**SEIU-UHW Privacy Policy**

SEIU-UHW (United healthcare Workers – West, Local 2005) strongly believes in the importance of your privacy. This Privacy Policy describes how SEIU-UHW treats the personal information we collect through MyUHW (the “Online Community”) and what we do with that information. By using or accessing the Online Community, you are accepting the practices described in this Privacy Policy. This Privacy Statement applies only to information collected online through the Online Community and does not describe the ways in which we may collect or use information obtained offline or through any means other than our Online Community.

**How, When, and Why We Collect Information**

* **Access to MyUHW requires registration.**You can view content on the MyUHW by registering with the information that you have provided your employer. When you enter the Online Community, we collect information such as your browser and operating system type and IP address to optimize your experience on the Online Community and to track aggregate Online Community usage. In addition, we use a “session” cookie to identify you while you are on the Online Community, if cookies are enabled on your computer. This session cookie terminates once you finish using the Online Community and close your browser. You may also be asked to provide certain additional information to participate in other activities that we may undertake through MyUHW. For example, if you sign up to receive information by mail, we will ask for your street address. You may update or correct your personal account information and email preferences at any time by visiting your MyUHW account profile page.
* **Usage Information.** We may record information about your usage of the Online Community, such as when you use the site, the areas of the site you click on and/or participate in, the tags you search for, and whether or not you subscribe to a feed or a forum. If you are logged in, we may associate that information with your account. A persistent cookie may be used to track this information. We may use pixel tags and/or trackable links in HTML-based emails sent to our users to track which emails are opened and/or clicked on by recipients.
* **Polls and Surveys.** From time to time, we may conduct polls and surveys. Information collected through our polls, surveys, and questionnaires is used in the aggregate, unless we contact you to request permission to use your individual responses for a particular purpose.
* We do not knowingly collect any information from children under the age of 18.

**Uses of Personal Information**

* The personal information that SEIU-UHW collects on the Online Community helps us, our state and local affiliates and SEIU-UHW-related organizations to efficiently and effectively pursue our advocacy agenda.
* 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 SEIU-UHW-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 SEIU-UHW’s 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 Online Community 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, if you don’t, you can always unsubscribe by following the simple instructions included in each email.
* 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 Online Community and to create new features, functionality, and services by storing, tracking, and analyzing user behavior, preferences, trends, and actions.

**Other Disclosures**

We may be required to disclose user information pursuant to lawful requests, such as subpoenas or court orders, or in compliance with applicable laws. If we receive a subpoena requesting information about you and if you have provided us with your email address, we will attempt to notify you of the subpoena at the email address that you have provided. Additionally, we may share account or other information when we believe it is necessary to comply with the law, to protect our interests or property, to prevent fraud or other illegal activity perpetrated through the Online Community or using the SEIU-UHW name, to prevent bodily harm, to enforce our User Agreement, or to protect the rights, property or safety of visitors to our site, our members, the public or SEIU-UHW. In the unlikely event that SEIU-UHW (or substantially all of its assets) is merged with another entity, information on our visitors would be among the transferred assets.

**Information Security and Data Integrity**

SEIU-UHW takes security measures to protect against unauthorized access to or unauthorized alteration, disclosure or destruction of data. These 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.

**More Information**

Our Online Community may also permit you to access non-SEIU-UHW sites. It is important to remember that, if you link to a non-SEIU-UHW site from our Online Community, that party’s privacy policy and its user agreement apply to you. We encourage you to learn about each third party’s privacy policy before giving personal information to them.

SEIU-UHW reserves the right to change this Privacy Policy at any time. We will post any changes to this Privacy Policy on this page, so we encourage you to check this page regularly. Your continued use of this Online Community following any changes to this Privacy Policy will constitute your acceptance of such changes.

If you have any questions about this Privacy Policy, MyUHW, or your account, please feel free to contact us at info@seiu-uhw.org.

Effective Date: September 1, 2021.