

Yet Another Blow To Employers' Social Media Policies – Company Rescinds Nation-Wide Policy

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Earlier this week, a NLRB ALJ approved of a settlement between Valero and the Steelworkers wherein Valero agreed to rescind its nation-wide social media policy, post a notice at each of its 52 locations and mail a notice to each employee advising them they will not be prohibited from using social media to discuss their terms and conditions of employment. The genesis of this settlement was a ULP charge in 2012 by the Steelworkers alleging the policy at issue impinged upon the Section 7 rights of employees. This is just the latest in a series of blows to employers on the social media front previously covered on this blog. It also serves as yet another reminder that social media policies are a top priority for this NLRB (and a point of vulnerability for many employers).

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