



Second Wednesday's

January 8, 2013

Social Media and the Impact on Employment WEBINAR

CCAO is pleased to offer a one-hour webinar on January 8 at 9:30 a.m. explaining legal issues in local government's use of social media. The webinar will focus particularly on the potential legal issues and challenges that face public employers when employees use social media. Issues to be discussed include:

- Adoption of a social media policy: the public purpose of using social media, types of social media to be used by the county, monitoring and content management of the website, and comment and constituent response policies.
- First amendment freedom of speech issues.
- Application of the public records law and the open meetings law to posts of public officials on the website.
- Establishing a clear policy for deleting off topic, confidential, dated, or inappropriate posts.
- Establishing an employee policy that applies to government employees that utilize/comment on the employer social media site. National Labor Relations Board rulings provide guidance to public employers relative to establishing a county social media policy.
- The importance of assigning one person to monitor the site and the need for periodic review and revision of county social media policy.

CCAO is pleased to have Jonathan Downes, Esq. of Zashin & Rich Co., L.P.A., a certified specialist in labor and employment law, to share his expertise on Social Media and the Impact on Employment. Jonathan brings more than 30 years of experience and expertise in representing public and private employers in all aspects of labor and employment law and human resource management. In addition to negotiating over 500 labor contracts, Jonathan has represented employers in arbitrations, organizing campaigns, and administrative hearings including the State Employment Relations Board. Jonathan has also defended employers in state trial courts, state appellate courts, the Ohio Supreme Court, federal district courts and the United States Court of Appeals for the Sixth Circuit.

Participants in the webinar may pose questions to the presenters who will respond during and after the power point presentation. To register for this exceptional educational opportunity, please click on this link: <https://www3.gotomeeting.com/register/845296286> If you experience difficulty in connecting to the link above and you wish to register for the webinar, please email Amanda Jones, CCAO Program Assistant, at ajones@ccao.org and provide her with your email address. Space is limited for this webinar, so register early. For additional information regarding the topic for this webinar, please contact Brad Cole, CCAO Managing Director of Research, at bcole@ccao.org

County Commissioners Association of Ohio

209 East State Street • Columbus, Ohio 43215 • 614/221-5627 • www.ccao.org

