

National Labor Relations Board Notification of Employee Rights FAQs

The National Labor Relations Board (NLRB) has posted a Final Rule for communicating with employees in accordance with the National Labor Relations Act (NLRA). The Rule mandates that most employers post a notice in the workplace effective April 30, 2012. GovDocs is now taking orders for the new [Federal-on-One poster with NLRB](#).



When will the new poster be available?

The NLRB states the new poster will be released on or before October 1, 2011. Sign up for our [GovWatch](#) service to be alerted when the poster is available.

Update: The New NLRB poster was released September 13th. Order the new [Federal-on-One with NLRA](#) today to be one of the first to receive the new poster.

We don't have a union; do we have to display this new poster?

This poster is required for all private employers subject to the NLRA regardless of employee organization status. The poster is not required for public-sector employees, agricultural and domestic workers, air and rail carriers covered by the Railway Labor Act, and the U.S. Postal Service.

What happens if we don't post the new poster?

Failure to post the notice may be treated as an unfair labor practice under the NLRA. Allegations of unfair labor practices made by employees, unions, employers and other persons are investigated by the National Labor Relations Board.

Does this poster need to be posted in other languages?

The NLRB poster must always be posted in English. You must also post this notice in other languages if at least 20% of employees are not proficient in English and speak another language. GovDocs will provide the [Federal-on-One with NLRB in Spanish](#).

How does this relate to the government contractor NLRA poster?

Government contractors (as defined in Executive Order 13496) are still required to post the NLRA poster and will not need to post the new NLRB poster. Businesses that do not contract with the federal government should not post the NLRA poster and will need to post the new NLRB poster.

For more information see the [NLRB website](#).