

NLRB PLACES NEW COMPLIANCE BURDENS ON EMPLOYERS— UNION AND NONUNION.

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Here is a quick summary of the two new NLRB rulings:

PREPARE FOR 'AMBUSH ELECTIONS.' Under current rules, an automatic one-month delay follows after the NLRB receives a petition for a union election. Effective April 14, the new final rule eliminates the one-month pause, clearing the way for so-called "ambush" or "quickie" elections. This will reduce the average period for union elections from 42 days after the union requests a vote down to 10 to 21 days.

NEW RIGHTS TO EMAIL ORGANIZING. A second key NLRB ruling in December said employees now have the right to use their employer's email system (during off-duty time) to engage in legally protected communications, including discussing wages and even organizing a union.

If your organization has a blanket policy prohibiting employees from using the email system for personal reasons, it's time to review it. In light of the new ruling, some employers may want to rethink whether certain employees should have access to company email at all.