



Stakeholder Consultation

Office of Labor-Management
Standards

Department of Labor (DOL)

DRAFT FY 2014-2018
DOL Strategic Plan

July 18, 2013



We Want to Hear From *You*

- Collect your feedback on proposed strategies and ideas on achieving our priorities.
- Consider your views and concerns while writing the plan.



Department of Labor's Strategic Goal Structure

Strategic Goal 1 – Prepare workers for better jobs and ensure fair compensation

Strategic Objectives:

- 1.1 Advance employment opportunities for U.S. workers
- 1.2 Provide marketable skills and knowledge to increase workers' income and help them overcome barriers to the middle class
- 1.3 Secure wages and overtime
- 1.4 Foster acceptable work conditions and respect for workers in the global economy to provide workers with a fair share of productivity and protect vulnerable people

Strategic Goal 2 – Ensure workplaces are safe and healthy

Strategic Objective:

- 2.1 Secure safe and healthy workplaces, particularly in high-risk industries

Strategic Goal 3 – Promote fair and high-quality work environments

Strategic Objectives:

- 3.1 Break down barriers to fair and diverse workplaces and narrow wage and income inequality
- 3.2 Protect workers' rights

Strategic Goal 4 – Secure retirement, health, and other employee benefits and, for those not working, provide income security

Strategic Objectives:

- 4.1 Provide income support when work is impossible or unavailable and facilitate return to work
- 4.2 Improve health benefits and retirement security for all workers

Strategic Goal 5 – Produce timely and accurate data on the economic conditions of workers and their families

Strategic Objective:

- 5.1 Provide sound and impartial information on labor market activity, working conditions, and price changes in the economy for decision making, including support for the formulation of economic and social policy affecting virtually all Americans



Office of Labor-Management Standards (OLMS) Overview

- **Mission:** Administer the Labor-Management Reporting and Disclosure Act (LMRDA) to safeguard union democracy and union financial integrity and require public disclosure reporting by unions, union officers and union employees, employers, labor consultants, and surety companies.
- **Leadership: Acting Director Andrew Auerbach**

OLMS supports the following Department of Labor Strategic Goals and Objectives:

- Strategic Goal 3 – Promote fair and high-quality work environments
 - Strategic Objective 3.2 – Protect workers’ rights



OLMS Strategies

- **The priorities and strategies to achieve our goals and objectives include:**
 - Union financial integrity (in which union assets are used solely for union members' benefit)
 - Conduct Compliance Audit Plan audits of unions to uncover embezzlement and other criminal and civil violations of the LMRDA.
 - Use a case predicate tracking system and a risk-based “red flag” targeting model to increase the percent of targeted audits that result in a criminal case.
 - Union financial transparency
 - Use existing outreach tools (e.g., seminars, compliance assistance incidental to an audit) to introduce and encourage union leaders to use new web-based forms.
 - Democratically run unions
 - Expedite negotiation of voluntary agreements with unions for supervised re-run elections where violations occurred that may have affected outcomes.
 - Employ an early-intervention system to engage in earlier discussions among the investigators, field managers, Division of Enforcement, and the Solicitor's Office on complex cases.



OLMS Strategies

- **Do these strategies make sense to you?**
- **Are there other strategies that we should consider to meet our objectives?**
- **If you would like to send comments to DOL or to learn more about the DOL strategic planning process, please visit [DOL's Strategic Plan Comment Page.](#)**