

**Definition of Supervisor Under NLRB**  
Sept. 14, 2007  
ASHHRA Advocacy Committee

Section 2(11) of the NLRA currently defines a “supervisor” as follows:

The term “supervisor” means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. [29 USC §152(11)].

H.R. 1644 would change the definition of “supervisor” under the NLRA as follows:

The term “supervisor” means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, ~~assign~~, reward, or discipline other employees, or ~~responsibility to direct them~~, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. [29 USC §152(11)]