

Hope Eastman Provides Commentary in SHRM Article on Employee Cellphone Privacy

Hope Eastman provides commentary in Society for Human Resources article, "Questions About About Employee Cellphone Privacy: The answers may surprise you," by Aliah D. Wright (March 2, 2017).

This is why employers need specific policies that address company expectations about employee behaviors, including when workers are using their own devices, said Washington, D.C.-based attorney Hope Eastman, co-chair of the employment law practice of Paley Rothman Attorneys at Law, which is headquartered in Bethesda, Md.

"Under most circumstances, it is not illegal for an employer to monitor its employees' e-mail and Internet activity," Eastman said.

"As employees are increasingly using their personal phones for work, employers should [develop] 'bring your own device' (BYOD) policies. The law is in flux as the courts begin to grapple with this issue. Policies should provide that [personal devices used under a BYOD plan]—at least with respect to work communications—can be searched by employers either during employment or at termination."

Hope is Co-Chair of the firm's Employment Law practice group.

The rest of Hope's comments and the full article, "Questions About About Employee Cellphone Privacy: The answers may surprise you," can be found on SHRM website.