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NLRB Poster Requirement Takes Effect April 30, 2012

Legal Alert: As of **April 30, 2012**, most private sector employers will be required to post a notice advising employees of their rights under the National Labor Relations Act. (The original effective date was postponed.) The notice should be posted in a conspicuous place, where other notifications of workplace rights and employer rules and policies are posted. Employers also should publish a link to the notice on an internal or external website if other personnel policies or workplace notices are posted there.

A federal judge recently ruled that implementation of this rule will not be stayed pending an appeal of the court ruling allowing it to proceed. The recent Court ruling was not a total loss for employers. While allowing the posting requirement, the Court held that the NLRB did exceed its authority by including a provision in its rule that an employer's failure to post would automatically be considered an actionable unfair labor practice. Barring any intervening action by the Court, employers will be required to post the 11-by-17-inch notice on **April 30, 2012**. The notice is available from the NLRB through its website, www.nlrb.gov, and available from commercial providers.

***For additional information on Employment or Labor Law issues,
please contact TAMMY MEADE ENSSLIN at 859-963-9049.***

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