



## LABOR & EMPLOYMENT NEWS ALERT

### NLRB Once Again Postpones Effective Date of Rights Posting Rule

The National Labor Relations Board has again decided to postpone the effective date of its employee rights notice-posting rule. The implementation date has been changed from January 31, 2012 to **April 30, 2012**. This time, the Board postponed the effective date at the request of the federal court in Washington, DC that is currently hearing a legal challenge regarding the rule. Specifically, the Board's ruling states that the postponing of the rule will facilitate the resolution of all of the legal challenges that have been filed with respect to the rule.

As we have previously reported, the notices that must be posted in the workplace by this new April 30, 2012 deadline are available on the Board's website, [www.nlr.gov](http://www.nlr.gov), and can also be obtained by contacting the Board at its headquarters or its regional, sub-regional, or resident offices.

### REMINDER: Effective Date of Alabama's Immigration Law Quickly Approaching

Because Alabama's Immigration Law remains relatively intact amidst the numerous legal challenges against it, employers should be aware that all of the remaining provisions affecting employers will take effect on April 1, 2012. As such, employers should diligently continue their efforts in signing up for E-Verify. Specifically, beginning April 1, 2012, every employer must use the E-Verify Program to verify the employment eligibility of any employee hired. After that date, an employer found to have knowingly or intentionally hired an unauthorized alien will be subject to business license suspension and/or revocation and a three-year probationary period throughout the State.

--Breanna Harris

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