

COMPLETE PAYROLL & HR SOLUTIONS ■ LOCALLY OWNED ■ 98% CLIENT RETENTION

*When you partner with Journey, you're working directly with me.*

## NEW STANDARD INTRODUCED FOR EMPLOYER HANDBOOKS



On August 2, 2023, the National Labor Relations Board (“Board”) issued a much-anticipated decision concerning employee handbook rules.

The Board adopted an employee-friendly standard that is a dramatic change that impacts nearly all employers, unionized or not. Their stance is that...

...a policy, rule, or handbook provision violates the National Labor Relations Act (“NLRA”) if an employee can reasonably construe a workplace rule as preventing them from exercising their rights under the NLRA.

In other words, if an employee can reasonably interpret a rule to have a “coercive meaning,”—even if a contrary, non-coercive interpretation of the rule is also reasonable—then it is in violation of this standard.

The Board clarified that it would interpret the rule from the perspective of an employee who is subject to the rule and economically dependent on the employer, and who also contemplates engaging in protected concerted activities.

**Journey offers handbook review services** to ensure our clients are in compliance and, to the greatest extent possible, are protected against violations.

Upcoming Events

Newsworthy Updates

Newsletter Archive

## JOURNEY CORNER RELEASED

A new section of the Journey Payroll & HR website has been launched that offers resources including Upcoming Events, Newsworthy Updates, and a Newsletter Archive of this regular publication.



Coming soon, individuals can find links to helpful trainings and educational events to help employers navigate not only Journey software, but also broader employment and payroll issues.

[www.JourneyPayrollHR/JourneyCorner](http://www.JourneyPayrollHR/JourneyCorner)



September 15 - October 15

*I'm hoping we can work more together. Give me a call when you can so I can make your life easier!*

*-Nima*



[JourneyPayrollHR.com](http://JourneyPayrollHR.com)

**Nima Mousavizadeh**  
Director of Business Development

720-261-9499

[NimaM@JourneyPayroll.com](mailto:NimaM@JourneyPayroll.com)