

PANNONE  
LOPES  
DEVEREAUX &  
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*counselors at law*

**For Immediate Release**  
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**Pannone Lopes Devereaux & West legal experts to address challenges  
of social networking and e-communications in the workplace**

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***East Greenwich Chamber of Commerce to host Nov. 16 event***

Providence, RI (November 8, 2010) – Pannone Lopes Devereaux & West LLC (PLDW) Partner William E. O’Gara and Senior Counsel Brian J. Lamoureux will address the complexities of e-communications, social networking websites like Facebook and MySpace and privacy rights in the workplace on Tuesday, Nov. 16 at the Atria Harborhill, 159 Division Street, East Greenwich. The one-hour workshop begins at 7:30 a.m. and is part of the East Greenwich Chamber of Commerce’s programming events. Both attorneys are frequent guest speakers to organizations and leading business groups interested in learning more about legal rights and responsibilities of e-communications and social networking in the workplace. The East Greenwich Chamber of Commerce has invited other Southern Rhode Island chamber members to take part in this free informational session. Pre-registration is recommended by calling the Chamber at 401-885-0020 or emailing bev@eastgreenwichchamber.com.

The seminar is entitled, “E-communications and Workplace Law” and will highlight the critical need for business owners to consider having clear personnel policies in place that address the use of company electronic devices and social networking websites, texting and email protocols, instant messaging (IM) and other forms of electronic communications by employees. The interactive seminar provides practical scenarios as discussion points.

“These issues are complex for business owners and employees,” said Mr. O’Gara. “The use of electronic communications in the workplace is here to stay and by having clear policies in place may help to avoid conflicts in the workplace. We are pleased to provide this seminar as a starting point of discussion for business owners considering or preparing to implement new policies into their personnel handbooks.”

Mr. Lamoureux, who was recently interviewed by NBC10 on the evolving nuances and legal complexities of the use of Facebook in the workplace, said, “the technology of e-communications is advancing so fast that the courts are hard-pressed to keep pace with this paradigm shift of how the public shares information. Although there are still more questions than answers in this area of the law, it is important for business leaders to be informed and implement effective policies today.”

To register, please contact the East Greenwich Chamber of Commerce at 401-885-0020 or by email at [bev@eastgreenwichchamber.com](mailto:bev@eastgreenwichchamber.com).

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#### **ABOUT THE SPEAKERS:**

**William O’Gara** is one of the founding partners at Pannone Lopes Devereaux & West LLC and is a highly respected labor and employment law practitioner who also has significant experience in litigating civil and administrative law matters before federal and state courts, the U.S. Department of Labor, Office of Occupational Safety and Health, the Rhode Island Commission for Human Rights and the Massachusetts Commission Against Discrimination. Mr. O’Gara represents employers in matters ranging from sexual harassment to retirement issues. His diverse practice includes defending wrongful termination and discrimination actions as well as contract negotiations, matters of union representation, and issues relative to e-communications policies and the use of social networking in the workplace. Mr. O’Gara is a frequent contributor and editor of human resource and personnel policy handbooks and guides for small and large private and public sector entities.

**Brian J. Lamoureux** is Senior Counsel with Pannone Lopes Devereaux & West LLC and is an accomplished business litigator with more than 10 years of experience in commercial litigation matters. He practices before state, federal and bankruptcy courts in Rhode Island and Massachusetts. His areas of expertise include complex commercial litigation, creditors’ rights, surety law, construction law, telecommunications zoning, structured settlement transfers, and student loan bankruptcy matters. He successfully briefed and argued before the First Circuit Court of Appeals in a case regarding a surety’s rights to indemnification. He was lead counsel in a successfully resolved certified class action regarding the demutualization of an insurance company before the U.S. Bankruptcy Court for the District of Rhode Island, and served as trial co-counsel in one of the largest defense jury verdicts in the Federal District Court in Massachusetts. He is a frequent presenter on the topics of e-communications and social networking in the workplace.

### **About Pannone Lopes Devereaux & West LLC**

The attorneys and staff at Pannone Lopes Devereaux & West LLC (PLDW) are committed to developing practical and cost effective solutions while also being supportive of the community in a meaningful way. With offices in Rhode Island, Connecticut, Massachusetts, New York and Florida, PLDW has developed a business model that combines international expertise with a more cost-effective delivery system that involves cross training of lawyers and a more practical approach to problem solving. The primary areas of practice for the firm include administrative, corporate and municipal law, civil litigation, government relations, real estate and commercial lending and estate planning and special masterships. The partners' demand of themselves and those on the PLDW team, an unparalleled sense of urgency and responsiveness which is derived from an authentic appreciation for their clients and the community in which they serve. For more information, visit [www.pldw.com](http://www.pldw.com).