



HR AFFILIATES

HR UPDATES

You've likely seen emails and headlines regarding the latest update from the [NLRB](#) challenging the policies in your handbook.

This is the [Stericycle ruling](#) that came out on August 2, 2023, and it has the potential to invalidate several policies that were previously considered standard, such as those concerning conflicts of interest, workplace rules, and even the confidentiality of harassment complaints.

The new rule states that any workplace policy that could be interpreted by an employee as being coercive or having a chilling effect on them expressing their [NLRA rights](#) would be deemed in violation.

Call to Action: Nothing just yet.

The new ruling is fairly broad at the moment and there is a good chance it will go through an appeal process - though the process is no guarantee of an appeal. Attorneys are still filtering through the language, and we are filtering through their interpretations.

Your consultants at HR Affiliates will update you on next steps once we are confident of the changes to recommend to any new or existing policies. As always, if you have a specific question, please let us know.

We are here to help! Please reach out to your HR Consultant if you have additional questions.