



**Labor & Employment Alert
December 2011**

**National Labor Relations Board's New Posting Rule
Implementation Date Changed to April 30, 2012**

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On August 30, 2011, the National Labor Relations Board ("Board") issued its new posting rule, which requires a posting in most private sector workplaces advising employees of their rights under the National Labor Relations Act ("Act"). As we advised you at the time, the Board's original implementation date was November 14, 2011. In October, 2011, the Board postponed the implementation date for this posting until January 31, 2012, "to allow for enhanced education and outreach to employers, particularly those who operate small and medium sized businesses."

The Board has now postponed the implementation date for this posting until **April 30, 2012**, stating "that postponing the effective date of the rule would facilitate the resolution of the legal challenges that have been filed with respect to the rule."

We will keep you apprised of any further developments.

This Alert was prepared by Geoffrey P. Wermuth, a partner in the law firm of Murphy, Hesse, Toomey & Lehane, LLP. If you have any questions or concerns with regard to this alert, please contact Attorney Wermuth, the attorney assigned to your account, or your own labor counsel.

Murphy, Hesse, Toomey & Lehane, LLP, is a multi-service law firm with offices in Quincy, Boston, and Springfield, Massachusetts. The firm emphasizes labor & employment law, employee benefits law, municipal law, public sector labor law, education law, special education law, and related litigation.

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