

## **Quick Hits: Ban On Cell Phones; NLRB & Social Media; Nursing Mothers; Retaliation, LinkedIn**

By [Daniel Schwartz](#) on January 19th, 2012

As another week passes by (seriously, where did January go already?), here are a few odds and ends that are worth a mention:

- Earlier this month, new rules regarding limits on the use of mobile phones went into effect by the Federal Motor Carrier Safety Administration. The rule covers "both, drivers of CMVs in interstate commerce, and also any drivers who operate a vehicle transporting a quantity of hazardous materials requiring placarding under 49 CFR Part 172 or any quantity of a material listed as a select agent or toxin in 42 CFR part 73." Presumably, you should know if you're covered but if you still have questions, [here are the FAQ](#).
- The [NLRB continues to issue memoranda](#) addressing whether an employee's use of social media is protected under federal labor laws. [Brian Hall, of the Employer Law Report](#), suggests that the NLRB "may be settling in on, dare I say, a more reasoned position when it comes to these kinds of cases." The takeaway? Not all employee conduct is going to qualify for protection but the rules are still being developed.
- A while back, [I noted about a little-known provision](#) on the new health care law that mandated employers provide space in the workplace for mothers to lactate. Since that time, just 23 companies have been cited under the law, [reports the Ohio Employer's Law Blog](#).
- At the very end of last year, the Department of Labor [released three new fact sheets](#) offering further guidance to employers on the topic of retaliation under the FLSA and the FMLA. Nothing altogether new, but useful nonetheless.
- And if you haven't thought about whether LinkedIn connections are trade secrets and who owns them, then [this post by The Employer Handbook is worth a read](#) too.

Finally, if you're looking for other law blogs to follow, you could do a lot worse than to check out [this list by BlogRank of the top 50 blogs](#) by various metrics. Yes, this blog is on there, but there are plenty of others worth exploring.

This blog/web site is made available by the host/publisher for educational purposes only as well as to give you general information and a general understanding of the law. It is not intended to provide specific legal advice to your individual circumstances or legal questions. You acknowledge that neither your reading of, nor posting on, this blog site establishes an attorney-client relationship between you and the blog/web site host or the law firm, or any of the attorneys with whom, the host is affiliated. This blog/web site should not be used as a substitute for seeking competent legal advice from a licensed professional attorney in your state. Readers of this information should not act upon any information contained on this website without seeking professional counsel. The transmission of confidential information via Internet email is highly discouraged. Per a June 11, 2007 opinion of Connecticut's Statewide Grievance Committee, legal blogs/websites, such as this one, may be deemed an "advertisement" under applicable rules and regulations of Connecticut, and/or the rules and regulations of other jurisdictions.