

**IMPORTANT NOTICE FOR FEDERAL GOVERNMENT CONTRACTORS AND SUBCONTRACTORS:**

**Federal Contractor Obligations to Notify Employees of Their Rights Under the Federal Labor Laws**

The United States Department of Labor has published its final rule directing employers who are party to a contract with the Federal government, or a subcontractor of more than \$10,000 on such contracts, to post in conspicuous places in the workplace a Notice containing specific language informing employees of their rights under the National Labor Relations Act, including their right to organize or join a union. The Notice also provides examples of unlawful employer and union conduct that interferes with employees' rights under the Act. The language for the Notice must also be included or referenced in every subcontract and purchase order relative to the federal contract. If a significant number of employees speak a language other than English, the notice must be translated into that language. A contractor or subcontractor that customarily posts notices to employees electronically must post the required notice electronically as well or prominently post a link to the Department of Labor's website that contains the full text of the poster. This rule implements provisions of Executive Order 13496, which was promulgated by President Obama on January 30, 2009. **This requirement is effective June 21, 2010 with respect to contracts awarded based on solicitations issued on or after that date.**

To view and download the Notice Poster, you may click on:

[http://www.dol.gov/olms/regs/compliance/EmployeeRightsPoster11x17\\_Final.pdf](http://www.dol.gov/olms/regs/compliance/EmployeeRightsPoster11x17_Final.pdf)

or hard copies of the poster may be obtained by sending an email to [olms-public@dol.gov](mailto:olms-public@dol.gov) or calling (202) 693-0123. Contractors may also reproduce and use exact duplicate copies of the official notice.

An employee of a covered contractor may file a complaint with the Department of Labor if the employer does not comply with this rule. Contractors who are determined to be in violation of the requirement to post the Notice may have their contracts cancelled, suspended or may be debarred from further Federal Government contracting.

The notice obligation is in addition to the requirement that Federal Government contractors and subcontractors prepare and maintain written Affirmative Action Plans for minorities, women, veterans and the disabled.

If you would like further information regarding this notice requirement or other obligations of Federal Government contractors and subcontractors, including Affirmative Action requirements, contact Thomas E. Brydges, (716) 843-3812 ([tbrydges@jaeckle.com](mailto:tbrydges@jaeckle.com)) or any of our Labor and Employment attorneys.

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This Jaeckle Alert, prepared by the attorneys at Jaeckle Fleischmann & Mugel, LLP, is intended for general information purposes only and should not be considered legal advice or an opinion on specific facts. For more information on these issues, contact one of the attorneys listed above or your existing Firm contact. Prior results do not guarantee a similar outcome. The invitation to contact is not a solicitation for legal work in any jurisdiction in which the contacted attorney is not admitted to practice. Any attorney/client relationship must be confirmed in writing.

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