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National Labor Relations Board Delays Implementation of New Notice Requirement

On August 30, 2011 the National Labor Relations Board (NLRB) published a new rule requiring businesses to post a notice informing workers of their right to unionize. The rule required the notice to be posted by November 15, 2011 even by employers whose work force was not presently unionized. Failure to post the notice will be considered an unfair labor practice under the National Labor Relations Act.

Specifically, the notice must inform workers of their right to organize and join a union, to bargain collectively, to discuss terms and conditions of employment with other employees and to initiate action to improve those conditions, to strike and to picket the employer's premises.

The NLRB has now postponed implementation of the new rule until January 31, 2012. Although the NLRB indicated that it was not factor in the decision to postpone, the U.S. Chamber of Commerce, the National Federation of Independent Businesses, and the National Association of Manufacturers have sought an injunction against implementation on grounds that the rule exceeded the NLRB's statutory authority.

The full text of the rule is at 76 Federal register 54006 (August 30, 2011).

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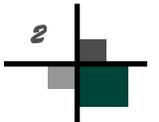


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