

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

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

Harassment

Confidentiality



Rules Restricting Use of Company Logos, Copyrights and Trademarks



Rules Restricting Photography and Recording

Rules Restricting Employees from Leaving Work

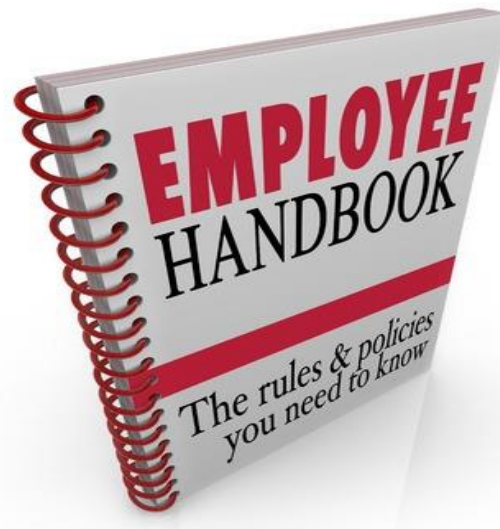
Employer Conflict-of-Interest Rules



Tip 1 – Understand Narrow versus Broad Policies

POLICY **POLICK**

Tip 2 – It is the Employee Handbook not Employer Handbook



Co-Employment/ Joint Employer Liability