



# DELAWARE

## EMPLOYMENT LAW LETTER

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### **EMPLOYEE NOTICE**

## **New rule means new poster for nearly all employers**

by William W. Bowser

Workplace bulletin boards will be a bit more crowded this fall, thanks to a new rule issued by the National Labor Relations Board (NLRB). The new rule, which becomes effective on November 14, will require most employers to post a notice detailing employee rights under the National Labor Relations Act (NLRA).

The required notice informs employees of their right to act together to improve wages and working conditions, to form, join, or assist a union, to bargain collectively with their employer, and to refrain from any of those activities. It provides examples of unlawful employer and union conduct and instructs employees how to contact the NLRB with questions or complaints.

In addition to posting the notice on a bulletin board, employers that customarily post personnel rules or policies on an Internet or intranet site will be required to post the Board's notice on those sites.

Copies of the notice are available for download from the NLRB's website at [www.nlr.gov/poster](http://www.nlr.gov/poster). You also can satisfy the rule by purchasing and displaying a set of workplace posters from a commercial supplier.

The rule does not apply to public-sector employers or employers that are otherwise excluded from coverage under the NLRA, such as railroads and airlines.

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