

News

Cary Quoted in *Business First* Story on Recent National Labor Relations Board Rulings

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Nelson Cary, a partner in the Vorys Columbus office, was quoted in a *Columbus Business First* story entitled "Labor board has attorneys working overtime to keep up with rulings." The story highlighted recent National Labor Relations Board (NLRB) rulings on the use of social media by employees and whether companies can require contract disputes to be settled through arbitration.

The story states:

"The NLRB said it is a violation of federal labor law to require employees to sign arbitration agreements that prevent them from joining to pursue claims. The decision involved an agreement used by the homebuilder under which employees waived their right to a judicial forum and agreed to bring all claims to an arbitrator individually. The agreement prohibited the arbitrator from consolidating claims. The NLRB said that was a no-no."

"Until there is clarity, companies should consider allowing employees to participate in employment-related class actions, said Nelson Cary, a partner at Vorys Sater Seymour and Pease LLP in Columbus. Or, companies might consider allowing employees to file unfair labor practice charges with the NLRB."

To read the entire story, please visit the *Columbus Business First* [website](#). (Subscription required).