

**EMPLOYMENT, BENEFITS  
& LABOR RELATIONS  
LEGAL UPDATE**



January 3, 2012

## Update: NLRB Again Postpones Implementation Date for Notice-Posting Rule: Will Now Take Effect on April 30, 2012

**F**or a second time, the National Labor Relations Board (“Board”) has postponed the implementation of its new “Final Rule” requiring employers to notify employers of their rights under the National Labor Relations Act (“NLRA”). (National Labor Relations Board Postpones Implementation Date for New Notice-Posting Rule) A federal judge in Washington D.C. has requested additional time to consider arguments in a suit challenging the legality of the NLRB’s new “Final Rule.” The Board states that postponing the effective date of the rule will facilitate the resolution of the legal challenge. The new implementation date is April 30, 2012.

Initially postponed in October to be effective on January 31, 2012, the new rule requires private-sector employers whose workplaces fall under the NLRA to conspicuously post the employee rights notice, in the form of an 11 by 17 inch poster, where workplaces notices are typically posted. Additionally, posting requirements under the new rule extend to include company intranet or internal websites if workplaces’ rules and policies are customarily posted there.

Private employers with questions regarding how this new rule and the legal challenges to it affect your business should contact Attorneys Bryan Symes or Kevin Terry, the authors of this update, or any of the attorneys within the Employment, Benefits & Labor Relations Practice Group of Ruder Ware: Dean Dietrich, Sara Ackermann, Ron Rutlin, and Mary Ellen Schill.

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