

# The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our employees.

## **NLRB GENERAL COUNSEL MEMO PROVIDES NEW GUIDANCE FOR EMPLOYEE HANDBOOKS**

In June, the General Counsel of the National Labor Relations Board released the agency's latest memorandum providing guidance on permissible rules and language in employee handbooks.

## **SUPREME COURT ROUNDUP: 2016-2017**

As the Court enters the final stretch of its 2016-2017 term, here is a look at key employment-related cases that have been, or are waiting to be, decided by the Court.

## **"THEY'RE HEEEEERE" – POLTERGEISTS LURK WITHIN GAME-CHANGING FINAL RULE ON FAIR PAY & SAFE WORKPLACES**

After some two years of process – involving proposed rules, amendments, delays, and public comments – the final regulations implementing the President's Executive Order on Fair Pay and Safe Workplaces were published on August 25, 2016.

## **D.C. CIRCUIT HOLDS THAT QUICKEN LOANS WORKPLACE POLICIES VIOLATE NLRA**

Over the past decade, the National Labor Relations Board ("NLRB") has increasingly and aggressively enforced Section 7 of the National Labor Relations Act ("NLRA") against private, non-union employers.

## **RESTRICTIONS ON EMPLOYEE COMMUNICATION COULD LEAD TO UNFAIR LABOR PRACTICE CHARGES**

**Employer Takeaway:** Employment handbook provisions restricting the content or method of employees' communications with co-workers about their employment may constitute an unfair labor practice. Employers should review these policies to ensure that they cannot be interpreted as restricting the ability of employees to discuss the terms and conditions of employment. Any restrictive provisions should be connected to a business justification and be tailored to address that justification.