



## **NEW NLRB RULE TARGETS PRIVATE SECTOR EMPLOYERS**

Under a new rule just finalized by the National Labor Relations Board (Board), most private-sector employers must now notify employees of their rights under the National Labor Relations Act by posting a notice. This ruling applies to both unionized and non-unionized businesses, and exempts only a few small groups, such as the USPS. Failure to post this notice—in the physical facilities and, in some instances, on the company's website—will constitute an unfair labor practice violation and subject the employer to penalties imposed by the Board.

This new mandate is yet another example of the Obama Board's unabashed campaign to boost private sector union membership—regardless of the burden such regulations place on small businesses. In order to ensure compliance with this new regulation, which goes into effect on November 11, 2011, employers should contact [Bud O'Donnell](#).

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