

FY 2026

CONGRESSIONAL BUDGET JUSTIFICATION

DEPARTMENTAL MANAGEMENT

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DEPARTMENTAL MANAGEMENT

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For necessary expenses for Departmental Management, including the hire of passenger motor vehicles, \$300,522,000, together with not to exceed \$308,000, which may be expended from the Employment Security Administration account in the Unemployment Trust Fund: Provided, That \$38,350,000 for the Bureau of International Labor Affairs shall be available for obligation through December 31, 2026: Provided further, That funds available to the Bureau of International Labor Affairs may be used to administer or operate international labor activities, bilateral and multilateral technical assistance, and microfinance programs; for programs to combat exploitative child labor internationally; and to implement model programs that address worker rights issues through technical assistance in countries with which the United States has free trade agreements or trade preference programs: Provided further, That such activities may be carried out by or through contracts, grants, subgrants and other arrangements: Provided further, That \$4,281,000 shall be used for program evaluation and shall be available for obligation through September 30, 2027: Provided further, That funds available for program evaluation may be used to administer grants for the purpose of evaluation: Provided further, That grants made for the purpose of evaluation shall be awarded through fair and open competition: Provided further, That funds available for program evaluation may be transferred to any other appropriate account in the Department for such purpose: Provided further, That the Committees on Appropriations of the House of Representatives and the Senate are notified at least 15 days in advance of any transfer.

Note.--This account is operating under the Full-Year Continuing Appropriations and Extensions Act, 2025 (Division A of Public Law 119-4).

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ANALYSIS OF APPROPRIATION LANGUAGE

The updates to the language reflect the revised grants funding level and authority provided to the Bureau of International Labor Affairs and the elimination of the Women's Bureau.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	1,104	\$387,889	921	\$387,889	863	\$300,522
Reimbursements	81	\$33,367	59	\$26,000	59	\$26,000
Trust Funds - Black Lung	142	\$41,178	129	\$41,570	120	\$39,086
Trust Funds - Unemployment Trust Fund	2	\$308	2	\$308	2	\$308
Transfers for Program Evaluation	0	\$19,000	0	\$18,890	0	\$0
Transfers for SOL	0	\$0	0	\$5,000	0	\$0
Unobligated Balance Carried Forward	0	\$104,752	0	\$0	0	\$0
<i>Subtotal</i>	<i>1,329</i>	<i>\$586,494</i>	<i>1,111</i>	<i>\$479,657</i>	<i>1,044</i>	<i>\$365,916</i>
B. Gross Budget Authority	1,329	\$586,494	1,111	\$479,657	1,044	\$365,916
Reimbursements	-81	-\$33,367	-59	-\$26,000	-59	-\$26,000
Transfers for Program Evaluation	0	-\$19,000	0	-\$18,890	0	\$0
Transfers for SOL	0	\$0	0	-\$5,000	0	\$0
Unobligated Balance Carried Forward	0	-\$104,752	0	\$0	0	\$0
<i>Subtotal</i>	<i>1,248</i>	<i>\$429,375</i>	<i>1,052</i>	<i>\$429,767</i>	<i>985</i>	<i>\$339,916</i>
C. Budget Authority Before Committee	1,248	\$429,375	1,052	\$429,767	985	\$339,916
Reimbursements	81	\$33,367	59	\$26,000	0	\$26,000
Unobligated Balance Carried Forward	0	\$104,752	0	\$0	0	\$0
<i>Subtotal</i>	<i>1,329</i>	<i>\$567,494</i>	<i>1,111</i>	<i>\$455,767</i>	<i>985</i>	<i>\$365,916</i>
D. Total Budgetary Resources	1,329	\$567,494	1,111	\$455,767	985	\$365,916
Unexpired Unobligated Balance Carried Forward	0	-\$49,713	0	\$0	0	\$0
Direct FTE Lapse and Unobligated Balance Expiring	-18	-\$294	0	\$0	0	\$0
Reimbursable FTE Lapse and Unobligated Balance Expiring	-16	-\$3,527	0	\$0	0	\$0
<i>Subtotal</i>	<i>1,295</i>	<i>\$513,960</i>	<i>1,111</i>	<i>\$455,767</i>	<i>985</i>	<i>\$365,916</i>
E. Total, Estimated Obligations	1,295	\$513,960	1,111	\$455,767	985	\$365,916

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Request	Net Change
Budget Authority			
General Funds	\$387,889	\$300,522	-\$87,367
Trust Funds	\$41,878	\$39,394	-\$2,484
Total	\$429,767	\$339,916	-\$89,851
Full Time Equivalents			
General Funds	1,016	864	-152
Trust Funds	138	122	-16
Total	1,154	986	-168

Explanation of Change	FY 2025 Base		FY 2026 Change					
	FTE	Amount	Trust Funds		General Funds		Total	
			FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	1,154	\$187,133	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$63,602	0	\$0	0	\$0	0	\$0
One day less of Pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$1,930	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$837	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$3,157	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$18,951	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$7	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$295	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$83	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$16,840	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$10,288	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$49,715	0	\$0	0	\$0	0	\$0
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$3,016	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$6,290	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$607	0	\$0	0	\$0	0	\$0

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FY 2026 Change

Explanation of Change	FY 2025 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operation and maintenance of equipment	0	\$836	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$1,168	0	\$0	0	\$0	0	\$0
Equipment	0	\$162	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$64,848	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$2	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	1,154	+\$429,767	0	\$0	0	\$0	0	\$0
B. Programs:								
Total Increase	1,154	+\$429,767	0	\$0	0	\$0	0	\$0
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Reduction in Grants and Staff	0	\$0	0	\$0	-26	-\$42,915	-26	-\$42,915
Reduction in Staff	0	\$0	0	\$0	-77	-\$25,152	-77	-\$25,152
Elimination of WB	0	\$0	0	\$0	-49	-\$19,300	-49	-\$19,300
Reduction in Workload(BLDTF)	0	\$0	-16	-\$2,484	0	\$0	-16	-\$2,484
Programs Subtotal			-16	-\$2,484	-152	-\$87,367	-168	-\$89,851
Total Decrease	0	\$0	-16	-\$2,484	-152	-\$87,367	-168	-\$89,851
Total Change	1,154	+\$429,767	-16	-\$2,484	-152	-\$87,367	-168	-\$89,851

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request		Diff. FY 2026 Request / FY 2025 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Program Direction and Support	104	32,658	84	34,358	75	30,250	-9	-4,108
General Funds	104	32,658	84	34,358	75	30,250	-9	-4,108
Legal Services	557	139,842	502	144,926	462	128,577	-40	-16,349
General Funds	528	130,754	471	135,754	433	119,935	-38	-15,819
Unemployment Trust Funds	0	308	2	308	2	308	0	0
Black Lung Disability Trust Funds	29	8,780	29	8,864	27	8,334	-2	-530
International Labor Services	136	116,125	138	113,125	112	70,210	-26	-42,915
General Funds	136	116,125	138	113,125	112	70,210	-26	-42,915
Administration and Management	97	30,804	93	30,804	85	28,450	-8	-2,354
General Funds	97	30,804	93	30,804	85	28,450	-8	-2,354
Adjudication	231	69,398	229	69,706	197	65,752	-32	-3,954
General Funds	129	37,000	122	37,000	104	35,000	-18	-2,000
Black Lung Disability Trust Funds	102	32,398	107	32,706	93	30,752	-14	-1,954
Women's Bureau	50	23,000	49	19,300	0	0	-49	-19,300
General Funds	50	23,000	49	19,300	0	0	-49	-19,300
Civil Rights	24	7,586	25	7,586	22	6,880	-3	-706
General Funds	24	7,586	25	7,586	22	6,880	-3	-706
Chief Financial Officer	16	5,681	17	5,681	16	5,516	-1	-165
General Funds	16	5,681	17	5,681	16	5,516	-1	-165
Departmental Program Evaluation	14	4,281	17	4,281	17	4,281	0	0
General Funds	14	4,281	17	4,281	17	4,281	0	0

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request		Diff. FY 2026 Request / FY 2025 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Total	1,229	429,375	1,154	429,767	986	339,916	-168	-89,851
General Funds	1,098	387,889	1,016	387,889	864	300,522	-152	-87,367
Unemployment Trust Funds	0	308	2	308	2	308	0	0
Black Lung Disability Trust Funds	131	41,178	136	41,570	120	39,086	-16	-2,484

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
	Full-Time Equivalent				
	Full-time Permanent	1,245	1,293	1,444	151
	Reimbursable	73	81	81	0
	Total	1,318	1,374	1,525	151
	Average ES Salary	\$200,925	\$208,673	\$233,042	\$24,369
	Average GM/GS Grade	14/3	14/6	14/7	0
	Average GM/GS Salary	\$140,648	\$154,173	\$162,629	\$8,456
	Average Salary of Wage Grade Positions	0	0	0	0
11.1	Full-time permanent	179,499	183,788	155,463	-28,325
11.3	Other than full-time permanent	2,274	593	593	0
11.5	Other personnel compensation	2,514	2,689	2,519	-170
11.8	Special personal services payments	0	63	63	0
11.9	Total personnel compensation	184,287	187,133	158,638	-28,495
12.1	Civilian personnel benefits	65,426	65,532	55,366	-10,166
13.0	Benefits for former personnel	15	837	237	-600
21.0	Travel and transportation of persons	3,539	3,157	2,576	-581
22.0	Transportation of things	36	0	-400	-400
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	17,728	18,951	17,605	-1,346
23.2	Rental payments to others	11	7	-172	-179
23.3	Communications, utilities, and miscellaneous charges	328	295	273	-22
24.0	Printing and reproduction	55	83	74	-9
25.1	Advisory and assistance services	7,776	16,840	13,840	-3,000
25.2	Other services from non-Federal sources	10,329	10,288	8,401	-1,887
25.3	Other goods and services from Federal sources 1/	48,897	59,021	48,227	-10,794
25.4	Operation and maintenance of facilities	624	607	606	-1
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	783	836	828	-8
26.0	Supplies and materials	1,518	1,168	955	-213
31.0	Equipment	297	162	149	-13
41.0	Grants, subsidies, and contributions	87,725	64,848	32,711	-32,137
42.0	Insurance claims and indemnities	1	2	2	0
51.1	Benefits	0	0	0	0
	Total	429,375	429,767	339,916	-89,851
	1/Other goods and services from Federal sources				
	Working Capital Fund	41,887	49,715	42,521	-7,194
	DHS Services	2,843	3,016	3,016	0
	Services by DOL Agencies	526	559	559	0
	Services by Other Government Departments	2,099	4,253	4,253	0
	CIGIE	0	0	-3,600	-3,600
	GSA Services	179	167	167	0
	HHS Services	10	10	10	0

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AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Volume No.	Page No.	Expiration Date
	Bureau of International Labor Affairs (ILAB)				
Pub. L. 101-179	Support for East European Democracy (SEED) Act of 1989	22 U.S.C. 5401 et seq.			
Pub. L. 102-511	(ILAB) FREEDOM Support Act	22 U.S.C.A. 5801 et seq.			
	(ILAB) Trafficking Victims Protection Reauthorization Act	22 USC 7112(b)(2)(C),			
	(ILAB) Generalized System of Preferences	19 USC 2461 et seq.			
	(ILAB) African Growth and Opportunity Act	19 U.S.C. 3701 et seq			
	(ILAB) Participating in the negotiation of and providing information and advice on proposed trade agreements	19 USC 2152, Executive Order 12188			
Pub. L. 103-82	(ILAB) Canada-Mexico-United States: North America Agreement on Labor Cooperation (NAALC)				
	(ILAB) Consulting and reporting on labor laws of a country seeking a trade agreement and assessing the effect of a proposed agreement on US employment.	19 USC 3802(c)			
Pub. L. 106-200	(ILAB) Trade and Development Act of 2000	19 U.S.C. 2464			
Pub. L. 106-554	(ILAB) DOL appropriation provided for funding to be used for ...Departmental bilateral and multilateral foreign technical assistance...	Stat. 2763			
Pub. L. 115-245, division B, title I	(ILAB) Providing and administering international technical assistance.				
Pub. L. 66-259	Women's Bureau Act to establish the Women's Bureau	29 U.S.C. 11-14			
	Uniformed Services Employment and Reemployment Rights Acts of 1994. Protects members of the uniformed services from discrimination in hiring and re- employment after service in the military.				
Pub. L. 103-353	Office of the 21 st Century Workforce	38 U.S.C. 4301- 4333			
		E.O. 13218			

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	OALJ – Black Lung Appeals Program Title IV, Federal Mine Safety & Health Act of 1977, as amended.	33 U.S.C. Section 901 et seq.
	OALJ – Longshore Appeals Program Longshore & Harbor Workers Act	33 U.S.C. Section 901 et seq.
	OALJ – Traditional Program & Board of Alien Labor Certification Appeals	Over 80 labor- related statutes & regulations. See OALJ website www.oalj.dol.gov
	Benefits Review Board – Black Lung Appeals Program & Longshore Appeals Program	30 U.S.C. Section 901 et seq.
	Benefits Review Board – Black Lung Appeals Program & Longshore Appeals Program	33 U.S.C. Section 901 et seq.
	Employees’ Compensation Appeals Board. Review appeals of claims under Federal Employees’ Compensation Act	5 U.S.C. Section 8101 et seq.
Pub. L. 99-570	Anti-Drug Act of 1986	

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APPROPRIATION HISTORY (Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2017					
Base Appropriation...1/ 2/	\$387,925			\$334,844	1,139
2018					
Base Appropriation...3/	\$259,858	\$247,911		\$343,969	1,128
2019					
Base Appropriation...4/	\$261,035			\$338,064	1,153
2020					
Base Appropriation...5/ 6/	\$266,866			\$348,918	1,079
2021					
Base Appropriation...6/	\$271,952			\$349,918	1,248
2022					
Base Appropriation...7/	\$439,970	\$457,219		\$374,251	1,203
2023					
Base Appropriation	\$530,511			\$392,197	1,534
2024					
Base Appropriation	\$586,702		\$359,731	\$389,897	1,099
2025					
Base Appropriation	\$507,171			\$386,497	1,022
2026					
Base Appropriation	\$339,916				

1/ Reflects the full appropriation pursuant to P.L. 113-76 without enacted rescissions.

2/ Reflects sequestration reduction to mandatory accounts pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985.

3/ Budget estimates to Congress and Appropriations do not reflect transfers from the Employment and Training Administration or other accounts for the purposes of program evaluation.

4/ A full-year 2018 appropriation for this account was not enacted at the time the FY 2019 budget was prepared.

5/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

6/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

7/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

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OVERVIEW

The Departmental Management (DM) Salaries and Expenses (S&E) appropriation provides policy, regulatory, legal, and administrative services to every agency within the Department. The DM S&E appropriation is composed of the following nine budget activities: Program Direction and Support; Legal Services; International Labor Affairs; Administration and Management; Adjudication; Women's Bureau; Civil Rights; Chief Financial Officer; and Departmental Program Evaluation. Three of the nine activities (Program Direction and Support; Administration and Management; and Adjudication) include a consolidation of several smaller operating programs.

Program Direction and Support

The Program Direction and Support (PDS) activity provides leadership and direction for the various DOL agencies. As part of its responsibilities, the PDS oversees a program of analysis and general research on issues affecting America's workforce and also evaluates the effectiveness of Departmental programs. The PDS includes funding for the following organizations: Office of the Secretary; Office of the Deputy Secretary; Office of the Assistant Secretary for Policy; Office of Congressional and Intergovernmental Affairs; Office of Public Affairs; Office of Public Liaison; and the Center for Faith.

Office of the Solicitor

The Office of the Solicitor (SOL) provides the Secretary of Labor and DOL client agencies with the legal services required to accomplish the Department's mission, including litigation, enforcement support, general advice and legal services, and rulemaking support to advance the Administration's agenda. Unlike many general counsels' offices in the federal government, SOL has independent litigation authority under multiple federal statutes. Consequently, SOL litigates worker protection enforcement and other cases in federal courts and administrative tribunals throughout the nation. In addition, SOL provides legal opinions and advice to the Secretary and DOL agencies on myriad matters arising from the nearly 200 laws the Department enforces, (e.g., guidance materials, implementation plans, written interpretations, opinions, and legislation). SOL also provides legal advice to the Department's agencies and managers related to appropriations, procurement, data privacy, FOIA, ethics, administrative law, and internal employment law. Finally, SOL helps develop and defend the Administration's regulations, resulting in sustainable regulatory frameworks.

Bureau of International Labor Affairs

The Bureau of International Labor Affairs (ILAB) prioritizes the interests of American workers in U.S. trade and international labor and employment policy. ILAB's mission is to promote a level global playing field for U.S. workers and companies. ILAB is reorienting its focus squarely on ensuring that American workers and businesses benefit from the Administration's trade agenda by counteracting labor practices overseas that undermine American competitiveness, including vigorously enforcing labor provisions in trade agreements.

Administration and Management

The Office of the Assistant Secretary for Administration and Management (OASAM) supports key aspects of Department-wide administration and management. OASAM provides the infrastructure and support that enables the Department of Labor to perform its mission. OASAM provides leadership

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and support for business operations and procurement; information technology; human resources and civil rights; security and budget and strategic planning.

Adjudication

The Adjudication activity includes the Office of Administrative Law Judges (OALJ), the Benefits Review Board (BRB), the Employees' Compensation Appeals Board (ECAB), and the Administrative Review Board (ARB). OALJ holds hearings and adjudicates approximately 6,000 cases each year. The Boards review and determine several thousand appeals each year, make legal interpretations, and establish legal precedents that set standards for certain DOL-administered statutes.

Women's Bureau

The mission of the Women's Bureau is to develop policies and standards to safeguard the interests of working women. Since the Bureau's creation in 1920 to advance the interests of women in the workforce, women's participation in the labor force has increased and changed dramatically, and the Women's Bureau has struggled to find a role. The Bureau works on a wide range of issues and its work is not always closely coordinated with, or informed by, the agencies that actually have the resources to address the issues at hand.

Civil Rights Center

The Civil Rights Center (CRC) is responsible for ensuring equal employment access for two primary populations: 1) DOL employees and applicants for employment with the Department; and 2) the tens of millions of individuals served by programs and activities across the nation that are related to labor and the workforce and/or receive federal financial assistance from the Department.

Office of the Chief Financial Officer

The Office of Chief Financial Officer (OCFO) is responsible for the financial leadership of the Department of Labor. OCFO's mission is to foster effective stewardship of public funds; to safeguard fiscal integrity; and to deliver timely, accurate, and reliable financial information.

Departmental Program Evaluation

OASP's Chief Evaluation Office (CEO) is charged with coordinating and overseeing evaluations of the Department of Labor's programs and leads the implementation of the Department's evidence-building agenda. Through these activities, CEO ensures that the conduct of evaluation and research activities adhere to the Department's Evaluation Policy principles and that findings are available and accessible for policy and program decision-makers in a timely and user-friendly way.

PROGRAM DIRECTION AND SUPPORT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	32,658	34,358	30,250	-4,108
FTE	104	84	75	-9

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 111.

Introduction

The Program Direction and Support activity provides funding for the offices that offer centralized leadership and direction for the Department.

In addition to the Office of the Secretary of Labor and the Office of the Deputy Secretary of Labor, the Program Direction and Support activity includes the following offices:

Office of Public Affairs: The Office of Public Affairs directs and coordinates the public affairs programs and activities of the U.S. Department of Labor. OPA is the chief adviser on public affairs to the Secretary, Deputy Secretary, agency heads, and departmental staff in developing communication strategies, public affairs, and media relations goals and objectives.

Center for Faith: The Center for Faith builds partnerships with faith-based groups, community organization, and neighborhood leaders to better serve disadvantaged and underserved workers and job seekers.

Office of Congressional and Intergovernmental Affairs: The Office of Congressional and Intergovernmental Affairs is the principal representative on the Department's legislative program and coordinates legislative proposals with staff of other Federal agencies.

Office of the Assistant Secretary for Policy: The Office of the Assistant Secretary for Policy is the Department of Labor's principal policy, regulatory, data governance, and evaluation office. OASP plays a crucial role in developing and advancing the department's priorities and provides advice to the Secretary of Labor, Deputy Secretary of Labor, and department leadership.

Office of Public Engagement: The Office of Public Engagement maintains a program of public information and communications to inform the public of the services and protection afforded by Departmental agencies.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$30,250	112
2022	\$31,158	112

PROGRAM DIRECTION AND SUPPORT

2023	\$32,658	232
2024	\$34,358	111
2025	\$32,658	84

FY 2026

The FY 2026 budget request for the Program Direction and Support (PDS) activity is \$30,250,000 and 75 FTE. Funding at this level will provide for continued support of leadership on key DOL initiatives and mandates.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

PROGRAM DIRECTION AND SUPPORT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	16,733	17,140	15,335	-1,805
11.3	Other than full-time permanent	133	0	0	0
11.5	Other personnel compensation	248	263	263	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	17,114	17,403	15,598	-1,805
12.1	Civilian personnel benefits	5,826	5,923	5,273	-650
13.0	Benefits for former personnel	15	837	237	-600
21.0	Travel and transportation of persons	515	611	611	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	2,325	2,391	2,391	0
23.3	Communications, utilities, and miscellaneous charges	153	119	119	0
24.0	Printing and reproduction	0	35	35	0
25.1	Advisory and assistance services	873	791	791	0
25.2	Other services from non-Federal sources	228	500	299	-201
25.3	Other goods and services from Federal sources 1/	5,201	5,582	4,845	-737
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	54	29	29	0
26.0	Supplies and materials	218	117	2	-115
31.0	Equipment	136	18	18	0
42.0	Insurance claims and indemnities	0	2	2	0
	Total	32,658	34,358	30,250	-4,108
	1/Other goods and services from Federal sources				
	Working Capital Fund	4,910	5,582	4,845	-737
	DHS Services	54	0	0	0
	Services by Other Government Departments	175	0	0	0
	GSA Services	12	0	0	0

PROGRAM DIRECTION AND SUPPORT

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$4,108**

Direct FTE **-9**

	Estimate	FTE
Base	\$34,358	84
Program Increase	\$0	0
Program Decrease	-\$4,108	-9

LEGAL SERVICES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	139,842	144,926	128,577	-16,349
FTE	557	502	462	-40

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 491.

Introduction

The Office of the Solicitor of Labor (SOL) is the legal support arm of DOL, advancing the Department's mission and the Administration's agenda through enforcement of worker safety and protection laws and implementation of the Department's priorities and regulatory agenda. SOL provides its legal services through National Office Divisions that are generally dedicated to the major laws under the Department's jurisdiction and Regional Offices that undertake frontline legal enforcement, providing investigative legal assistance and trial-level enforcement litigation. The Department is structured such that all legal services are consolidated within SOL. Thus, DOL's client enforcement agencies, including the Mine Safety and Health Administration, the Wage and Hour Division, the Employee Benefits Security Administration, and the Occupational Safety and Health Administration, have no attorneys and rely exclusively on SOL to provide legal advice, litigate cases, and fulfill their enforcement goals. SOL participates in the development of complex investigations before litigation, handles every enforcement action that proceeds to litigation, and negotiates all significant and complex settlements.

SOL shares the goals of each of its clients and works closely with DOL agencies to develop and implement mission critical programs. SOL's services to its client agencies fall into four primary categories: pre-litigation, litigation, opinion and advice, and assistance in development of regulations. SOL contributes to the accomplishment of all Departmental enforcement, strategic, and outcome goals in four core ways:

- Pursuing enforcement actions that protect workers and level the playing field for businesses.
- Working with DOL agencies to support Departmental priorities.
- Supporting the Administration's regulatory agenda.
- Serving as the general counsel's office to the Department.

SOL ensures that all DOL actions are based on sound legal advice that is:

- Timely;
- Understandable;
- Able to identify and mitigate legal risk;
- Effective; and
- In line with clients' goals and priorities.

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SOL's priorities mirror the Department's budget and program priorities and seek the funding necessary to enable SOL to provide timely and effective advice and litigation services, in support of worker wages, benefits, safety, and rights, thus contributing to a sound economy and economic growth.

Five-Year Budget Activity History¹

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$124,053	574
2022	\$132,062	498
2023	\$131,062	542
2024	\$131,062	491
2025	\$136,062	473

FY 2026

In FY 2026, SOL is requesting \$128,577,000 and 462 FTE. This funding level and FTE include General, Unemployment Trust Fund (UTF), and Black Lung Disability Trust Fund (BLDTF) appropriated funding. Other reimbursement and supplemental funding sources, as well as FTE supported by them, are not included here.

SOL plays a critical role in advancing the Secretary's priorities and regulatory and program agendas. Legal services provided by SOL provide support for every aspect of the Department. SOL will continue to do its best to deliver on all parts of its mission and provide legal support to the Department consistent with the level of funding. SOL will continue to support the Department's worker protection compliance and enforcement efforts and address the demands for legal services to support ongoing and new programs and activities, which span the full breadth of DOL programs, enforcement, and compliance assistance activities, as provided for with this level of funding.

SOL has three functions critical to DOL's mission. The ability to deliver high-quality legal services depends on having sufficient attorney and supporting staff to deliver legal services:

Enforcement Functions. SOL provides litigation and legal advice to ensure that DOL's laws are enforced so that workers are protected, employers who violate the law are held accountable, and law-abiding employers can operate on a level playing field. Legal services for enforcement are necessary to keep workers safe and healthy on the job, ensure compliance with the law and leveling the playing field for businesses.

Legal Support for DOL Policy and Compliance Work. SOL provides legal opinions and advice to DOL agencies on programmatic issues across the range of DOL's activities. SOL also assists DOL agencies with preparing public-facing materials (e.g., guidance materials, opinion letters, written interpretations) that help employers understand their legal obligations and promote compliance with

¹ Includes General and Trust Funds only.

LEGAL SERVICES

the law. SOL also plays a critical role in the development, updating, drafting, and defense of DOL's regulations.

General Counsel Functions. SOL operates as a General Counsel office, providing the full range of legal services, including advice and counsel on issues related to running a government agency, such as appropriations, procurement, data privacy, FOIA, ethics, and internal employment law.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

LEGAL SERVICES

Workload and Performance Narrative

SOL's workload performance measures involve a numerical count of Matters that SOL opens and concludes as well as the number of pending Matters each quarter in each of four categories of Matters (Pre-litigation, Litigation, Regulation and Opinion/Advice). SOL considers a Matter a collection of related activities that contribute to a specific investigation, litigation, regulation, or opinion/advice. SOL's performance measures track SOL's production on a quarterly and annual basis, provide a basis for SOL to compare its production over time, and help SOL track the demand for and provision of legal services to specific DOL client agencies. Simple Matter counts do not capture variations in the level of effort and resource investment SOL may need to make for a given Matter, especially with respect to highly complex litigation or regulation Matters. That is, a particular Matter may entail extensive legal services involving many staff, while another Matter may be addressed by a single person in a day.

SOL can best identify and mitigate legal and programmatic risks if agencies are able to proactively consult their attorneys. It is best if attorneys are involved at the earliest point in strategic planning and decision making for new programs, rulemaking, policy guidance and enforcement Matters. Attorneys can assist with investigative planning to ensure the strongest cases for enforcement. With FY 2026 funding, legal risk can be mitigated as SOL attorney time will be available to be involved in proactively rather than reactively, which is more efficient for both SOL and the client agencies and will result in more legally supportable actions.

LEGAL SERVICES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	77,877	79,709	69,276	-10,433
11.3	Other than full-time permanent	1,705	0	0	0
11.5	Other personnel compensation	110	110	110	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	79,692	79,819	69,386	-10,433
12.1	Civilian personnel benefits	28,878	28,471	24,761	-3,710
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	652	518	487	-31
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	7,694	8,844	8,158	-686
23.2	Rental payments to others	8	4	-175	-179
23.3	Communications, utilities, and miscellaneous charges	85	65	63	-2
24.0	Printing and reproduction	16	5	5	0
25.1	Advisory and assistance services	98	134	134	0
25.2	Other services from non-Federal sources	2,868	2,225	2,216	-9
25.3	Other goods and services from Federal sources 1/	19,065	24,255	22,991	-1,264
25.4	Operation and maintenance of facilities	35	18	17	-1
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	79	157	149	-8
26.0	Supplies and materials	610	383	360	-23
31.0	Equipment	61	28	25	-3
42.0	Insurance claims and indemnities	1	0	0	0
	Total	139,842	144,926	128,577	-16,349
	1/Other goods and services from Federal sources				
	Working Capital Fund	19,065	24,255	22,991	-1,264

LEGAL SERVICES

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$16,349**

Direct FTE **-40**

	Estimate	FTE
Base	\$144,926	502
Program Increase	\$0	0
Program Decrease	-\$16,349	-40

INTERNATIONAL LABOR AFFAIRS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	116,125	113,125	70,210	-42,915
FTE	136	138	112	-26

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 139.

Introduction

The Bureau of International Labor Affairs (ILAB) prioritizes the interests of American workers in U.S. trade and international labor policy. ILAB promotes a level global playing field for American workers and businesses by enforcing trade commitments, policy engagement, research, reporting, and technical cooperation.

No worker in the United States should have to compete for jobs with children engaged in the worst forms of child labor, trafficking victims, or workers whose rights, protections, and wages fall below international standards. By exposing and combating these conditions internationally, ILAB works to put American workers and businesses first.

ILAB supports workers in the United States and around the world by:

- **Making Trade Fair for American Workers and Businesses.** ILAB negotiates, monitors, and enforces the labor provisions of trade agreements and trade preference programs, including the labor chapter of the U.S.-Mexico-Canada Agreement, and researches the effects of international trade policies on the U.S. labor market, to ensure that trade partners do not undermine worker rights or protections in order to gain an unfair trade advantage or attract investment.
- **Strengthening Labor Standards.** ILAB advances U.S. interests on labor and employment issues by negotiating and monitoring international labor standards.
- **Combating international child labor, forced labor, human trafficking and other violations of worker rights.** ILAB conducts in-depth research and reports on child labor, forced labor, and human trafficking in more than 130 countries around the world. This reporting includes the annual *Findings on the Worst Forms of Child Labor*, as required by the Trade and Development Act of 2000; the *List of Goods Produced by Child Labor or Forced Labor* (TVPR List), as mandated by the Trafficking Victims Protection Reauthorization Act of 2018; and the *List of Products Produced by Forced or Indentured Child Labor*.
- **Promoting Fairer Competition for U.S. Workers and Businesses through Technical Assistance.** ILAB's reinvigorated technical assistance program will support the Administration's trade agenda by addressing unfair labor practices, including the use of child labor and forced labor, that suppress wages and artificially lower production costs. ILAB technical assistance projects will ensure trade partner countries enforce their labor

INTERNATIONAL LABOR AFFAIRS

laws to prevent unfair market advantages. The approach will also reflect State Department goals to ensure foreign aid helps make America stronger, safer, and more prosperous.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$96,125	122
2022	\$106,125	130
2023	\$116,125	137
2024	\$116,125	139
2025	\$113,125	138

FY 2026

The FY 2026 request for ILAB is \$70,210,000 and 112 FTE. This funding level includes a program decrease of \$42,915,000 related to reducing grant funding and staffing. ILAB will continue to work to hold U.S. trade partners to their labor-related commitments to ensure a level global playing field for American workers and businesses and promote quality job creation in the United States. ILAB will refocus its technical assistance programming on promoting fairer competition for U.S. workers and businesses, prioritize research and identification of goods tainted with forced and child labor in global supply chains with a nexus to the U.S. market, and be more strategic in its regional, bilateral, and multilateral engagement. ILAB's technical assistance program will ensure alignment with the Administration's trade agenda, with a focus on benefitting American workers and businesses.

Implementing the President's America First Trade Agenda

ILAB is the only office in the U.S. Government that prioritizes American workers in U.S. trade policy. It is uniquely positioned to help realize the Administration's vision for a trade policy that is fair for American businesses and workers. Recent actions, including the America First Trade Policy, the Reciprocal Trade and Tariffs Memorandum, and the Unleashing American Energy Executive Order recognize that mercantilist policies to artificially suppress wages and labor costs through labor rights abuse in foreign countries are unfair trade practices that put U.S. businesses and workers at a competitive disadvantage. The Administration's trade agenda commits the United States to reviewing trade agreements and to take decisive action to combat exploitative labor conditions among U.S. trade partners, including wage suppression, forced labor, and child labor.

ILAB will support the fulfillment of trade commitments through a refocused technical assistance program in trading partner countries that is fully in support of the Administration's trade agenda.

INTERNATIONAL LABOR AFFAIRS

Ensuring Compliance with the Labor Provisions of U.S. Trade Engagements

ILAB will focus on fulfilling the Administration's trade agenda to review, monitor and enforce the labor provisions of the agreements with trading partner countries. Working closely with the Office of U.S. Trade Representative (USTR), ILAB will work to ensure U.S. trade partners uphold international labor standards and implement their trade-related labor commitments to the United States.

ILAB will also represent the Department of Labor in multiple interagency bodies dedicated to trade policy and enforcement, including the Trade Policy Staff Committee, the Forced Labor Enforcement Task Force, and will staff the Secretary of Labor as co-chair of the Labor Advisory Committee for Trade Negotiations and Trade Policy, established under the Trade Act of 1974 to provide information and advice from American workers with respect to objectives and bargaining positions on trade agreement negotiations.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

INTERNATIONAL LABOR AFFAIRS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	18,248	21,372	17,520	-3,852
11.3	Other than full-time permanent	30	85	85	0
11.5	Other personnel compensation	441	638	638	0
11.8	Special personal services payments	0	63	63	0
11.9	Total personnel compensation	18,719	22,158	18,306	-3,852
12.1	Civilian personnel benefits	6,353	7,474	6,126	-1,348
21.0	Travel and transportation of persons	1,700	1,550	1,000	-550
22.0	Transportation of things	36	0	0	0
23.1	Rental payments to GSA	1,412	1,450	1,250	-200
23.3	Communications, utilities, and miscellaneous charges	1	20	2	-18
24.0	Printing and reproduction	11	15	6	-9
25.1	Advisory and assistance services	500	10,000	7,000	-3,000
25.2	Other services from non-Federal sources	243	590	250	-340
25.3	Other goods and services from Federal sources 1/	5,330	11,176	7,460	-3,716
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	95	60	15	-45
31.0	Equipment	0	6	6	0
41.0	Grants, subsidies, and contributions	81,725	58,626	28,789	-29,837
	Total	116,125	113,125	70,210	-42,915
	1/Other goods and services from Federal sources				
	Working Capital Fund	3,814	6,525	2,809	-3,716
	DHS Services	530	747	747	0
	Services by DOL Agencies	5	0	0	0
	Services by Other Government Departments	861	3,894	3,894	0

INTERNATIONAL LABOR AFFAIRS

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **-\$42,915**

Direct FTE **-26**

	Estimate	FTE
Base	\$113,125	138
Program Increase	\$0	0
Program Decrease	-\$42,915	-26

ADMINISTRATION AND MANAGEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	30,804	30,804	28,450	-2,354
FTE	97	93	85	-8

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 100.

Introduction

The Office of the Assistant Secretary for Administration and Management (OASAM) provides the infrastructure and support that enables the Department to carry out its core missions. OASAM develops policies, standards, procedures, systems, and materials for administrative management, including business operations; procurement and acquisition; information technology (IT); human resource management; budget formulation; and strategic planning and performance.

OASAM also receives funding from the Working Capital Fund.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$29,004	102
2022	\$29,858	102
2023	\$30,804	102
2024	\$30,804	100
2025	\$30,804	93

FY 2026

The FY 2025 request for OASAM is \$28,450,000 and 85 FTE. OASAM will continue to support the Department in streamlining performance capabilities through evidence-based decision-making, enabling the Department to perform its mission.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of*

ADMINISTRATION AND MANAGEMENT

Government Efficiency” (January 20, 2025); Executive Order 14210 titled *Implementing the President’s “Department of Government Efficiency” Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President’s “Department of Government Efficiency” Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

ADMINISTRATION AND MANAGEMENT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	16,804	16,804	15,604	-1,200
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	737	737	737	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	17,541	17,541	16,341	-1,200
12.1	Civilian personnel benefits	6,296	6,296	5,876	-420
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	816	816	816	0
23.3	Communications, utilities, and miscellaneous charges	31	31	31	0
24.0	Printing and reproduction	13	13	13	0
25.1	Advisory and assistance services	199	199	199	0
25.2	Other services from non-Federal sources	195	195	195	0
25.3	Other goods and services from Federal sources 1/	5,551	5,551	4,817	-734
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2	2	2	0
26.0	Supplies and materials	160	160	160	0
31.0	Equipment	0	0	0	0
	Total	30,804	30,804	28,450	-2,354
	1/Other goods and services from Federal sources				
	Working Capital Fund	4,882	4,882	4,148	-734
	DHS Services	17	17	17	0
	GSA Services	152	152	152	0

ADMINISTRATION AND MANAGEMENT

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0

Built-Ins Subtotal **\$0**

Net Program **-\$2,354**
Direct FTE **-8**

	Estimate	FTE
Base	\$30,804	93
Program Increase	\$0	0
Program Decrease	-\$2,354	-8

ADJUDICATION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	69,398	69,706	65,752	-3,954
FTE	231	229	197	-32

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 252.

Introduction

The Adjudication activity is part of the Department’s overarching Worker Protection effort. Adjudication funds two major components: (1) the Office of the Administrative Law Judges (OALJ) and (2) the Adjudicatory Boards, consisting of the Administrative Review Board (ARB), the Benefits Review Board (BRB), and the Employees’ Compensation Appeals Board (ECAB). As agencies that adjudicate cases, OALJ and the Adjudicatory Boards will continue to generate decisions which are fair and impartial and based on the law.

Office of Administrative Law Judges (OALJ)

In 1972-73, Congress passed legislation that significantly expanded the formal adjudicative responsibilities of the Department and, in response, the Office of Administrative Law Judges was established. OALJ presides over formal hearings as the Department’s sole trial-level tribunal. OALJ’s mission is to issue fair and impartial decisions under the governing law, the facts of each case, and the procedures mandated by the Administrative Procedure Act under which OALJ has established its own rules of practice and procedure. The Department’s 31 Administrative Law Judges (ALJs) (down from 43 in FY 2023), all of whom have been appointed or re-appointed by the Secretary of Labor, hear and decide cases arising from multiple statutes and regulations.

Claims under the Black Lung Benefits Act, the Longshore and Harbor Workers’ Compensation Act, and the Defense Base Act constitute the largest part of OALJ’s workload. These hearings are generally between private parties and primarily about the merits of the applicant’s claim for medical benefits and disability compensation, but also may involve debarment of physicians or representatives, retaliation claims, or tangential matters such as attorney fee applications.

The Department’s ALJs also have the responsibility to provide hearings pursuant to more than 80 other labor-related statutes, Executive Orders, and/or regulations. Examples of OALJ’s wide-ranging adjudicatory responsibilities include:

- “Whistleblower” complaints filed with the Occupational Safety and Health Administration (OSHA) covering subjects such as corporate fraud, consumer protection, anti-trust, money laundering, transportation, environmental, and food safety
- Disputes relating to job training grants administered by ETA

ADJUDICATION

- Complaints brought, or hearing requests referred by, the Wage and Hour Division (WHD) relating to the Fair Labor Standards Act, the Davis-Bacon Act, and the Service Contract Act, and a variety of other laws under the WHD's enforcement mandate
- Petitions for modifications of mine safety standards
- Civil money penalty cases brought by the Employee Benefits Security Administration (EBSA) pursuant to the Employee Retirement Income Security Act
- Office of Labor-Management Standards regulations governing standards of conduct in federal union elections
- Presiding over hearings in formal OSHA rulemaking proceedings

Defense Base Act cases are workers' compensation cases that generally involve civilian contractors injured while working on military installations outside the United States. As recently as FY 2016, OALJ received fewer than 1,000 such cases each year. Since FY 2019, when OALJ received about 1,500 DBA cases, the number has skyrocketed. Specifically, OALJ received about 2,600 DBA cases in FY 2020, 5,200 in FY 2022, and 7,300 in FY 2023. In FY 2024, OALJ received over 9,100 DBA cases and expects to receive about the same number in FY 2025. This increased caseload will likely continue into FY 2026, and beyond. Handling the exponential increase in DBA cases remains one of OALJ's biggest challenges.

Established in 1987, designated ALJs also serve as members of the Board of Alien Labor Certification Appeals (BALCA), which adjudicates appeals by U.S. employers seeking to employ foreign workers when their applications are denied by the Department's Office of Foreign Labor Certification.

In addition to formal adjudication, OALJ implements alternative dispute resolution through its settlement judge and mediation programs.

ADJUDICATION

The Adjudicatory Boards

The Adjudicatory Boards (referred to collectively as the Boards) are quasi-judicial bodies that review and make decisions on several thousand appeals every year under a variety of workers' compensation benefit and protection laws and programs that are part of the Department's worker protection mission and that set nationwide standards and legal precedent. The Adjudication activity at the Department of Labor is part of the Department's overarching Worker Protection effort.

The Administrative Review Board (ARB). The ARB issues final agency decisions in appeals of cases arising under more than 60 worker-protection statutes and executive orders as outlined in Secretary's Order No. 01-2020, dated March 6, 2020. Most of the ARB's cases involve retaliation complaints arising under securities fraud, environmental, nuclear, aviation, trucking, rail and other employee protection statutes filed with the OSHA Whistleblower Protection Program. The ARB also reviews certain enforcement actions arising under Veterans and Rehabilitation Act statutes, and worker protection statutes such as the Child Labor and Migrant and Seasonal Worker Protection Acts. A growing number of appeals are also considered under the Davis-Bacon and Service Contract Acts and the H-1B non-immigrant visa provisions of the Immigration and Naturalization Act. In the past 10 years, the federal courts have upheld the ARB decisions in more than 83 percent of cases appealed.

The ARB consists of five members who serve as Administrative Appeals Judges, one of whom is the Board Chair and Chief Administrative Appeals Judge. All ARB members are appointed by the Secretary of Labor.

The Benefits Review Board (BRB). The BRB was created by Congress in 1972 and decides appeals under the Black Lung Benefits Act and the Longshore and Harbor Workers' Compensation Act, and the Defense Base Act (LS/LDA). The BRB reviews and determines hundreds of appeals each year, makes legal interpretations, and establishes legal precedents that set standards for the entire nation.

The BRB has authority to resolve appeals under these statutes, filed by any party-in-interest. Virtually all new appeals to BRB come from the Office of Administrative Law Judges (OALJ), consequently BRB Black Lung (BL) case production is directly related to OALJ BL production. Historically, 35% of OALJ BL decisions and 5-7% of OALJ LS/LDA decisions are appealed to BRB. The BRB reviews the decisions of administrative law judges in order to determine whether the findings are supported by substantial evidence and are in accordance with law. The BRB's decisions may be appealed to the U.S. Courts of Appeals in the circuit where the injury arose, and from there to the U.S. Supreme Court. Historically, less than 15 percent of the BRB's decisions are appealed to the federal circuit courts, and more than 85 percent of these are affirmed. By statute, the BRB consists of five members appointed by the Secretary of Labor, one of whom is designated as Chair and Chief Administrative Appeals Judge.

The Employees' Compensation Appeals Board (ECAB). The ECAB was established by statute in 1946 to hear and make final decisions on appeals from determinations of the Office of Workers' Compensation Programs (OWCP) in claims of federal employees arising under the Federal Employees' Compensation Act (FECA). Any ill or injured federal employee adversely affected

ADJUDICATION

by an OWCP decision may request a review of that decision by the ECAB, either before or after a full evidentiary hearing before OWCP's Branch of Hearings and Review. The ECAB's exclusive jurisdiction extends to deciding questions of fact and law, as well as the exercise of discretion. The ECAB, through its written decisions, has the responsibility for definitively interpreting the FECA in the resolution of controversies raised on appeal and in such a manner as will fully protect the rights of all interested parties. The ECAB decisions are final, binding on OWCP, and not subject to judicial review.

The ECAB consists of five members, one of whom is the Board Chair and Chief Administrative Appeals Judge. All ECAB members are appointed by the Secretary of Labor.

Five-Year Budget Activity History²

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$35,000	240
2022	\$36,000	249
2023	\$37,000	408
2024	\$37,000	145
2025	\$37,000	126

FY 2026

Administrative Law Judges:

The Office of Administrative Law Judges (OALJ) is projected to receive about 11,500 new cases during FY 2026 and to dispose of nearly 7,000 cases. At the end of FY 2026, this will result in about 2,600 pending Black Lung cases; 1,600 pending Longshore cases; 19,000 pending Defense Base Act cases; 400 pending Immigration cases; and 950 pending Traditional/Whistleblower cases. OALJ projects that its average case processing time will increase in nearly all case areas.

Adjudicatory Boards:

In FY 2026, ARB projects that its caseload will include 90 new appeals and 75 closed appeals and will have an average case processing time of no greater than 12.0 months.

The BRB projects that its Longshore/Defense Base Act (LS/LDA) caseload in FY 2026 will include 140 new LS/LDA cases and 120 closed LS/LDA appeals, with an average case processing time of 16 months. BRB projects that its Black Lung (BL) workload will include 340 new BL appeals and 340 closed BL appeals, with an average case processing time of 13 months.

ECAB projects its FY 2026 workload to include 1,300 new appeals, 1,300 closed appeals, and an average case processing time of 6 months.

² Includes General only.

ADJUDICATION

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

ADJUDICATION

Workload and Performance Narrative

Administrative Law Judges

In FY 2026, OALJ will adjudicate some 900 black lung cases with about 2,600 pending at the end of the FY, which results in a pendency of 37-months.

During FY 2025, the number of new Defense Base Act (DBA) cases is projected to total about 9,000. At the end of FY 2025, pending Defense Base Act cases are projected to total over 15,000 resulting in a 37-month pendency. Due to the significant increase in new DBA cases over the last several years, OALJ estimates that at the end of FY 2026, pending cases will exceed 19,000, equating to a 52-month case pendency, even though OALJ will dispose of at least 4,500 cases in FY 2026, three times more than it did in FY 2020.

OALJ projects to receive around 240 temporary immigration cases during FY 2026 and dispose of about the same number. In the Permanent Alien Labor Certification (PERM) Immigration program area, OALJ projects disposing of 200 cases with pending cases at the end of FY 2026 to be at 415, resulting in a pendency of 25-months. During FY 2026, OALJ projects to dispose of 820 Longshore cases and anticipates 900 new cases resulting in a 24-month pendency. The Traditional/Whistleblower case area is projected at 320 case dispositions with a 36-month pendency at the end of FY 2026.³

While OALJ is disposing of 50% more cases a year than it did in 2015, the number of new cases has doubled, resulting in a growing pending case list.

Adjudicatory Boards

Workload estimates for all three Adjudicatory Boards are based on Worker Protection claims and complaints. Actual incoming workload remains outside the control of the Boards and is affected by such factors as changes to workers' compensation laws, attorney/representative involvement in the appeals process, and increases and decreases in the workforce.

More than 95 percent of the ARB appeals come from OALJ as do virtually all new appeals to BRB. All appeals to ECAB originate in the Federal Employees Compensation Division of OWCP. By the time the Boards receive an appeal, the original claim may be several years old. Any delay at the appellate level is likely to be viewed as a hardship by the parties.

Based on an increase in appeals thus far in FY 2025, ARB projects 90 new appeals in FY 2025, projects meeting the target of 65 closed appeals, 88 pending appeals at the end of the fiscal year, and an average case processing time of 12 months or less.

Based on an upward trend of appeals filed over the last several years, ARB projects 90 new appeals in FY 2026 (from 56 new appeals filed in 2023, to 66 in 2024, and 90 new appeals projected in 2025). ARB expects to increase its closed appeals to 75 closed appeals, resulting in end of FY

ADJUDICATION

2026 pending appeals increasing to 103 with an average case processing time remaining at 12 months or less.

For FY 2025, the BRB projects to receive 360 new Black Lung (BL) appeals based on projected OALJ production. Historically, 35% of OALJ BL decisions are appealed to the BRB. Based on current funding in FY 2025, the BRB expects its closed BL appeals target to decrease to 340 and its end of FY 2025 pending BL appeals to slightly increase to 356, resulting in a decrease of its average case processing time to 13 months. Based on current funding in FY 2025, BRB projects new filed appeals to be 140 in FY 2025 because of OALJ's projected LS/LDA production. The BRB expects its LS/LDA closed appeals target to remain at 120 and average case processing time to decrease to 16 months, resulting in 215 pending LS/LDA appeals at the end of FY 2025.

For FY 2026, based on anticipated funding and OALJ's projected determinations, the BRB will adjudicate its appeals within target timeframes for disposition and projects new BL appeals filed to be 340. Historically, 35% of OALJ BL decisions are appealed to the BRB. Based on anticipated funding in FY 2026, the BRB expects to close 340 BL appeals, resulting in end of FY 2026 pending BL appeals remaining at 356 with an average case processing time remaining at 13 months. Based on OALJ and the BRB receiving their anticipated funding in FY 2026 and a projection that rates of LS/LDA decisions appealed to the BRB will remain at FY 2025 levels, BRB projects new LS/LDA appeals filed to remain at 140 in FY 2026. BRB expects its closed LS/LDA appeals target to remain at 120 in FY 2026 and its average case processing time to remain at 16 months. End of FY 2026 pending LS/LDA appeals are expected to increase to 235.

ECAB estimates new appeals filed in FY 2025 to be 1,300. This estimate is based on the number of appeals received for workplace injury claims. ECAB's closed appeals target for FY 2025 is 1,300 appeals with an average case processing time target of 5 months. ECAB projects end of FY 2025 pending appeals to be 330.

In FY 2026, ECAB expects 1,300 new appeals to be filed. This is based on an anticipated constant trend of appealed cases received after initial action by OWCP. ECAB's closed appeals target for FY 2026 is 1,300 with an average case processing time target of 6 months. ECAB projects end of FY 2026 pending appeals to be 330.

ADJUDICATION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	34,279	34,587	32,657	-1,930
11.3	Other than full-time permanent	291	291	291	0
11.5	Other personnel compensation	575	575	575	0
11.9	Total personnel compensation	35,145	35,453	33,523	-1,930
12.1	Civilian personnel benefits	12,490	12,490	11,721	-769
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	347	347	347	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	4,198	4,198	4,198	0
23.2	Rental payments to others	3	3	3	0
23.3	Communications, utilities, and miscellaneous charges	54	54	54	0
24.0	Printing and reproduction	11	11	11	0
25.1	Advisory and assistance services	1,285	1,285	1,285	0
25.2	Other services from non-Federal sources	6,251	6,251	5,641	-610
25.3	Other goods and services from Federal sources 1/	7,942	7,942	7,297	-645
25.4	Operation and maintenance of facilities	589	589	589	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	648	648	648	0
26.0	Supplies and materials	335	335	335	0
31.0	Equipment	100	100	100	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	69,398	69,706	65,752	-3,954
	1/Other goods and services from Federal sources				
	Working Capital Fund	4,829	4,829	4,184	-645
	DHS Services	2,226	2,226	2,226	0
	Services by DOL Agencies	204	204	204	0

ADJUDICATION

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
One day less of Pay	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$3,954**

Direct FTE **-32**

	Estimate	FTE
Base	\$69,706	229
Program Increase	\$0	0
Program Decrease	-\$3,954	-32

WOMEN'S BUREAU

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	23,000	19,300	0	-19,300
FTE	50	49	0	-49

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 63.

Introduction

Public Law 66-259 authorized the Women’s Bureau (WB) to “formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment.”

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$15,050	38
2022	\$18,000	50
2023	\$23,000	52
2024	\$23,000	55
2025	\$19,300	49

FY 2026

The FY 2026 Budget eliminates the Women’s Bureau, an ineffective policy office that is no longer necessary. Since the Bureau’s creation in 1920 to advance the interests of women in the workforce, women’s participation in the labor force has increased and changed dramatically, and the Women’s Bureau has struggled to find a role. The Bureau works on a wide range of issues and its work is not always closely coordinated with, or informed by, the agencies that actually have the resources to address the issues at hand. The Department will continue to experience closeout costs for staff and staff-associated costs associated with the deferred resignation program costs that carry into FY 2026 or staff who are otherwise being paid from the Women’s Bureau funding in FY 2026.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President’s “Department of*

WOMEN'S BUREAU

Government Efficiency” (January 20, 2025); Executive Order 14210 titled *Implementing the President’s “Department of Government Efficiency” Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President’s “Department of Government Efficiency” Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

WOMEN'S BUREAU

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	8,600	7,218	-1,314	-8,532
11.3	Other than full-time permanent	0	102	102	0
11.5	Other personnel compensation	200	163	-4	-167
11.9	Total personnel compensation	8,800	7,483	-1,216	-8,699
12.1	Civilian personnel benefits	3,040	2,335	-737	-3,072
21.0	Travel and transportation of persons	300	106	106	0
22.0	Transportation of things	0	0	-400	-400
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	500	469	9	-460
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	2	0	-2
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	390	0	0	0
25.2	Other services from non-Federal sources	79	62	-665	-727
25.3	Other goods and services from Federal sources 1/	3,851	2,558	-1,042	-3,600
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	40	53	23	-30
31.0	Equipment	0	10	0	-10
41.0	Grants, subsidies, and contributions	6,000	6,222	3,922	-2,300
42.0	Insurance claims and indemnities	0	0	0	0
	Total	23,000	19,300	0	-19,300
	1/Other goods and services from Federal sources				
	CIGIE	0	0	-3,600	-3,600
	Working Capital Fund	3,147	2,402	2,402	0
	DHS Services	0	10	10	0
	Services by DOL Agencies	0	38	38	0
	Services by Other Government Departments	704	0	0	0

WOMEN'S BUREAU

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$19,300**

Direct FTE **-49**

	Estimate	FTE
Base	\$19,300	49
Program Increase	\$0	0
Program Decrease	-\$19,300	-49

CIVIL RIGHTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	7,586	7,586	6,880	-706
FTE	24	25	22	-3

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 26.

Introduction

Operating under authority delegated pursuant to Secretary's Orders, the Civil Rights Center (CRC) is the organizational unit within the Department of Labor (DOL) responsible for ensuring equal employment access for two primary populations:

1. employees of, and applicants for employment with, DOL; and
2. the millions of individuals served and employed by programs and activities across the nation that are related to labor and the workforce.

CRC's responsibility for the latter population is principally concentrated on the public workforce system, which delivers services primarily (although not exclusively) through the nationwide network of American Job Centers/One-Stop Career Centers.

CRC's Office of Internal Enforcement (OIE) is responsible for addressing and processing discrimination complaints filed by DOL employees, former employees, and applicants for employment with DOL. Activities include counseling, alternative dispute resolution, investigation, adjudication, and facilitation of hearings and appeals with the Equal Employment Opportunity Commission (EEOC) and Merit Systems Protection Board. OIE plays a leadership role to support the Department's compliance with recent Executive Orders and related initiatives. OIE is also the Department's primary liaison with the EEOC.

The mission for CRC's Office of External Enforcement (OEE) is to serve customers outside of the U.S. Department of Labor and monitor compliance with federal civil rights laws applicable to programs and activities that provide aid, benefits, services, or training in the public workforce development system - also known as the American Job Center (AJC) or One-Stop Center system – as well as other programs supported by DOL. CRC carries out this mission by investigating complaints filed against these programs and activities. CRC also conducts compliance reviews to make sure that programs and activities are following federal civil rights laws.

CIVIL RIGHTS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$6,880	32
2022	\$7,086	32
2023	\$7,586	28
2024	\$7,586	26
2025	\$7,586	25

FY 2026

For FY 2026, CRC is requesting a total of \$6,880,000 and 22 FTE. This total includes a program decrease of \$706,000. The FY 2026 budget request would allow CRC to maintain compliance with statutory and regulatory requirements and assist the Department in complying with relevant Executive Orders.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

CIVIL RIGHTS

Workload and Performance Narrative

Office of Internal Enforcement (OIE)

OIE administers DOL's EEO complaint program. Funding at the requested level will support efforts to comply with the Elijah E. Cummings Federal Employee Antidiscrimination Act (2020), which amended the Notification of Federal Employee Antidiscrimination and Retaliation Act of 2002. Funding will assist OIE in counseling and mediating workplace complaints, informing employees of rights and responsibilities under the EEO complaint program and DOL's anti-harassment policy to mitigate liability, and investigating and adjudicating EEO complaints in a timely and effective manner as required by federal laws and EEOC regulations. The Internal EEO program has consistently performed high on EEOC's benchmarks, including being recognized by the EEOC as maintaining one of the most efficient programs among federal agencies and served as a resource to other agencies to align their programs to ours.

In FY 2025 to date, CRC has timely completed 98 percent of counseling (51 cases), 100 percent of Final Agency Decisions (FADs), and 100 percent of investigations. In FY 2026, CRC estimates finalizing 96 percent of counseling within regulatory timeframes, 92 percent of investigations within regulatory timeframes, and 96 percent of FADs.

Office of External Enforcement (OEE)

OEE promotes adherence to the statutory and regulatory requirements for equal employment access for laws enforced by CRC by investigating and resolving complaints filed by individuals served and employed by programs and activities across the nation that are related to labor and the workforce.

CRC continues to respond to regularly submitted technical assistance inquiries from State-level Equal Opportunity Officers and other external stakeholders. In FY 2026, OEE plans to complete two compliance reviews. However, OEE anticipates proposing regulatory changes and may need to pivot to update compliance procedures.

Through FY 2025 Q2, OEE completed seven investigations and resolved six cases. In FY 2026, OEE estimates completing 12 investigations and resolve 12 cases.

CIVIL RIGHTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	4,047	4,047	3,566	-481
11.3	Other than full-time permanent	115	115	115	0
11.5	Other personnel compensation	94	94	94	0
11.9	Total personnel compensation	4,256	4,256	3,775	-481
12.1	Civilian personnel benefits	1,481	1,481	1,354	-127
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	25	25	25	0
23.1	Rental payments to GSA	408	408	408	0
23.3	Communications, utilities, and miscellaneous charges	4	4	4	0
24.0	Printing and reproduction	4	4	4	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	47	47	47	0
25.3	Other goods and services from Federal sources 1/	1,326	1,326	1,228	-98
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	35	35	35	0
31.0	Equipment	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
51.1	Benefits	0	0	0	0
	Total	7,586	7,586	6,880	-706
	1/Other goods and services from Federal sources				
	Working Capital Fund	655	655	557	-98
	DHS Services	8	8	8	0
	Services by DOL Agencies	294	294	294	0
	HHS Services	10	10	10	0
	Services by Other Government Departments	359	359	359	0

CIVIL RIGHTS

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$706**

Direct FTE **-3**

	Estimate	FTE
Base	\$7,586	25
Program Increase	\$0	0
Program Decrease	-\$706	-3

CHIEF FINANCIAL OFFICER

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	5,681	5,681	5,516	-165
FTE	16	17	16	-1

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 18.

Introduction

The Office of the Chief Financial Officer (OCFO) is responsible for overseeing financial management across the Department of Labor (DOL). It plays a critical role in supporting the Department's operations by ensuring financial resources are used effectively and efficiently. Additionally, the OCFO provides comprehensive guidance to all DOL program agencies, ensuring compliance with key legislative and regulatory requirements related to financial management, including:

- The Chief Financial Officers (CFO) Act of 1990
- The Government Management Reform Act (GMRA) of 1994
- The Federal Financial Management Improvement Act (FFMIA) of 1996
- The Federal Managers' Financial Integrity Act (FMFIA) of 1982
- The Debt Collection Improvement Act of 1996
- The Reports Consolidation Act of 2000
- The Improper Payments Information Act (IPIA) of 2002
- The Improper Payments Elimination and Recovery Act (IPERA) of 2010
- The Improper Payments Elimination and Recovery Improvement Act (IPERIA) of 2012
- The Budget and Accounting Act
- The Congressional Budget and Impoundment Control Act
- The Balanced Budget and Emergency Deficit Control Act (as amended)
- The Anti-Deficiency Act

The OCFO fulfills its financial management responsibilities by actively supporting agencies, ensuring corrective actions are validated, and enhancing internal controls. Its mission is centered on providing strong fiscal oversight to bolster departmental management. Additionally, the OCFO receives funding through the Working Capital Fund.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$5,516	18
2022	\$5,681	18

CHIEF FINANCIAL OFFICER

2023	\$5,681	18
2024	\$5,681	17
2025	\$5,681	17

FY 2026

The FY 2026 request for the Office of the Chief Financial Officer (OCFO) is \$5,516,000 and 16 full-time equivalent (FTE) positions. These funds will support key financial operations, including the preparation of quarterly financial statements and the Annual Financial Report. They will also facilitate the implementation of corrective and preventive action plans to ensure agency internal controls over financial reporting and systems are well-documented, thoroughly tested, and properly evaluated.

OCFO will continue to equip managers and decision-makers with financial management tools that drive high performance and accountability while strengthening its role as a resource for financial expertise across all Department of Labor (DOL) agencies. OCFO serves as the lead entity for travel-related and financial Executive Orders. Additional resources and associated workload and performance data are included in the Working Capital Fund.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

CHIEF FINANCIAL OFFICER

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	2,911	2,911	2,819	-92
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	109	109	106	-3
11.9	Total personnel compensation	3,020	3,020	2,925	-95
12.1	Civilian personnel benefits	1,062	1,062	992	-70
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.1	Rental payments to GSA	375	375	375	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	150	150	150	0
25.2	Other services from non-Federal sources	418	418	418	0
25.3	Other goods and services from Federal sources 1/	631	631	631	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	25	25	25	0
31.0	Equipment	0	0	0	0
	Total	5,681	5,681	5,516	-165
	1/Other goods and services from Federal sources				
	Working Capital Fund	585	585	585	0
	DHS Services	8	8	8	0
	Services by DOL Agencies	23	23	23	0
	GSA Services	15	15	15	0

CHIEF FINANCIAL OFFICER

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0

Built-Ins Subtotal **\$0**

Net Program **-\$165**

Direct FTE **-1**

	Estimate	FTE
Base	\$5,681	17
Program Increase	\$0	0
Program Decrease	-\$165	-1

DEPARTMENTAL PROGRAM EVALUATION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	4,281	4,281	4,281	0
FTE	14	17	17	0

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 15.

Introduction

Departmental Program Evaluation (DPE) funds evaluations, including rigorous experimental impact studies and other systematic analyses of programs and policies, to better understand the effectiveness, efficiency, and implementation of DOL investments. The findings from evaluations inform policy, management, and resource allocation decisions. The Department-wide evaluation activities are overseen by a Chief Evaluation Officer with staff skilled in evaluation design and statistical analysis. Evaluations are funded with the DM appropriation and through transferred funds. Transfer authority is authorized in the Department's General Provisions.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$8,040	10
2022	\$8,281	12
2023	\$8,281	15
2024	\$4,281	15
2025	\$4,281	17

FY 2026

The FY 2026 budget request for DPE activity is \$4,281,000 and 17 FTE. The requested resources will support the operation, management, and oversight of evaluation activities and will provide the support of leadership on key DOL initiatives and mandates. CEO will launch a number of contracts and projects addressing Departmental and agency priorities and generating evidence that is relevant to program administration, policymaking, budget allocation, and strategic planning. CEO will continue to support, initiate, and manage new and ongoing evidence building projects, and the initiation of new contracts and projects reflecting evolving and emerging priorities from DOL programs. This will include supporting the production, publication, and dissemination of reports, public-use data sets, issue briefs, and evidence.

DEPARTMENTAL PROGRAM EVALUATION

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

DEPARTMENTAL PROGRAM EVALUATION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	4,281	4,281	4,281	0
25.2	Other services from non-Federal sources	0	0	0	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
31.0	Equipment	0	0	0	0
	Total	4,281	4,281	4,281	0
	1/Other goods and services from Federal sources				

DEPARTMENTAL PROGRAM EVALUATION

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Equipment	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$4,281	17
Program Increase	\$0	0
Program Decrease	\$0	0