



GOLDMAN ANTONETTI & CÓRDOVA, P.S.C.
ATTORNEYS AT LAW

ALL CLIENTS AND FRIENDS:

I am writing to invite you to a free 90-minute *webinar* sponsored by the [Employment Law Alliance](#) entitled, "Social Media and Disciplining Employees: What Employers Need to Know." The attached announcement describes the program more fully, including the specific issues that the speakers will address.

You are welcome to share this invitation with as many of your colleagues as you want. Since registration is per site, only one person needs to register if you will be in the same room listening together. If you will be in different offices or in different locations, each person will need to register. You will listen to the webinar and view the PowerPoint slides via your computer, so please be sure you have that capability (links and instructions for downloading any software will be included in your registration confirmation).

As you may know, by virtue of our membership in the Employment Law Alliance, we have the capability and resources to handle all of your employment and labor law needs in every US state and in more than 125 countries.

One of the benefits we provide to our clients is free access to the ELA's Global Employer Handbook. This one-of-a-kind online resource provides practical information on hiring and firing, pay and benefits and all other key employment and H.R. law issues throughout the world. If you haven't yet registered to use this service, I encourage you to do so. I know you will find it useful.

To register, please visit: www.employmentlawalliance.com; on the right side of your computer screen, under "Webinars," click the link to register.

If you have any questions about the issues that will be presented or the details of registering, please let me know, or you can contact Linda Henderson at the Employment Law Alliance at: leh@employmentlawalliance.com. I strongly encourage you to take advantage of the opportunity to attend this program.

Sincerely,

Luis F. Antonetti
Shareholder and Director of the
Labor and Employment Law Department



You are invited to a Free 90-Minute Webinar

Thursday, March 22, 2012

**Social Media and
Disciplining Employees:
What Employers Need
to Know**

Local Starting Times:

3:00 - 4:30 p.m. EDT

2:00 - 3:30 p.m. CDT

1:00 - 2:30 p.m. MDT

12:00 - 1:30 p.m. PDT

9:00-10:30 a.m. HAST

Over the past year, the National Labor Relations Board (NLRB) has aggressively publicized complaints and settlements involving employers who have disciplined their employees for engaging in various types of social media activity. Both union and non-union employers need to be aware that some employee social media activity and postings that, in the past, may have justified discipline now may be protected activity under federal law. During this webinar, legal experts from across the U.S. will discuss the effects of the NLRB's latest guidance on employers, what can be done to prepare and implement a policy that will withstand a legal challenge, and how employers can successfully defend a claim of wrongful termination for violations of the policy. Specifically, the speakers will focus on:

- The NLRB's new and aggressive view of social media communications as possible protected activity, even if a company is not unionized
- Drafting a viable and legal Social Media Policy, including the do's and don'ts
- Employer liability for monitoring and disciplining employees who use social media communications outside the reach of the NLRA
- The power and pitfalls of using social media in litigation discovery.

Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

CLE/HRCI Credit

The Employment Law Alliance is not able to offer CLE/HRCI credits; however, for states that will accept it, a Certificate of Attendance will be posted with the other webinar materials immediately following the webinar for you to download as needed.

Speakers for “Social Media and Disciplining Employees: What Employers Need to Know”

- Adam S. Forman, Moderator, Partner, Miller, Canfield, Paddock and Stone, P.L.C., Detroit, MI
- Stephen E. Brown, Shareholder, Maynard Cooper & Gale, P.C., Birmingham, AL
- Kristine J. Dunne, Counsel, Arent Fox Kintner Plotkin & Kahn, PLLC, Washington, DC
- Carl Crosby Lehman, Partner, Gray Plant Mooty, Minneapolis, MN
- Jonathan G. Pappasideris, Shareholder, Ray Quinney & Nebeker P.C, Salt Lake City, UT
- Ginger Schroder, Partner, Schröder, Joseph & Associates, Buffalo, NY

Register

To register for this webinar, go to: www.employmentlawalliance.com and click the “register now” link in the webinar box on the right side of your screen. Please make note of the starting time in your local time zone.

About the Employment Law Alliance

The [Employment Law Alliance](http://www.employmentlawalliance.com) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in more than 135 countries around the globe and all 50 U.S. states. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit:

www.employmentlawalliance.com.

Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance (leh@employmentlawalliance.com).