

## Aviation Group Client Update

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### **EMPLOYERS REQUIRED TO POST NLRB EMPLOYEE RIGHTS NOTICE**

On April 30, 2012, the [National Labor Relations Board \(NLRB\) final rule](#) requiring employers to display an NLRB employee rights notice posting will become effective. The effective date of the final rule was postponed from the original implementation date of November 14, 2011. The final rule requires most private sector employers to [post a notice](#) advising employees of their rights under the National Labor Relations Act (NLRA).

The NLRA guarantees employees the right to organize and bargain collectively with employers, without being subject to discrimination. Employers with employee groups organized (or with the ability to organize) under the NLRA must comply with the posting requirements. However, several types of business are excluded from compliance with the final rule, including wholly owned Government corporations (such as the Georgia Lottery Corporation), Federal Reserve Banks, and employers with employee groups organized under the Railway Labor Act (RLA).

The final rule requires employers to display the NLRB employee rights notice in a conspicuous place where other similar workplace rights and employer rules and policies are posted. The poster must be at least 11 x 17 inches, and it must be written in English. If more than twenty percent (20%) of employees are not proficient in English, then the employer must post a notice in the language the employees speak. In addition, employers must publish a link to the notice on an internal or external website if other personnel policies or workplace notices are posted on such website.

If you have any questions regarding the NLRB rule, please do not hesitate to contact our office.

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