

November 8, 2011



# Client Bulletin

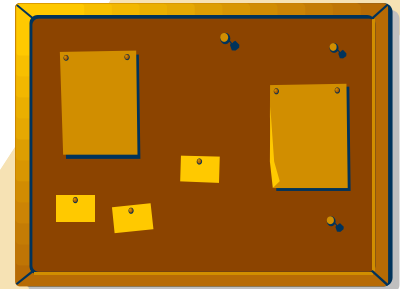
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## New Workplace Poster National Labor Relations Act Rights

The National Labor Relations Act (NLRA) was passed by Congress in 1935. The Act protects employees' rights to organize, with or without a union, to improve wages and working conditions. It also prohibits employers from interfering with employees who want to exercise their rights to form, join or assist a labor organization for collective bargaining, or from working together to improve employment conditions without a union.

Most private-sector and non-profit employers are subject to the NLRA, regardless if the company is a union or non-union workplace. Exceptions for smaller employers and certain industries can be found at [www.nlrb.gov/faq/nlrb](http://www.nlrb.gov/faq/nlrb).

The National Labor Relations Board, the federal agency which oversees the Act, recently published a final rule requiring employers to notify their employees of their NLRA rights. The NLRA poster must be conspicuously posted at worksites with other workplace posters starting January 31, 2012. If you normally post personnel rules and policies on an internet or intranet site, you should include this poster as well.



Your compliance poster service may provide you with a new all-in-one poster or a separate NLRA poster. You may also download the poster for no cost at [www.nlrb.gov/poster](http://www.nlrb.gov/poster). If at least 20% of your workforce is not proficient in English, there are translated versions available on the NLRB website. Additional information is available at [www.nlrb.gov/faq/poster](http://www.nlrb.gov/faq/poster).

Please contact your Keller consultant if you need additional information.