



Posting of Employee Rights Notice Postponed for Further Education and Outreach

The National Labor Relations Board (NLRB) has postponed the implementation date for its new notice-posting rule by more than two months in order to allow for enhanced education and outreach to employers, particularly those who operate small- and medium-sized businesses. Originally scheduled to become effective on November 14, 2011, implementation of this requirement has been delayed until January 31, 2012.

The required posting states the rights of employees under the National Labor Relations Act (NLRA) relating to rights to unionize. These rights include the right to organize a union to negotiate with the employer concerning wages, hours, and other terms and conditions of employment; discuss wages and benefits with co-workers; and not join or remain a member of a union.

The posting also informs of certain actions by employers and unions that are impermissible. An employer may not question employees about union support or activity in a way that discourages employees from engaging in such activity, threaten to close a workplace if employees choose a union to represent them, or promise or grant promotion or pay raises to discourage or encourage union support. Additionally, a union may not threaten or coerce employees in order to gain support for the union. It may not take adverse action against employees because they have not joined, or do not support, the union.

The delay was caused by uncertainty about which businesses were covered under this requirement. The posting requirement applies to all private-sector employees within the NLRB's jurisdiction, which includes most private-sector employers, but excludes agricultural, railroad and airline employers, and very small employers that conduct an insufficient volume of business to have more than a slight effect on interstate commerce. Employers with and without union workforces are required to post the notice because NLRA rights apply to union and non-union workplaces. Free copies of the notice will be available on the NLRB website or a NLRB regional office.

EDUCATIONAL OPPORTUNITIES

During these rough economic times, it is important to get the most for your money. The lawyers of Fees & Burgess, P.C., combined, have many years experience working in various fields, as both in-house and private counsel, representing a diverse clientele. Our attorneys have extensive experience in many areas of law, including employment law; intellectual property; supply chain management; mergers and acquisitions; contract negotiation; dispute resolution; and various other fields.

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Topics that Fees & Burgess, P.C., can provide training on include, but are not limited to:

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Contingent Employees and Labor Outsourcing	Reducing Employee Benefits Costs for Alabama Businesses
Diversity Training	Reducing Risk in Purchasing Terms and Conditions
Elements of an Electrical Manufacturing Services Contract	Reduction in Workforce Strategies
Employment Law Survival Training for Managers	Retaliation and Whistleblowers
Family Medical Leave Act	Uniform Commercial Code: Primer to Articles 1, 2, and 2A
Hiring and Firing	Violence in the Workplace
Immigration Compliance	Wage and Hour Issues/Fair Labor Standards Act
Incoterms [®] 2010	Americans with Disabilities Act
Indemnity and Limitation of Liability Contract Clauses	Managing Employee Use of Internet and E-mail in the Workplace
International Contracting	Ethics, Business Conduct and Compliance in Government Contracting
Limiting Liability for Sexual Harassment	

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NEWSLETTERS

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