

ROGERS JOSEPH O'DONNELL

CLIENT ALERT

Effective June 21, 2010, federal contractors and subcontractors must comply with new posting requirements promulgated by the Department of Labor in order to prevent suspension or cancellation of their federal contracts. Contractors who have contracts with the federal government must post notices informing employees of their rights under the National Labor Relations Act (NLRA), the law that governs relations between unions and employers in the private sector. Here are some quick facts about the new regulations:

Content Of The Employee Notice

The notice that federal contractors and subcontractors are required to post informs employees of federal contractors and subcontractors about:

- Their rights under the NLRA to organize and bargain collectively with their employers;
- Their rights to engage in other protected concerted activity;
- Examples of illegal employer and union conduct that interferes with employees' rights;
- How employees can contact the National Labor Relations Board, the federal agency responsible for enforcement of the NLRA, with questions or to file complaints.

Responsibilities Of Federal Contractors And Subcontractors

Under the regulations federal contractors and subcontractors must do the following:

- Post the employee notice conspicuously in and around their plants and offices where employees covered by the NLRA perform contract-related activity, including all places where notices to employees are customarily posted, in such a way that the notice is readily seen by those employees;
- Post the employee notice electronically (if the contractor or subcontractor posts notices to employees electronically) via a link to the Labor Department's Office of Labor-Management Standards (OLMS) website and, in addition, post a link to the notice where the contractor or subcontractor customarily places other electronic notices to employees about their jobs;
- Insert provisions in their subcontracts that require their subcontractors to comply with the posting requirements.

To learn more about these federal regulations, please contact one of RJO's Labor and Employment attorneys at 415.956.2828.