personally identifiable information from children under thirteen (13). If you have any concerns about any information that your child may have provided to us via one of our websites, please contact us at [info@workingamericacoalition.org](mailto:info@workingamericacoalition.org).

## **FINANCIAL INFORMATION AND PAYMENTS**

You may be able to purchase items or donate money through our websites. We use a secure server for processing payments and financial information.

## **SECURITY**

The AFL-CIO has security measures in place to protect against the loss, misuse, and alteration of information within our control. These measures include internal reviews of our data collection, storage and processing practices and security measures, as well as physical security measures to guard against unauthorized access to systems where we store personal data. We use Secure Socket Layer (SSL) encryption to protect the transmission of information you submit to use when you use our secure online forms. Please recognize that if you send us an email, the information contained in the email is not secure against interception. So if your communication includes sensitive information, such as your credit card information or Social Security number, and you prefer not to use one of our secure online forms, contact us by mail or by telephone rather than by email.

## **CORRECTIONS/UPDATING PERSONAL INFORMATION**

If your personal information changes (such as your ZIP code), or if you wish to have your information removed from our database, contact us and we will endeavor to provide a way to correct, update, or remove that personal data provided to us.

## **LINKS TO OTHER WEBSITES**

Our websites may contain links to other sites. AFL-CIO is not responsible for the privacy practices or the content on such sites. We encourage our users to be aware when they leave our website and to read the privacy policies of each website that they visit that collects personally identifiable information. This Privacy Policy applies only to information collected through one of the AFL-CIO websites.

## **DISCLAIMER**

Opinions expressed here and in any corresponding comments are the personal opinions of the original authors, and do not necessarily reflect the views of the AFL-CIO.

*This Privacy Policy is made effective as of July 21, 2016.*