

**New NLRB Election and Posting Rules, Effective April 2012**

**The National Labor Relations Board (NLRB) has adopted two final regulations on union elections and workplace posting requirements.**

The National Labor Relations Board (NLRB) has recently adopted two final regulations, one imposing a workplace poster requirement and the other speeding up the process for holding representation elections. Both rules have been the source of plenty of controversy, and both are now the subjects of legal proceedings. They are scheduled to go into effect on April 30, 2012.

The poster rule would require employers to post a workplace notice informing employees of their right to form a union. It has been challenged by, among others, the Chamber of Commerce, which claims that the posting obligation violates employers' rights under the First Amendment. Supporters of the requirement argue that the Board's intent is simply to notify employees of their legal rights, like currently required posters on discrimination, workplace safety, and the minimum wage.

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