



Gerstco News and Resources

Affirmative Action Planning Regulatory Updates,
Resource Library, Forms, and Web Links



Employee Rights Under the NLRA

[Poster](#)

Clause to be Inserted in Contracts

[Contract Clause](#)

More Information

[OLMS](#)

More About Us

www.gerstco.com

Questions? Call

800-700-0937

408-973-1366

New Employee Notification Requirements for Federal Contractors and Subcontractors

Executive Order 13496 becomes effective, June 21, 2010. Contractors and Subcontractors must post new notices on bulletin boards and in covered contracts.

Background

President Obama signed Executive Order 13496 on January 30, 2009, which requires federal contractors to post notices informing employees about their rights under the National Labor Relations Act (NLRA) and to include contract language that requires their subcontractors to post the same employee notice.

Employer Impact

The posting requirements apply to prime contracts over \$100,000, and to subcontracts above \$10,000 issued after June 21, 2010.

What Employee Rights are Contained in the New Notice?

The notice contains rights under the (NLRA), 29 U.S.C. 151 et seq. The law guarantees the right of employees to organize and to bargain collectively with their employers.

What Must be Posted on Bulletin Boards?

An 11 X 17 notice entitled "Employee Rights Under the National Labor Relations Act" (the size of the poster is specified in the Final Rule but may be printed as one 11 X17 or two 8.5 X 11 pages). A copy may be downloaded from the weblink above. If a large portion of the contractor's employee workforce is not proficient in English, translated posters must be provided to employees in their language and are available through the Office of Labor Management Standards (OLMS) department. The OLMS can be contacted at (202) 693-0123 or olms-public@dol.gov

Electronic Posting

If the Contractor or Subcontractor posts notices to employees electronically, the notice, "Employee Rights Under the National Labor Relations Act" or reference to the notice must be posted on the Contractor's website.

What Must be Included in Contracts?

The contractor has the choice of inserting the entire clause of (29 CFR § 471(a) Appendix A) or to reference it in contracts and purchase orders with the Federal Government, contractors and subcontractors.