



COVID-19: UNION ELECTIONS AND LM-REPORTS

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1. Elections

On March 17, 2020, the Department of Labor's Office of Labor-Management Standards (OLMS) issued guidance on the impact of COVID-19 on union elections. That guidance is found here: [OLMS March 17](#)

The guidance states that labor unions affected by COVID-19 must still make a good faith effort to conduct officer elections. However, if an election is delayed due to COVID-19 and a complaint is filed over that delay before the election is held, OLMS will merely seek voluntary compliance from the union by having the union schedule the election at a later date. If a complaint is filed after the election is held, and that complaint is over the fact that the election was delayed due to COVID-19, OLMS will not take any enforcement action. As a result of that guidance, the NABTU Governing Board adopted rules for State, Provincial and Local Council elections. Notice and guidance concerning those rules is found here: [Council Rules](#)

Note: Council officers should seek guidance concerning the conduct of their own local union elections from their International Union.

2. LM Reports: Extension to June 30 if delayed due to COVID-19

The [OLMS March 17](#) guidance states that labor unions affected by COVID-19 must make a good faith effort to file their LM reports on time. For unions with fiscal years ending December 31, those LM annual reports would otherwise be due March 30. However, OLMS advised that it would not take action if the LM report was delayed due to COVID-19. But to take advantage of that policy, the union had to contact OLMS before the LM report was due. On March 25, OLMS updated that guidance. [OLMS March 25](#) Under the updated guidance, labor unions do not have to contact OLMS if their LM reports are delayed due to COVID-19, and reports that are delayed for that reason are now not due until June 30, 2020, absent further notice. The same rules apply with respect to LM-30 reports that have to be filed by officers/employees of unions under certain circumstances.

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