

FY 2027

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF LABOR-MANAGEMENT STANDARDS

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OFFICE OF LABOR-MANAGEMENT STANDARDS

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OFFICE OF LABOR-MANAGEMENT STANDARDS

APPROPRIATION LANGUAGE

SALARIES AND EXPENSES

For necessary expenses for the Office of Labor-Management Standards, \$50,115,000.

OFFICE OF LABOR-MANAGEMENT STANDARDS

AMOUNTS AVAILABLE FOR OBLIGATION

(Dollars in Thousands)

	FY 2025 Enacted		FY 2026 Enacted		FY 2027 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
Budget Authority Before Committee	186	\$48,515	172	\$48,515	180	\$50,115
Total Budgetary Resources	186	\$48,515	172	\$48,515	180	\$50,115

OFFICE OF LABOR-MANAGEMENT STANDARDS

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2026 Enacted	FY 2027 Request	Net Change
Budget Authority			
General Funds	\$48,515	\$50,115	\$1,600
Total	\$48,515	\$50,115	\$1,600
Full Time Equivalents			
General Funds	172	180	8
Total	172	180	8

Explanation of Change

	FY 2026 Enacted		Trust Funds		Federal Funds		FY 2027 Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
Total personnel compensation	172	\$24,607	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$10,270	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$60	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$849	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$2,386	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$32	0	\$0	0	\$0	0	\$0
Communications, utilities, and misc.	0	\$68	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$21	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$48	0	\$0	0	\$0	0	\$0
Other goods and svcs. from Fed. sources	0	\$3,229	0	\$0	0	\$0	0	\$0
Operation and maint. of equipment	0	\$4	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$15	0	\$0	0	\$0	0	\$0

OFFICE OF LABOR-MANAGEMENT STANDARDS

Equipment	0	\$15	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act	0	\$125	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$6,786	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	+172	+\$48,515	0	\$0	0	\$0	0	\$0
B. Programs:								
OLMS Hiring Needs			0	\$0	8	\$2,202	8	\$2,202
Programs Subtotal			0	\$0	+8	+\$2,202	+8	+\$2,202
Total Increase	+172	+\$48,515	0	\$0	+8	+\$2,202	+8	+\$2,202
Decreases:								
A. Built-Ins:								
Federal Employees' Compensation Act	0	\$0	0	\$0	0	-\$4	0	-\$4
Working Capital Fund	0	\$0	0	\$0	0	-\$598	0	-\$598
Built-Ins Subtotal	0	\$0	0	\$0	0	-\$602	0	-\$602
B. Programs:								
Programs Subtotal			0	\$0	0	\$0	0	\$0
Total Decrease	0	\$0	0	\$0	0	-\$602	0	-\$602
Total Change	+172	+\$48,515	0	\$0	+8	+\$1,600	+8	+\$1,600

OFFICE OF LABOR-MANAGEMENT STANDARDS

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY

(Dollars in Thousands)

	FY 2025 Enacted		FY 2026 Enacted		FY 2027 Request		Diff. FY 2027 Request / FY 2026 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Salaries and Expenses	186	\$48,515	172	\$48,515	180	\$50,115	8	\$1,600
General Funds	186	\$48,515	172	\$48,515	180	\$50,115	8	\$1,600
Total	186	\$48,515	172	\$48,515	180	\$50,115	8	\$1,600
General Funds	186	\$48,515	172	\$48,515	180	\$50,115	8	\$1,600

NOTE: FY 2025 reflects actual FTE.

OFFICE OF LABOR-MANAGEMENT STANDARDS

BUDGET AUTHORITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	23,594	23,594	25,396	1,802
11.3 Other than full-time permanent	327	327	327	0
11.5 Other personnel compensation	686	686	686	0
12.1 Personnel Benefits	10,270	10,270	10,670	400
12.1 FECA	125	125	121	-4
13.0 Benefits for former personnel	60	60	60	0
21.0 Travel and transportation of persons	849	849	849	0
23.1 Rental payments to GSA	2,386	2,386	2,386	0
23.2 Rental payments to others	32	32	32	0
23.3 Communications, utilities, and misc.	68	68	68	0
24.0 Printing and reproduction	21	21	21	0
25.2 Other services from non-Federal sources	48	48	48	0
25.3 Other goods and svcs. from Fed. sources	3,229	3,229	3,229	0
25.3 WCF (Non-Add)	6,786	6,786	6,188	-598
25.7 Operation and maint. of equipment	4	4	4	0
26.0 Supplies and materials	15	15	15	0
31.0 Equipment	15	15	15	0
Total	48,515	48,515	50,115	1,600

OFFICE OF LABOR-MANAGEMENT STANDARDS

AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Expiration Date
PUB. L. 86-257	Labor-Management Reporting and Disclosure Act of 1959, as amended.	29 U.S.C. 401	
PUB. L. 95-454	Civil Service Reform Act of 1978	5 U.S.C. 7101	N/A
PUB. L. 88-365	Urban Mass Transportation Act of 1964, as amended.	49 U.S.C. 533 (b)	N/A
PUB. L. 102-240	Rail Passenger Service Act of 1970 as amended.	45 U.S.C. 501 et seq.	N/A
PUB. L. 91-518	Postal Reorganization Act of 1970.	39 U.S.C. 101	N/A
PUB. L. 91-375	Foreign Service Act of 1980.	22 U.S.C. 3901	N/A
PUB. L. 96-465	Congressional Accountability Act of 1995.	2 U.S.C. 1301	N/A

OFFICE OF LABOR-MANAGEMENT STANDARDS

APPROPRIATION HISTORY

(Dollars in Thousands)

	Budget Estimates to Congress	Appropriations	FTE
2017			
Base Appropriation	\$45,691	\$38,187	195
2018			
Base Appropriation	\$46,634	\$40,187	190
2019			
Base Appropriation	\$46,634	\$41,187	189
2020			
Base Appropriation	\$49,134	\$43,187	190
2021			
Base Appropriation	\$50,410	\$44,437	189
2022			
Base Appropriation	\$51,554	\$45,937	188
2023			
Base Appropriation	\$48,515	\$48,515	186
2024			
Base Appropriation	\$53,469	\$48,515	193
2025			
Base Appropriation	\$50,845	\$48,515	186
2026			
Base Appropriation	\$48,515	\$48,515	172
2027			
Base Appropriation	\$50,115	\$0	180

OFFICE OF LABOR-MANAGEMENT STANDARDS

OVERVIEW

The Office of Labor-Management Standards (OLMS) administers and enforces most provisions of the Labor-Management Reporting and Disclosure (LMRDA) and related laws. These laws promote financial integrity by protecting labor union assets, compel transparency through public reporting, and support democratic practices in union officer elections. To safeguard union funds, OLMS investigates embezzlement and other criminal violations involving union assets. Union officers, employees, and representatives are legally obligated to manage union property solely for the benefit of members. When this trust is violated through misappropriation or other offenses, it constitutes a federal crime punishable by imprisonment, fines, or both. OLMS plays a central role in uncovering and addressing these offenses.

OLMS also conducts audits at all levels of labor organizations - from local unions to national and international bodies to detect financial misconduct and ensure compliance with the LMRDA. This includes audits of unions under the Civil Service Reform Act's standards of conduct provisions. A core principle of the LMRDA is that union members and the public should have access to key information about labor organizations and their operations. To achieve this, OLMS oversees a comprehensive reporting and disclosure program. Labor unions along with officers, employees, employers and labor consultants, and surety companies, are required to file annual financial reports and activity reports. These filings enhance transparency in labor-management realms.

Another key enforcement activity is the investigation of union officer elections. Upon receiving a timely complaint alleging an unfair or flawed election, OLMS initiates a civil investigation. If a violation is found that could have affected the outcome, the agency will supervise a new election, either through voluntary agreement with the union or by court order. OLMS also reviews the legitimacy of trusteeships imposed by national unions on subordinate bodies in response to member complaints. Finally, OLMS administers employee protections under federally funded transportation programs. When federal funds are used in public transportation systems, the law requires arrangements for transit employees under 49 U.S.C. § 5333(b) of the Federal Transit Act. These arrangements must preserve collective bargaining rights and benefits, protect employees from job loss or worsening conditions, and provide employment assurances and training opportunities.

OLMS focuses on improving program effectiveness and efficiency in support of the agency's three priority performance goals:

Targeting Embezzlement, Decreasing Chronically Delinquent Filers, and Resolving Officer Election Complaints

1. Effective Use of Resources: Increase percentage of audits resulting in a criminal case

OLMS will strive to audit only unions with indicia of embezzlement, which would accordingly increase the number of audits resulting in a "fallout" criminal case. OLMS will improve its information technology systems to make its targeting methods more effective, and train investigative staff on cutting edge auditing techniques. These actions are instrumental in effectively selecting unions for audit that are more likely than others to be engaged in defrauding

OFFICE OF LABOR-MANAGEMENT STANDARDS

their members, since resources spent auditing already-compliant labor unions divert attention from areas where it is most needed. OLMS will be building on its baseline of FY 2025 of 12 percent.

2. Achieve a year-over-year percentage reduction in the chronic delinquency rate

Under the LMRDA, labor unions must file reports by deadlines set by statute. Labor unions that fail to file their annual financial disclosure reports (e.g., Forms LM-2, LM-3, and LM-4) within 90 days after the close of their fiscal year, as required by law, are deemed delinquent filers. OLMS will continue to seek to reduce the number of unions that chronically file delinquent disclosure reports. Those unions that have filed their annual financial report 15 days or more after the due date for three consecutive years are considered chronically delinquent. OLMS will decrease the number of chronically delinquent filers. OLMS will do so by, among other ways, targeting outreach to unions that have been delinquent in their past two consecutive years and are thus on the brink of being classified as chronically delinquent.

Chronically delinquent filers directly undermine OLMS' statutory mission to promote transparency. Reducing chronic delinquency is one powerful way to accomplish what the law intended. Timely reporting allows OLMS, stakeholders, unions, union members, and the public to monitor union financial operations and activities and helps to ensure that union assets are used solely for the benefit of the union members. To implement this, OLMS will create a watch list at the start of each fiscal year of all unions that in the previous fiscal year were chronically delinquent, or in jeopardy of becoming chronically delinquent (i.e., filing union annual financial disclosure reports 15 or more days late for the last two consecutive fiscal years). OLMS will provide targeted compliance assistance and take enforcement steps to prevent the filers from remaining chronically delinquent or becoming chronically delinquent by filing late for a third consecutive year. OLMS will demonstrate success on this measure by achieving a year-over-year percentage reduction in the chronic delinquency rate that is greater than the previous year's reduction. For example, building upon a 30 percent reduction in the watch list removal rate achieved in FY 2025, the FY 2026 goal will be to achieve a higher reduction rate of chronically delinquent filers, such as 31 percent. Note that this is the same measure used in prior years but with a new method of calculating and tracking success to better drive, and more clearly demonstrate, OLMS' performance results.

3. Decrease the average number of days to resolve union officer election complaints

The LMRDA requires labor unions conducting officer elections to use a secret ballot; provide their members with a reasonable opportunity to nominate candidates and vote; mail notice of elections to members; and establish other safeguards to ensure a fair election. Union members who believe these standards have been violated may file a complaint with the Secretary of Labor. OLMS investigates these complaints and, if a violation is found that may have affected the outcome, seeks to set aside the election. When appropriate, OLMS first attempts to negotiate a voluntary compliance agreement with the union. If that is unsuccessful, the agency may file a lawsuit in U.S. district court to obtain a new election under OLMS supervision. By law, such lawsuits must be filed within 60 days of the Department's receipt of a complaint, unless the union waives the deadline. To meet this statutory deadline, OLMS continues to improve the efficiency of its case processing system. For example, enhanced coordination with the Office of

OFFICE OF LABOR-MANAGEMENT STANDARDS

the Solicitor has helped streamline challenging investigations, reducing the time between complaint receipt and resolution.

OLMS will improve its timely resolution of union officer election complaints, which is measured by the average number of elapsed days between the receipt of the complaint and its resolution. The agency will do so through team investigations and improving cross-agency communication. Success means that election protests are addressed in a timely manner, and that any violations uncovered are remedied by a new OLMS-supervised election as soon as possible.

Detecting and Prosecuting Union Official Misconduct

In administering the LMRDA and related laws, OLMS is tasked with upholding the financial safeguards enshrined in law. Central to OLMS' mission is enforcing the LMRDA requirement that union assets must be used for the sole benefit of members – not misappropriated by corrupt union officials for personal gain. As such, the investigation of labor union funds embezzlement is a major OLMS enforcement activity. A high priority for OLMS in FY 2026 and beyond is to increase the number of compliance audits and criminal investigations, leading to increased detection, deterrence and prosecution of union misconduct, including the largest and most prominent unions, with a focus on national and international unions. By taking regulatory and policy actions, increasing criminal enforcement and audit efforts, and strictly enforcing meaningful reporting requirements, OLMS upholds the common-sense provisions of the LMRDA by promoting corruption-free unions and restoring much-needed balance in labor-management relations.

Expanding IT Modernization Program Is Critical to OLMS Accomplishing Its Mission

Continuing development of OLMS' IT modernization program, OLIVIA, is vital to fulfilling OLMS' statutory mission. OLIVIA replaces the outdated desktop Electronic Labor Organization Reporting System (e.LORS) with a modern, cloud-based platform built on the Department of Labor's Appian Case Management Platform. When completed, it will streamline case and document management, automate manual processes, provide data analytics and visualizations, and consolidate multiple legacy systems, enhancing efficiency and enforcement of the LMRDA.

OLIVIA will improve access to public disclosure data for filers, internal users, and the public through a user-friendly interface and advanced data visualization tools. These features will simplify report submission, enable trend analysis, and support informed decision-making. Integration with the Online Public Disclosure Room and self-service reporting tools will transform the user experience

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BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	48,515	48,515	50,115	1,600
FTE	186	172	180	8

NOTE: FY 2025 reflects actual FTE.

Introduction

The Office of Labor-Management Standards is responsible for administering the Labor-Management Reporting and Disclosure Act (LMRDA). The investigation of embezzlement of labor union funds is a major OLMS enforcement activity. OLMS also conducts audits of unions under the Compliance Audit Program to determine overall compliance with the LMRDA, detect possible criminal activity, and provide compliance assistance to union officials. Embezzlement investigations are opened when OLMS obtains credible information, either through an audit or other means, indicating fraud or misappropriation of union funds.

OLMS provides workers with ready access to essential information about their labor union's financial conditions, operations, activities, and their officers and employees. Labor unions covered by the LMRDA and related laws must file annual financial reports with OLMS. Other reports must be filed by union officers, union employees, employers, labor relations consultants, and surety companies. OLMS operates an electronic filing system for LMRDA reports and an internet-based public disclosure system that provides public access to information from filed reports. Timely and accurate reporting allows workers to monitor the financial operations of their union, supports democracy in union governance, and ensures that union assets are used solely for the benefit of the members.

As the LMRDA was enacted by Congress to ensure basic standards of democracy in labor unions, the investigation of labor union officer elections is another major OLMS enforcement activity. OLMS conducts investigations of regularly scheduled union officer elections upon receipt of a timely filed complaint from a union member protesting the election. If an investigation discloses violations of the LMRDA that may have affected the outcome of the election, OLMS gives the union an opportunity to correct the violations through voluntary compliance, usually by rerunning the challenged election under OLMS supervision. If warranted, OLMS may take legal action to set aside the challenged election and require a new election under OLMS supervision.

Additionally, OLMS has the responsibility under the Federal Transit Act to certify that employee protections are in place prior to the approval of Federal transit grants. A transit agency receiving Federal mass transit funds must protect all covered mass transit employees affected by the use

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of Federal money. The law specifies that “fair and equitable” arrangements must be in place that provide for the preservation of rights and benefits of employees under existing collective bargaining agreements, continuation of collective bargaining rights, protection of individual employees against a worsening of their positions in relation to their employment, assurances of employment to employees of acquired transit systems, priority of reemployment, and paid training or retraining programs.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$45,937	188
2023	\$48,515	186
2024	\$48,515	193
2025	\$48,515	186
2026	\$48,515	172

FY 2027

The Department’s FY 2027 funding request for OLMS is \$50.1 million and 178 FTE, an increase of \$1.6 million and eight FTE. These additional resources are essential for OLMS to fulfill its potential and carry out effective oversight of unions’ compliance with the civil and criminal provisions of the LMRDA. OLMS will continue to fine-tune methods to improve its timely resolution of union officer election complaints, including team investigations (when resources permit) and better cross-agency communication. The agency will issue strategy reports more frequently and highlight mandatory and recommended strategies to reduce elapsed time. OLMS will conduct audits of local, intermediate, and national/international unions with indications of possible embezzlement, determine overall compliance with the LMRDA, and provide compliance assistance. The agency will improve its information technology systems to make its targeting methods more effective, including issuance of quarterly targeting reports, and train investigative staff in cutting-edge auditing techniques, including the revamped compliance audit investigations training. These actions are instrumental in effectively selecting unions to audit that may be engaged in defrauding their members. OLMS will provide targeted compliance assistance and take enforcement steps to prevent unions from remaining or becoming chronically delinquent in filing mandatory disclosure reports. Efforts to increase timely reporting, including contacting unions via phone, letter, and email, will allow OLMS, stakeholders, union members, and the public to monitor union financial operations and activities and help ensure that union assets are used solely for the benefit of the union members. OLMS will replace its current outdated IT system with a modern, cloud-based solution that will leverage data visualization and analytical tools to generate comprehensive reports on investigations for performance tracking and resource allocation decisions. This integrated case management system, OLIVIA, will also enhance case processing. The system will also provide enhanced visualization and analytical

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capabilities to the Online Public Disclosure Room display. This will increase efficiency and enforcement of the LRMDA and enable OLMS investigators to devote time to high-priority investigations. The new system will also transform the user experience for the regulated community and provide better access to public disclosure data.

FY 2026

OLMS will improve its timely resolution of union officer election complaints through team investigations and better cross-agency communication. OLMS will conduct audits of local, intermediate, and national/international unions with indications of possible union fund embezzlements, determine overall compliance with the LMRDA, and provide compliance assistance to union officials. OLMS will improve its information technology systems to make its targeting methods more effective and train investigative staff in cutting-edge auditing techniques.

OLMS will provide targeted compliance assistance and take enforcement steps to prevent unions from remaining or becoming chronically delinquent (i.e., filing union annual financial disclosure reports 15 or more days late for three or more consecutive years). OLMS will replace its current outdated system with a modern, cloud-based solution that will leverage data visualization and analytical tools to generate comprehensive reports on investigations for performance tracking and resource allocation decisions.

FY 2025

OLMS continued to be a good steward of federal taxpayer dollars. Although OLMS lost a number of staff, the agency reduced the time for union officer complaint resolutions and increased the percentage of violations resolved through voluntary compliance.

OLMS has sustained significant accomplishments, including:

- Completed two International Compliance Audit Program (I-CAP) audits and initiating four additional I-CAP audits, as well as initiating a Compliance Audit Program (CAP) audit of a large LM-2 filer.
- Advanced the OLIVIA IT modernization initiative in partnership with the Department's Office of the Chief Information Officer (OCIO) to replace the legacy Electronic Labor Organization Reporting System (e.LORS).
- Published Notices of Proposed Rulemaking to modernize reporting thresholds to account for inflation and update the definition of "minor child" under Form LM-30.
- Conducted nationwide investigator training and quarterly enforcement webinars.
- Strengthened and expanded the Voluntary Compliance Partnership (VCP) program with more than 20 meetings with international union partners in FY 2025.

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WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2025 Enacted		FY 2026 Full Year CR	FY 2027 Request
		Target	Result	Target	Target
Office of Labor-Management Standards					
OLMS-FI-05	Percent of Audit Violations resolved voluntarily	74.00%	84.71%	74.00%	--
OLMS-RPD-03	Number of LM-10 and LM-20 reports filed on employer-consultant persuader agreements	950[p]	1,365	1,100[p]	1375
OLMS-RPD-06	Number of Chronically Delinquent Filers for Labor Organization Financial Reports	810	614	31%	32%
OLMS-RPD-Workload-01	Reports Processed	25,000	24,133	25,000	25,000
OLMS-FI-02	Compliance Audits	327	327	289	317
OLMS-FI-01	Criminal Investigations	196	196	165	175
OLMS-MISC-05-WL	Number of Voluntary Compliance Partnership Agreements in effect	50	50	50	50
OLMS-MISC-03	Participant Hours of Compliance Assistance provided	12,000.00	11,327.25	12,000.00	12,000.00
OLMS-MISC-09	Compliance Assistance Events	77	84	77	77
OLMS-DEM-02	Election Investigations	100[p]	95	80	98

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WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2025 Enacted		FY 2026 Full Year CR	FY 2027 Request
		Target	Result	Target	Target
OLMS-DEM-03	Supervised Elections	27.00[p]	16.00	24.00	24.00
OLMS-DEM-01	Average number of days to resolve union officer election complaints	65.0	68.9	64.5	64
OLMS-FI-03	Percent of Compliance Audits that result in criminal investigations.	--	--	14%	16%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

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Workload and Performance Narrative

Due to statutory time limitations, OLMS prioritizes the timely resolution of union officer election complaints to better advance the union democracy objectives of the LRMDA. OLMS started with an original baseline of 92 days. In FY 2025, OLMS narrowly missed the decreased target of 65 average elapsed days with an average resolution time of 68.87 days. In the second year of OLMS working to increase the percentage of violations resolved through voluntary compliance when conducting compliance audits, the percentage rose from 83.3 percent in FY 2024 to 84.71 percent in FY 2025. In FY 2026, this performance measure is being replaced with the “fallout” rate with OLMS striving to focus auditing resources on unions with red-flag indicia of embezzlement. This goal will increase the number of audits resulting in fallout criminal cases. OLMS seeks to reduce the number of unions that chronically file delinquent disclosure reports, targeting outreach to unions that are on a “watch list” because they have been delinquent in their past two consecutive years. In FY 2025, OLMS reduced the watch list by 47 percent, an increase from 41.8 percent in FY 2024.

Other FY 2025 achievements included:

- OLMS conducted 327 compliance audits of unions to uncover violations of the LMRDA and completed 198 criminal investigations. Conducted two international compliance audits of international labor unions to uncover violations of the LMRDA and initiated another four and initiated one CAP audit of a large LM-2 filer assigned to the I-CAP team lead, to be completed in FY 2026.
- Held Supervised Election training in February 2025; Basic Training was held virtually for new investigators in May 2025; Union Records and Reporting is scheduled for new investigators in September 2025; a redesigned Compliance Audit Program (Week One) in September 2025; and one Train the Trainer session in September 2025.
- In 2025, OLMS conducted 84 compliance assistance seminars. In total, OLMS provided formal compliance assistance events to 2,656 participants and recorded 11,327.25 contact hours (i.e., the number of participants multiplied by the number of hours of instruction).
- OLMS obtained 1,365 Form LM-10 employer reports and Form LM-20 consultant reports disclosing employer-consultant agreements or arrangements to persuade employees to exercise or not to exercise their rights to organize and engage in collective bargaining.
- Continued working with the Department’s Office of the Chief Information Officer (OCIO) to build the new OLIVIA system, which will include a new OLMS case management system, enable sophisticated data analytics, enhance security, and improve the public’s ability to access public disclosure reports.
- Established a workgroup to strengthen the effectiveness and reach of compliance assistance.
- Revised the forms LM-10, LM-20, and LM-21 along with their corresponding instructions, to require the capture of Employer Identification Numbers (EINs) and other information that identifies filers and distinguishes between primary and sub-consultants.
- Published a Notice of Proposed Rulemaking to update the financial reporting thresholds for labor organizations to account for inflation. Specifically, to raise the threshold for

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filing the Form LM-2 from \$250,000 to \$450,000 in total annual receipts, allowing labor organizations below this threshold to file the simpler Form LM-3. Similarly, the threshold to file the simpler Form LM-3. Similarly, the threshold for filing Form LM-3 would increase from \$10,000 to \$25,000.

- Published a Notice of Proposed Rulemaking to amend the definition of “minor child” used in the Form LM-30 Labor Organization Officer and Employee Report, Under the proposal, “minor child” would be defined as “an individual under the age of 18, “lowering the age from 21.
- Advanced the Voluntary Compliance Partnership (VCP) program by conducting more than 20 meetings with international union partners during FY 2025.

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BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
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11.5 Other personnel compensation	686	686	686	0
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23.1 Rental payments to GSA	2,386	2,386	2,386	0
23.2 Rental payments to others	32	32	32	0
23.3 Communications, utilities, and misc.	68	68	68	0
24.0 Printing and reproduction	21	21	21	0
25.2 Other services from non-Federal sources	48	48	48	0
25.3 Other goods and svcs. from Fed. sources	3,229	3,229	3,229	0
25.3 WCF (Non-Add)	6,786	6,786	6,188	-598
25.7 Operation and maint. of equipment	4	4	4	0
26.0 Supplies and materials	15	15	15	0
31.0 Equipment	15	15	15	0
Total	48,515	48,515	50,115	1,600

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CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Total personnel compensation	\$0
Federal Employees' Compensation Act	-\$4
Working Capital Fund	-\$598
Built-Ins Subtotal	-\$602

Base	\$48,515	172
Program Increases	\$2,202	8
Net Program Subtotal	\$2,202	8
Total Activity Appropriation	\$50,115	180

	Amount	FTE
Base	\$48,515	172
Program Increases	\$2,202	8
Program Decreases	\$0	0