

CEA Privacy Statement

I. Introduction

The Connecticut Education Association ("CEA") values the trust and privacy of its members and other supporters. This Privacy Policy sets forth CEA's practices regarding: (1) what personal information we collect about you — both online via the CEA website and CEA Intranet and offline via traditional, hard copy forms; (2) how we use that information; (3) under what circumstances we disclose it; (4) what choices are available to you regarding such information collection; and, (5) what security we use to protect such information. This Privacy Policy also provides some additional information for users of the CEA website and CEA Intranet.

II. Definitions

As used in this Privacy Policy, the following terms have the meanings indicated below:

- A. The term "we" or "us" means CEA.
- B. The term "you" means a current or former CEA member or other person who has provided personal information to us in connection with obtaining a CEA product or service or person who subscribes to a CEA-produced newsletter.
- C. The term "personal information" means any piece of information that on its own can specifically identify a current or former CEA member or other person who has provided personal information to us in connection with obtaining a CEA product or service. This would include, but is not limited to, full name, postal address, telephone number, and e-mail address.
- D. The term "CEA website" means CEA's external website located at: <http://www.cea.org>, and any private, public or future sites under the cea.org domain.

III. Personal Information Collected

We may collect personal information about you from the following sources:

- A. Personal Information that you voluntarily provide to us on your membership application and other CEA forms — whether online via the CEA website or offline via traditional, hard copy forms (such as your name, postal address, telephone number, e-mail address).
- B. Other Personal Information that you voluntarily provide to us via the CEA website (such as an e-mail address or other personal information contained in an e-mail that you send to us via the feedback feature of the CEA website).
- C. Personal Information that we receive from our local affiliates.

IV. How We Use That Information

The personal information that CEA collects about you helps us and our local affiliates to efficiently and effectively represent you and provide you with valuable member benefits.

V. Information Sharing

In order to provide you with efficient and effective representation and member benefits, we may share all of the personal information that we collect about you, as described in Section III above, with our local affiliates and CEA-related organizations. Use of such information shall solely be to advance policies for-educators, students, and public education, and not to promote individual causes or products. The discretion to share information described in Section III, and with the entities described herein lies solely with the Executive Director.

VI. Available Choices

Any personal information that you provide to us is voluntary. CEA members may update their personal information at any time. For information on how to contact us, please visit the CEA website at www.cea.org.

VII. Information Security

We maintain administrative, technical, and physical safeguards designed to: (1) insure the security and confidentiality of your personal information; (2) protect against any anticipated threats or hazards to the security or integrity of such information; and (3) protect against unauthorized access to or use of such information.

VIII. Effective Date, Amendments, and Consent to This Privacy Policy

This Privacy Policy is effective January 1, 2016. We retain the right to amend or otherwise update this Privacy Policy at any time for any reason. By joining CEA or using the CEA website, you affirmatively consent to the collection, use, and sharing of personal information as we have described herein. If we amend or update our Privacy Policy, we will post the changes online at the CEA website so that you are always aware of CEA's current practices. You may also contact us at www.cea.org or webmaster@cea.org at any time to request an up-to-date hard copy version of the Privacy Policy.

IX. Contact Us

If you have any questions regarding this Privacy Policy, you can contact CEA at webmaster@cea.org or at www.cea.org.

ADOPTED BY THE BOARD OF DIRECTORS, JANUARY 22, 2016
AMENDED BY THE BOARD OF DIRECTORS, JUNE 9, 2017

UNION CONTRACTORS

CEA shall only accept bids from union contractors and/or union firms unless union contractors and/or union firms are not available or non-existent.

ADOPTED BY THE BOARD OF DIRECTORS, DECEMBER 17, 1993