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CLIENT ALERT – NLRB POSTING

Dear Client:

Yesterday, The National Labor Relations Board (NLRB) issued a final rule that will require employers to notify employees of their rights under the National Labor Relations Act (NLRA). The notification requirement becomes effective November 14, 2011.

Private-sector employers covered by the NLRA will be required to post the notice where other workplace notices are typically posted. Additionally, employers who customarily post notices to employees regarding personnel rules or policies on an internet or intranet site will be required to post the notice on those sites also. The notice may be downloaded from the NLRB's website (www.nlr.gov). Also available on the NLRB's website is a fact sheet about the posting requirements.

The notice is similar to the NLRA posting required by the United States Department of Labor for federal contractors. Among other things, it states that employees have the right to act together to improve wages and working conditions, to form, join and assist a union, to bargain collectively with their employer, and to refrain from any of these activities. It provides examples of unlawful employer and union conduct and instructs employees how to contact the NLRB with questions or complaints.

Failure to post the notice may be treated as an unfair labor practice under the National Labor Relations Act. If you have any questions about the posting requirements or any other employment or labor law matter, please contact us at 717-620-2424.

Sincerely,

Glenn R. Davis

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Daniel R. Jameson

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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