

Directory of Workshops and Services

Workshops

How to Stay Out of Trouble with DOL

The Office of Labor-Management Standards (OLMS) is a small federal agency within the U.S. Department of Labor. Its primary mission is to make sure that labor unions comply with federal law. Whether it is over a challenged election or in connection with the OLMS Compliance Audit Program, it is very likely that an OLMS investigator will contact you at some point to determine if you are complying with the law.

- Do you know what you can do to minimize your risk of coming under OLMS scrutiny?
- Do you know what to expect if you are contacted by OLMS?
- Do you know what resources are available to you?

This workshop will help you stay out of trouble with DOL.

Election Essentials

Every year, challenges to approximately 180 union officer elections escalate to the Department of Labor (DOL) Office of Labor-Management Standards (OLMS) for resolution. Hundreds more challenged elections require the intervention of a local union's District or National office for resolution and to avert involvement by DOL.

Why do unions continue having so many problems with officer elections? The BallotPoint Advisory Services Election Essentials Workshop goes beyond the stated requirements in the LMRDA and OLMS Guide to examine the underlying causes of most challenged elections. BallotPoint Advisory Services can offer practical steps unions should take to minimize election-challenge risks. This one-day, interactive workshop provides frank and candid information to assist unions in conducting successful officer elections.

Financial Recordkeeping and Reporting Essentials

Over the past few years, there has been a significant increase in the quantity and detail of information that unions are required to submit via LM-2 and LM-30 reporting to DOL. This information must now be submitted electronically making it far easier for DOL to analyze. How does DOL analyze the information, and what are the red flags that can trigger an audit? This BallotPoint Advisory Services workshop presents you with practical steps you can take to satisfy the statutory requirements with DOL and avoid raising red flags. This workshop also arms you with expert advice on surviving a DOL audit.

John Heaney of BallotPoint Advisory Services will draw upon 25 years of experience investigating and auditing labor unions to help you stay out of trouble with the U.S. Department of Labor. John will cover what to expect if you are audited or investigated, what you should know about conducting LMRDA-compliant elections, and the services available to you from BallotPoint Advisory Services. John will share with you things that he could not tell you when he worked for DOL.

Advisory Services

Pre-Election Advisory Service

Have you ever found yourself in need of an election expert to coach your election team through the complexities, responsibilities, and planning for your next election? Conducting a proper election in compliance with your union's constitution and the federal law starts with trained people and a good plan.

BallotPoint Advisory Services will coach your election committee and administrative staff, working with them to formulate a comprehensive plan for your upcoming election. In addition, we offer a briefing session to inform candidates of the "do's and don'ts", including their rights and responsibilities in an election conducted under your union's constitution and the federal law.

Troubled-Election Assistance

You have planned carefully, and your officer election is in progress. Unexpectedly, something goes wrong that threatens the legitimacy of the election results. The U.S. Department of Labor cannot investigate or recommend a course of action until after the election is completed. By then, it may be too late to salvage the election and avoid the expense of starting over.

If you have ever been in this situation, then you understand the need for unbiased and experienced election investigators. An unbiased expert in the LMRDA can act on your behalf to investigate issues being raised during the course of an election and present you with choices on your best course of action. BallotPoint Advisory Services will investigate and tell you if there is corrective action that will allow you to continue the election without the expense of starting over. You don't have to wait until it's too late.

Complaint-Resolution Service

Your officer election has been challenged. An internal investigation must be completed as thoroughly and cost-effectively as practical to resolve the issues and avert involvement by DOL. BallotPoint Advisory Services can act as your agent in conducting an election investigation, applying the experience and expertise of a former OLMS investigator. Who better to conduct an internal investigation for you than someone who, in the past 25 years, has conducted numerous DOL investigations? When our 3-day investigation completes, we report our findings to you, our assessment of how we believe DOL will interpret the results of our investigation, and any recommendations for additional investigative work.

Investigation Review Service

The election was held, but then was challenged. A protest was filed, and an internal investigation into the complaint has been completed. Did that internal investigation sufficiently address the issues raised? If escalated to DOL, how will they see it? BallotPoint Advisory Services can review the results of your internal investigation, providing you with an assessment of how DOL is likely to interpret your findings, advice about your next steps, and if additional investigative work is warranted.

BallotPoint 
Advisory Services

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