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The National Labor Relations Board (NLRB) on October 5, 2011, announced that the implementation date for its new notice-posting rule has been postponed until January 31, 2012. The NLRB's website notice said that the delay was "in order to allow for enhanced education and outreach to employers, particularly those who operate small and medium sized businesses."

"The decision to extend the rollout period followed queries from businesses and trade organizations indicating uncertainty about which businesses fall under the Board's jurisdiction, and was made in the interest of ensuring broad voluntary compliance. No other changes in the rule, or in the form or content of the notice, will be made," the NLRB's Office of Public Affairs said in the statement.

The NLRB had issued a final rule, which was to be effective November 14, 2011, that requires employers to post an 11-by-17 inch notice advising employees of their rights under the NLRA. Employers that post company personnel policies on their internet or intranet sites must post the notice there, as well.

The NLRB's notice posting rule is being challenged in cases brought by business groups in federal court in the District of Columbia and South Carolina.

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