

## News Release

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### **US Labor Department publishes rule requiring posting of employee rights**

**WASHINGTON** — The U.S. Department of Labor will publish a final rule in the May 20 edition of the *Federal Register* requiring federal contractors and subcontractors to provide notice to their employees of their rights under the National Labor Relations Act.

"This regulation, by requiring all covered federal contractors and subcontractors to post a notice in their workplaces, ensures their employees are aware of their rights under the National Labor Relations Act," said John Lund, director of the department's Office of Labor-Management Standards. "Knowing their labor law rights leads to more stable labor-management relations and a more engaged workforce, which in turn facilitates greater efficiency and timely completion of federal contracts."

Federal contractors and subcontractors will be required to post the prescribed employee rights notice at their workplaces. The notice lists employees' rights under the NLRA to form, join and assist a union and to bargain collectively with their employer; provides examples of unlawful employer and union conduct that interferes with those rights; and indicates how employees can contact the National Labor Relations Board, the federal agency that enforces those rights, with questions or complaints. The rule implements provisions of Executive Order 13496, which was signed by President Barack Obama on Jan. 30, 2009. The requirement for posting this employee notice must be included in every covered federal contract and subcontract.

Under the rule, employees will have the right to file complaints with the Department of Labor about contractors that do not comply with the prescribed requirements. Contractors that violate the requirements of the regulations may be subject to sanctions, including suspension or cancellation of the contract. Two Labor Department agencies, OLMS and the Office of Federal Contract Compliance Programs, are responsible for administering and enforcing the rule's requirements. For more information, visit the OLMS website at <http://www.dol.gov/olms/reqs/compliance/EO13496.htm>.