

## NLRB Notice Requirement: Postponed to Jan. 31, 2012

By Judith Droz Keyes, Henry E. Farber, and Modessa Jacobs

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**UPDATE: Employers now have until Jan. 31, 2012 (rather than Nov. 14, 2011), to comply with the National Labor Relations Board (NLRB) rule requiring that they post notices informing employees of certain rights under the National Labor Relations Act (NLRA).**

The NLRB voluntarily postponed the implementation date of the rule, [stating](#) that the decision was made to “allow for enhanced education and outreach to employers.” However, the postponement also came in the wake of several lawsuits challenging the NLRB’s authority to require a notice. [These lawsuits](#) argue that the [NLRB may not impose obligations on employers](#) who are not the subject of a representation petition or unfair labor practice charge, and may not create unfair labor practices beyond those enumerated in the NLRA.

Prior to the postponement, the NLRB made copies of the [poster](#) available on its website on Sept. 14, 2011 in English, Spanish, Amharic, Farsi, Hindi, Korean, Pashto, Vietnamese and Urdu. Further, the NLRB provided answers to an extensive list of [Frequently Asked Questions](#) regarding the posting requirement.

You can find our Aug. 26, 2011 update [discussing the rule in detail here](#).

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