



# FLRA NEWS

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## **FLRA GENERAL COUNSEL ANNOUNCES ELECTRONIC NOTICE POSTING GUIDANCE**

In [Guidance](#) made public and issued today to Regional Directors, Julia Akins Clark, General Counsel of the Federal Labor Relations Authority (FLRA), announced that the Office of the General Counsel (OGC) will seek the electronic posting of notices as part of the remedy for unfair labor practice (ULP) cases where the Federal agency or union respondent customarily communicates with bargaining unit employees electronically. Traditionally, the FLRA's remedial order for ULP cases includes a provision requiring the respondent to post a paper notice on bulletin boards. The notice informs employees that their rights under the Federal Service Labor-Management Relations Statute (Statute) will be protected and that the respondent intends to comply with its statutory obligations. Recognizing that Federal agencies and unions increasingly rely upon electronic means to communicate with bargaining unit employees, the OGC is now seeking to update its policy and practice regarding remedial actions to reflect current employee communication practices in the work place.

General Counsel Clark stated that "this initiative is in keeping with the Federal government's policy of promoting transparency and open communication, and ensures that the Statute's remedial actions are effectively and efficiently communicated to employees." The OGC will also be asking the FLRA, in appropriate cases, to adopt electronic notice posting as part of its remedial orders.

The FLRA administers the labor-management relations program for 1.6 million non-Postal Federal employees worldwide, approximately 1.1 million of whom are represented in 2,200 collective bargaining units. The FLRA is charged with providing leadership in establishing policies and guidance related to Federal sector labor-management relations and with resolving disputes under, and ensuring compliance with, the Statute.

The FLRA's OGC is the independent investigative and prosecutorial component of the FLRA. The OGC, through its seven regional offices, investigates, resolves, and prosecutes unfair labor practice charges, resolves representation questions, which includes the conducting of secret ballot elections to determine a collective bargaining representative, and provides training and assistance to parties on establishing productive and cooperative labor-management relations.

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