

14.3: Discussion- Employee Rights and Responsibilities

The day she started her new job at a daycare center, Kaitlin Wells posted on social media, “I just really hate being around kids all day.” Twenty-seven hours later, she was unemployed again.

Laws protect an employee from being fired for voicing their political beliefs, assembling with other employees to protest or strike, volunteering at civic organizations or smoking and drinking outside of working hours. But social media adds a whole new dimension to employee rights and responsibilities. What, exactly, is okay to post on social media about work, and what will get you fired?

Discussion Prompt

While an employer is prohibited from firing an employee for the above-mentioned activities, social media is different. As we discussed in the text, making statements that are “egregiously offensive or knowingly and maliciously false,” or “publicly disparaging your employer’s products or services without relating your complaints to any labor controversy” is not protected concerted activity.

Your assignment is to write one or two social media posts about your “job” that could get you fired. **Don’t post them on your real social media account!** Just share them in this discussion thread. The posts should get you “fired” for different reasons. They should all be safe for classroom discussion (no obscenities, lewd remarks, etc.). Then, create one social media post that covers work related subjects but will not get you fired.

Grading

Share your opinions below and respond to two of your classmates’ thoughts.

Discussion Grading Rubric

Criteria	Not Evident	Developing	Exemplary	Points
Submit your initial response	0 pts No post made	5 pts Post is either late or off-topic	10 pts Post is made on time and is focused on the prompt	10 pts
Respond to at least two peers’ presentations	0 pts No response to peers	2 pts Responded to only one peer	5 pts Responded to two peers	5 pts
			Total:	15 pts

Contributors and Attributions

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