



**Miami Valley Risk Management Association  
Presents:**

***Social Media Challenges for Public Employers***

**When:** Thursday, April 16<sup>th</sup>, 2015  
**Where:** City of Centerville Police Training Room, 155 W. Spring Valley Rd  
**Time:** 9:00 - Noon  
**Cost:** \$40 for MVRMA, MVCC & CLG Members \$55 for non-members



***Jonathan Downes*** brings more than thirty 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.

**Course Description:**

The session will include case studies, the discipline of employees and the possible exposure for employers and the following points:

- 5 core principles to avoid social media liability;
- How to control public record requests of social media;
- New privacy laws on personal accounts;
- Using a friends list without liability;
- Hidden traps of personal blogs;
- Discovering new social media libel laws;
- Workplace speech not protected under the First Amendment;
- New legal rulings that change the way you send texts;
- Identifying the trip-wires for personal liability;
- Understanding protected and unprotected opinions
- Avoiding liability from social media on personal devices

Please contact Starr Markworth with any questions, [smarkworth@mvrma.com](mailto:smarkworth@mvrma.com) -register through the MVRMA website [www.mvrma.com](http://www.mvrma.com) or through the link below:

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