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FEATURE NEWS

Social Networking and Its Impact on the Workplace

Article by **Claudia T. Centomini**



Employers have always had to grapple with how to respond to an employee's questionable off-duty conduct. The advent of social networking sites has provided employers with an even greater challenge because they face the dilemma of being exposed to liability when they fail to act or when they react inappropriately. On one hand, if an employer discovers that an employee is sexually harassing or making discriminatory comments about a coworker on a social networking site, the employer must take action or be prepared to respond to a complaint of unlawful

discrimination or harassment from the coworker. On the other hand, when the employer disciplines the employee for what the employee tweets or posts on his or her Facebook wall, the employee will likely argue that communicating with colleagues and friends on Facebook, Twitter and other social media outlets is free speech or activity that is protected by the National Labor Relations Act (NLRA). [Read more](#)

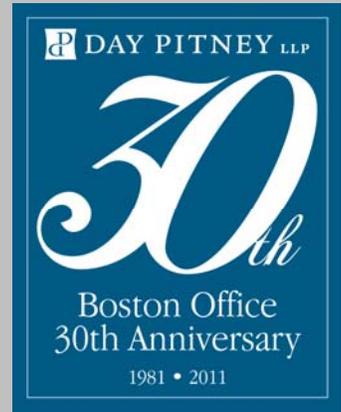
Driving the Electricity Highway of the Future

Article by **Eric K. Runge**



A landmark order (Order No. 1000) issued by the Federal Energy Regulatory Commission (FERC) on July 21, 2011, is likely to have a profound impact on the nation's electric transmission system for decades to come. Over the past several years, an ever-increasing amount of new wind (the predominant type of renewable energy), solar and other renewable energy supply resources have been developed, largely in response to state and federal public policy requirements and incentives. This trend will continue for the foreseeable future and is transforming our electricity supply. Wind power resources are often developed far from where the electricity is consumed, such as large wind farms built in the Dakotas to serve consumers in the cities of the Midwest. To bring energy from these new resources to consumers, a robust electric transmission system is essential. The development of that essential infrastructure to meet the needs of a transforming industry has been stalled

discrimination or harassment from the coworker. On the other hand, when the employer disciplines the employee for what the employee tweets or posts on his or her Facebook wall, the employee will likely argue that communicating with colleagues and friends on Facebook, Twitter and other social media outlets is free speech or activity that is protected by the National Labor Relations Act (NLRA). [Read more](#)



SPOTLIGHT

An Interview With Ken Shulman



Ken Shulman is a partner in Day Pitney's Individual Clients department (ICD). He came to the firm in 2006 after working as a sole practitioner for over 20 years. Ken has a general estate planning practice, including representing high net worth business owners and other individuals, but he also focuses much of his work on elder and special needs planning. This combination of practice areas and skill sets, along with his approachable and accessible manner, makes Ken invaluable as a member of the ICD and an advocate for its clients.

[Read the interview](#)

LITIGATION NEWS

[Massachusetts Supreme Judicial Court Rules That Employees Who Accept an Employer's Severance Package Are Not Automatically Entitled to Unemployment Benefits](#)

because of lack of clear policy and requirements from the federal government regarding transmission expansion. [Read more](#)

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LEGAL UPDATES

[Federal Estate and Gift Tax Exemptions at a Temporary High](#)

PUBLICATIONS

[Read Stephen Ziobrowski's alert, "IRS Announces New Voluntary Worker Classification Program"](#)

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