

## ETHICS PROGRAM REVIEW FOLLOW-UP REPORT

Agency: Federal Labor Relations Authority (FLRA)

Follow-up to OGE Report Number: 23-39I

Report No.: 24-61IF

Date: September 30, 2024

## UNITED STATES OFFICE OF GOVERNMENT ETHICS



Preventing Conflicts of Interest  
in the Executive Branch

As a result of its review of the Federal Labor Relations Authority (FLRA) ethics program, the Office of Government Ethics (OGE) issued two recommendations in its August 2023 review report. OGE conducted a follow-up review to assess whether the FLRA has taken sufficient action to resolve the deficiencies underlying these recommendations. The results of the follow-up review are summarized below.

	Recommendation	Agency Action and OGE Finding	Status
1	Ensure that public reports are certified timely.	OGE reviewed all the public financial disclosure reports filed by FLRA non-PAS officials between January-June 2024. OGE found that all public reports were certified timely.	Closed
2	Ensure that the letters to prospective employees contain the statement regarding financial disclosure requirements and an explanation that new entrant reports must be filed within 30 days of appointment, where applicable.	FLRA developed prospective employment letter template containing the required ethics-related language for use by the Human Resources Director. During the September 2023-August 2024 period, only two people joined FLRA with reporting obligations. However, ethics officials explained the ethics office and the Human Resources office (HR) experience turnover in the last year. Thus, in an apparent miscommunication, the HR office did not include the requested template in the employment offer letters. Ethics officials confirmed that these templates will be used from this point forward.	Open

Based on the results of OGE's follow-up review, recommendation 1 is closed. OGE will conduct an additional follow-up review in approximately 12 months to assess whether the FLRA has taken sufficient action to resolve the deficiencies underlying the recommendation which remain open.