HR Issues on the Horizon

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Kohrman Jackson & Krantz P.L.L.

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The Big 3

**facebook**
- #1 website by traffic
- 1.15+ billion total users
- 58% login each day
- 3.2B Likes and Comments per day
- 350M photos uploaded per day
- 751M mobile users

**twitter**
- #8 by traffic
- 500+ million total users
- 288M active monthly
- 400 million tweets per day
- 40% of users never send a tweet
- 60% mobile users

**LinkedIn**
- #13 by traffic
- 238+ million total users
- 1M+ groups
- 3M+ corporate pages
- 90 of Fortune 100 use for recruiting
- 27% mobile users
Just got the call. I'm fired
Protected Concerted Activity

Dilbert, 9/13/2010
http://dilbert.com/strips/comic/2010-09-13/
The Google Background Check
Wage-and-Hour?

The iPhone-ification of the American Workforce
Confidentiality
Who Owns Corporate Social Media?

vs.

Social Media Users: Be very careful when using your company's name in your online handles. Never know how/when your employers might react.

38 RETWEETS 5 FAVORITES

4:18 PM - 27 Dec 11 via TweetDeck · Embed this Tweet

Reply Retweet Favorite
Signs of the social networking times.

- Unemployable due to stupid personal stuff I put on my Facebook page.
- Me too!
- For me, it was an embarrassing YouTube video.
For More Information...

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The Employer Bill of Rights:
A Manager’s Guide to Workplace Law
http://amzn.com/1430245514

Think Before You Click:
Strategies for Managing Social Media in the Workplace
http://tinyurl.com/c5sbbka