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Client Alert – National Labor Relations Act Notices

Dear Client:

President Obama signed Executive Order 13496. Beginning June 21, 2010, this Order, together with its implementing regulations, require that government contractors and subcontractors notify employees about their rights under the National Labor Relations Act (NLRA). The NLRA is the primary law governing relations between unions and employers in the private sector. Additionally, Federal contracts and subcontracts must include a provision requiring Federal contractors and subcontractors to post the notice.

The posting requirements do not apply to prime contracts under the Simplified Acquisition Threshold, which is currently set at \$100,000, and do not apply to subcontracts below \$10,000.

According to the Office of Federal Contractor Compliance Programs ("OFCCP"), banks are covered contractors who need to provide the required notice due to the fact that they issue and pay on U.S. savings bonds and are federal depositories. In addition, OFCCP considers FDIC arrangements to be covered contracts.

If you have any questions or require any assistance on this matter, or any other employment law issues, please contact us.

Sincerely,

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The information herein reflects the views of the author. The information should be construed as general guidelines and not interpreted as legal advice.

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