

Insights, News & Events

## NLRB: EMPLOYER VS. JOINT-EMPLOYER - WHAT YOU NEED TO KNOW

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Kytle Frye's article "NLRB: Employer Vs. Joint-Employer - What You Need to Know" was featured on *HR.com* on October 23, 2015.

In a move that unions have long sought and employers, particularly franchise operations, have long feared, a recent party-line decision by the National Labor Relations Board (NLRB) vastly expanded the definition of an "employer" under federal labor law.

The board redefined what it means to be a "joint employer" and in so doing made Browning-Ferris Industries the joint employer of the employees of one of its subcontractors, making it equally liable for its subcontractor's labor law violations and exposing it to the possibility of being forced to negotiate with a union representing those same employees.

In the article, Kytle hones in on the differences between employer and joint employer under the NLRB's most recent decision.

To read the full article, please visit [HR.com](https://www.hr.com).