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ASK THE EXPERTS

A weekly Q&A where CareerBuilder experts offer advancement strategies.

Our executive secretary writes a blog called "Take this job and ...". She uses a pseudonym, but anyone who knows our company would surely recognize her examples and anecdotes in her workday gripes. Nothing's derogatory or hostile, but it's not good for image. Can this person be reprimanded or asked to resign?



Jill Chasson
Coppersmith,
Schermer
& Brockelman

Although the secretary's blog could hurt the company's image, a reprimand or request to resign may not be advisable. Depending on the wording and content of the posts by the secretary and the other employees she invited to participate, their "gripes" could be protected by law, including the National Labor Relations Act. If the company does not have a written policy regarding employee blogging and use of social media sites, it should strongly consider adopting one. A well-crafted policy can provide guidelines to employees and help the firm address any future issues.



John Flynn
DioGuardi
Flynn LLP

In Arizona, employment is "at-will" and may be terminated by either the employee or employer for any reason, provided the reason doesn't violate the law. There appears to be only conjecture that this employee is undertaking the blogging activity. Any employer that learns an employee is blogging negatively about its operations, management or personnel (as opposed to "assuming" such activities), must proceed cautiously before terminating or disciplining the employee. The employer needs to determine if the employee is engaging in National Labor Relations Act "protected activity."

— Compiled by
Patricia Bathurst