



IAM Union District 142

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SOCIAL MEDIA AND JOB PROTECTIONS

Dear Sisters and Brothers:

In the wake of recent national events, multiple companies where our members work have suspended or, in some cases, terminated employees over social media posts related to those events. These actions serve as a stark reminder: while the IAM stands firmly behind our members and provides robust job protections, every company enforces its own social media policy. Violating those policies can put your job at risk, regardless of intent.

We strongly encourage every member to locate their company's social media policy, read it carefully, and follow it. Doing so helps protect you and ensures that you do not put yourself at risk of severe disciplinary action up to and including termination.

The IAM believes deeply in free speech and the First Amendment. However, we are living in a time when public comments can have serious consequences, especially when companies choose to interpret social media activity as a violation of policy. Regardless of personal views, our goal is to keep every member protected on the job. Think carefully before posting, and know your company's rules.

We would also like to remind our members that our Employee Assistance Program (EAP) is available to provide support if you are struggling to cope with recent events in the news, whether nationally or close to home. If you or someone you love needs help, contact District 142 EAP Director Paul Shultz at pm.shultz@att.net or by phone at (704) 907-3563.

Sincerely and fraternally,

John M. Coveny, Jr.
President/Directing General Chair

Paul Shultz
EAP Director

JMC/PS/td

cc: R. Johnsen, General Vice-President, Air Transport Territory
E. Fraser, Chief of Staff, Air Transport Territory
J. Carlson, Airline Coordinator, Air Transport Territory
D142 Executive Board

POST ON ALL IAM BULLETIN BOARDS