



# The National Labor Relations Board Signals News Workplace Rules

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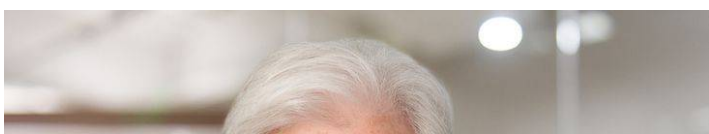
During the Obama administration, the National Labor Relations Board (NLRB) rocked the HR world for employers by interpreting federal law to create restrictions on employer work rules, social media policies, trade secret and confidentiality policies, and employee handbooks in general. In a bylined article in *HR Legal & Compliance Excellence*, Edward Harold and Clyde Jacob summarize the changes coming to the Obama-era rules and NLRB's latest advice memos, which signal changes are coming. In their conclusion, the authors state, "The new NLRB balancing test standard signals a new, more common-sense approach to employer policies and work rules. Yet the memoranda indicate that even with the new balancing test, many employers still have HR policies, work rules, social media policies, and confidentiality or trade secret policies that violate the law."

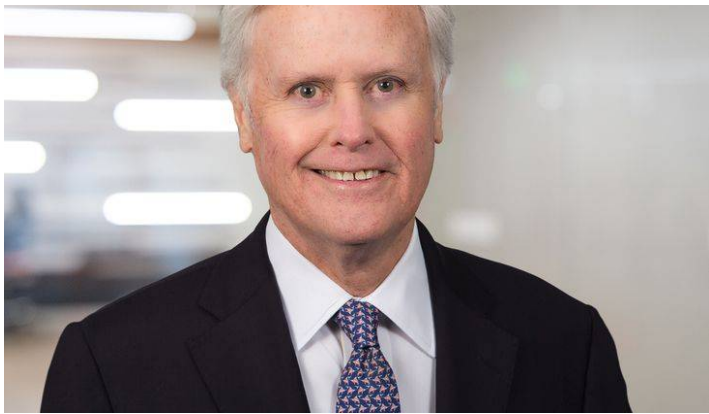
To read the full article, visit [\*HR Legal & Compliance Excellence\*](#).

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