



confidentiality provisions in the severance agreements at issue prohibited employees from sharing the terms of the agreement, even if they believed those terms were unlawful or if they wanted to assist other employees facing a decision of whether to sign such an agreement. The Board found that requiring employees to sign on to these agreements would have a tendency to chill their Section 7 rights, and therefore, the confidentiality and non-disparagement clauses were unlawful.

The Board's decision in *McLaren Macomb* will have wide-reaching impact for employees. Employers will no longer be able to condition the receipt of severance funds on an employee's silence. An employee's right to discuss their terms and conditions of work, including those terms and conditions offered at separation, is an important part of the rights guaranteed by the National Labor Relations Act. This decision ensures that this right will be protected for the benefit of all employees, even after the employment relationship has ended.

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