



NLRB 'Like' Ruling Sheds Light On Social Media Protection

News

8.25.14

David Strock was quoted in the August 25, 2014 *Law360* article "NLRB 'Like' Ruling Sheds Light On Social Media Protection." The article focused on the National Labor Relations Board ruling that Facebook "likes" could fall under the protection of federal labor law.

A three-member NLRB panel agreed that a company had violated the National Labor Relations Act when it fired two workers for participating in a Facebook discussion critical of their employer. This is the first time the labor board has found that "likes" could be legally protected.

"It shows how easily an employer can get into trouble with when disciplining employees over social media activity," David said. "Hitting a 'like' button is such a minor act, and yet it provides protection under the act."

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