

Case study example

[Business](#), [Human Resources](#)



National Labor Relations Board National Labor Relations Board The case features NLRB's involvement in a Construction Contractor case, in Lakewood, Washington. The employer in the case fired five employees for publicizing their workplace woes via YouTube video. They disclosed that they were working in hazardous conditions. NLRB protected the employees and they received full compensation by their employer by receiving full payment and reinstatement. The mandate of the NLRB to protect the employees is justifiable because the employees accurately described their working conditions. Safety of employees in their workplace is paramount and the employer was violating their rights. The NLRB had a justifiable reason to protect the employees based on the labor relations Act (National Labour Relations Board, 2014).

If the case happened at the workplace, employees discontented with the working conditions would have the courage to protest. By that decision, employees would be possible that the NLRB addresses their welfare concerns (Nairns, 2011). As long as employees accurately present their case, they would have protection for their welfare. Employee relations in the work place improved because of the NLRB decision to protect the rights of the five employees. The decision set precedent that employers will lose to the NLRB if such a case happens again (Twomey, 2012).

Proper communication channels need to be established between employees and employers to allow them air their complaints. If such channels do not exist, then employees are justified to present their grievances through the social media, as long as they are accurate. If the social media is to be used by employees then the information disclosed should be objective, unbiased

and be justified by NLRB under the labor relations Act. The requirements allow the employees to access justice justified by the NLRB.

References

Nairns, J. (2011). Employer law statutes 2010-2011. London: Routledge-Cavendish.

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Twomey, D. (2012). Labor and Employment Law: Text & Cases. Hoboken, NJ: Cengage Learning.