

Talk to the Hand(book): An Overview of the NLRB's Recent Attack on Handbooks

Jim Hammerschmidt was the featured presenter at a Human Resource Association of the National Capital Area event, entitled "Talk to the Hand(book): An Overview of the NLRB's Recent Attack on Handbooks and What Employers Should Do To Modify Them" on January 28, 2016. When it comes to employment policies and practices, employers are seeing ever-increasing attention from the National Labor Relations Board. In a very recent decision by the U.S. District Court for the District of Columbia, the court upheld the National Labor Relations Board's ruling that a non-unionized employer committed an unfair labor practice by maintaining (not even enforcing) handbook policies that most employers find commonplace.

This case reminds all employers that even non-unionized workplaces are subject to the National Labor Relations Act, and that companies and their HR professionals must be attentive and committed to the upkeep of their employee handbooks.

This program helped attendees:

- Learn the traps for the unwary that the National Labor Relations Board is laying for employers who are not vigilant about modifying their handbooks to be state-of-the-art.
- Get briefed on recent NLRB and court decisions impacting common employee handbook provisions and policy manual procedures and discuss what steps employers should take to ensure that their handbooks are legally compliant and do not become the basis for a unfair labor practice violation.
- Receive updates on important aspects of the developing law around employee handbooks and best practices for developing, drafting and implementing employee handbooks.

The program ran from 4:30-6:00 p.m. on Thursday, January 28, 2016. Jim is Co-Chair of the firm's Employment Law practice group.