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National Labor Relations Board Delays Notice-Posting Requirement Until April 30, 2012

On August 30, 2011, the National Labor Relations Board (NLRB) promulgated its final rule that will require many private-sector employers to post a notice describing employees' rights under the National Labor Relations Act. For more information regarding the details of this notice-posting requirement, please refer to Honigman's earlier Labor Alert regarding the matter by [clicking here](#).

The final rule was originally to take effect on November 14, 2011, and was subsequently delayed until January 31, 2012. The NLRB now has further delayed implementing the rule until April 30, 2012 to "facilitate the resolution of the legal challenges that have been filed with respect to the rule." The delay comes on the heels of a request by District Judge Amy Berman Jackson to the NLRB to allow for more time to address the legal challenges asserted in *Nat'l Ass'n of Mfrs. v. NLRB*, No. 11-cv-01629-ABJ (D.D.C. Sept. 8, 2011). A related case challenging the NLRB's rule also is pending in South Carolina. See *Chamber of Commerce v. NLRB*, No. 2:11-cv-02516-PMD (D.S.C. Sept. 19, 2011). For more information regarding the legal challenges asserted against the NLRB's notice-posting rule, please [click here](#) to see Honigman's earlier Labor Alert regarding the matter.

Unless any of the above-referenced lawsuits are successful in enjoining the NLRB from enforcing its final rule, or the NLRB further delays implementing the rule, employers will be required to post the 11-by-17 inch notice of employee rights beginning April 30, 2012. A copy of this poster is available on the NLRB's website, which can be found at <http://www.nlr.gov/poster>.

The Labor and Employment attorneys at Honigman will stay abreast of the notice-posting rule and the cases challenging it. A future update to this alert will be issued indicating what, if anything, will be required of employers starting on April 30, 2012. If you or your company have any questions regarding this issue, please contact one of our Labor attorneys listed on this alert.