

**PRIVATE/NON-UNIONIZED
EMPLOYERS – BE PREPARED FOR
THE NLRB'S BROAD EXPANSION OF
EMPLOYEE RIGHTS AND
CO-EMPLOYMENT LIABILITY**

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Learning Objectives

- Learn how to determine when Employees are engaging in protected activity
- Understand Why Unions are Targeting Private Companies
- Know what you should and should not be doing when employees engage in protected activity
- Understand strategies to update your handbook and enforce handbook policies

National Labor Relations Act

- **Section 7 of the Act gives Employees the right to engage in concerted activities for the purpose of mutual aid or protection**
- **Examples include discussing wages, working conditions, policies, discipline, complaints about supervisors and/or customers**

Social Media Policy

Video and Audio Surveillance Policy

Off-Duty Conduct

Solicitation / Distribution

Computer Usage

Harassment

Confidentiality



Rules Restricting Use of Company Logos, Copyrights and Trademarks

Rules Restricting Photography and Recording

Rules Restricting Employees from Leaving Work



Employer Conflict-of-Interest Rules

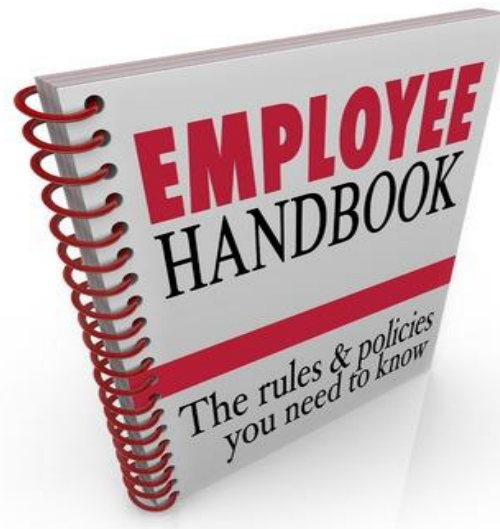


Tip 1 – Understand Narrow versus Broad Policies

POLICY

POLICK

Tip 2 – It is the Employee Handbook not Employer Handbook



Co-Employment/ Joint Employer Liability