

Final Rule Requiring Employer Posting of NLRA Rights

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All employers are required to post a broad variety of information at their businesses to inform employees of various rights they have, including postings relating to Job Safety, Equal Employment Opportunity, Fair Labor Standards, and many more.

The National Labor Relations Board issued a rule in mid 2011 that originally required employers to notify employees of their rights under the National Labor Relations Act (NLRA) as of November 14, 2011. Because of the many legal challenges to the NLRA workplace posting requirement, The National Labor Relations Board (NLRB) issued a notice on October 5, 2011 that postponed that requirement to January 31, 2012.

While there are many outside services that offer to sell the formal posting, employers can download the notice from the Board's website free of charge at the following link: <https://www.nlr.gov/poster>

The Notice states that employees have the right to act together to improve wages and working conditions, to form, join and assist a labor union, to bargain collectively with their employer or to refrain from any of these activities. There are some key requirements for employers:

- Employers should begin posting the Notice no later than January 31, 2012.
- The posting requirement applies to all private-sector employers who are subject to the NLRA, whether or not they currently have a union.
- Failure to post the Notice will be treated as an Unfair Labor Practice under the NLRA. In addition, if an employer knowingly and willfully fails to posts the Notice, the failure may be considered evidence of unlawful motive in an Unfair Labor Practice case involving other alleged violations of the NLRA.

Please see the NLRB's *Frequently Asked Questions* for further guidance - <https://www.nlr.gov/faq/poster>.

Please click the federal and state links below for more information on your specific posting requirements and free downloads of all posters in several languages.

Federal posters and requirements:

<http://www.dol.gov/oasam/programs/osdbu/sbrefa/poster/matrix.htm>

State posters & requirements: <http://www.dwd.state.wi.us/dwd/posters.htm>