

NEW EMPLOYER POSTING REQUIREMENT



From the desk of

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2012-02-08

The National Labor Relations Board (the “Board”) has concluded that employees must be aware of their NLRA rights to exercise those rights effectively. As a result, effective April 30, 2012, employers subject to jurisdiction of the Board will be required to post an employee notice informing employees of their NLRA rights. Failure by the employer to post the employee notice may be found to interfere with, restrain, or coerce employees in the exercise of the rights under the National Labor Relations Act.

The Board has statutory jurisdiction over private sector employers whose activity in interstate commerce exceeds a minimal level. As a practical matter, the Board’s jurisdiction is very broad and covers the great majority of non-government employers with a workplace in the United States, including non-profits, employee-owned businesses, labor organizations, and non-union businesses.

Normally, the Board will determine whether an employer is in compliance with this requirement when a person files an unfair labor practice charge alleging that the employer has failed to post the employee notice required under this part. Filing a charge sets in motion the Board’s procedures for investigating and adjudicating alleged unfair labor practices, and for remedying conduct that the Board finds to be unlawful.

The notice can be downloaded here:

<https://www.nlrb.gov/sites/default/files/documents/1562/employeerightsposter-8-5x11.pdf>