



UNITED STATES OF AMERICA FEDERAL LABOR RELATIONS AUTHORITY WASHINGTON, D.C. 20424

November 17, 2025

Dear Chairman Colleen Duffy Kiko and Member Anne M. Wagner:

I am pleased to submit the Office of Inspector General's (OIG) 74th Semiannual Report to Congress, prepared in accordance with the requirements of the Inspector General Act of 1978, as amended, 5 U.S.C. §§ 401-424. This report covers audits, investigations, and other reviews and activities conducted by the OIG from April 1, 2025 through September 30, 2025.

Please note that 5 U.S.C. § 405(c) provides that the semiannual report must be transmitted by the agency head to the appropriate Congressional committees and subcommittees within 30 days after receipt of the report from the Inspector General, together with a report by the agency head as set forth in 5 U.S.C. § 405(c)(1)-(4).

During this reporting period, the OIG completed six reviews. Further information regarding these matters can be found in the enclosed report. The OIG hotline maintained a high volume of inquiries, receiving a total of 521 hotline inquiries during this reporting period. Additionally, we responded to all 12 of the requests made under the Freedom of Information Act.

The OIG appreciates the support of the Federal Labor Relations Authority (FLRA) in our efforts to provide independent oversight of FLRA's programs and operations. I look forward to working with the FLRA and Congress to improve the FLRA's programs and operations in the future.

Respectfully,

Dana A. Rooney Inspector General

Enclosure

cc: Executive Director

TABLE OF CONTENTS

Transmittal Letter	İ
Federal Labor Relations Authority Overview	1
Office of Inspector General Overview	3
Office of Inspector General Activities	4
Audit and Reviews	4
Investigations	7
Hotline	7
Freedom of Information Act Requests	8
Liaison Activities	8
Regulatory Review	8
Peer Review	8
Tables	
Table 1: Inspector General Act Reporting Requirements Index	iii
Table 2: Listing of Reports Issued During This Reporting Period	10
Table 3: Investigative Reports and Referrals	10
Table 4: Recommendations from Prior Reports on Which Corrective Action Has Not Been Completed	11
Table 5: Freedom of Information Act Requests	11
Appendices	
Appendix A: Statements Regarding Plain Writing and Acronyms	12
Appendix B: Definition of Terms	13
Contacting the Office of Inspector General	14

Table 1 Inspector General Act Reporting Requirements Index

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IG Act Section	Description	Page
404(a)(2)	Review of Existing and Proposed Legislation and Regulations	p. 8
405(b)(1)	Description of Significant Problems, Abuses, and Deficiencies and Associated Reports and Recommendations for Corrective Action	None
405(b)(2)	Table 4: Recommendations from Prior Reports on Which Corrective Action Has Not Been Completed, Including Potential Cost Savings	p. 11
405(b)(3)	Summary of Significant Investigations Closed	None
405(b)(4)	Total Number of Convictions Resulting from Investigations	None
405(b)(5)	Table 2: Listing by Subject Matter of Each Report Issued During This Reporting Period, Including Questioned Costs, Funds Put to Better Use, and Status of Management Decisions	p. 10
405(b)(6)	Management Decisions Made During the Reporting Period for Reports Issued in a Prior Reporting Period	None
405(b)(7)	Information Described Under Section 804(b) of FFMIA	N/A*
405(b)(8)	Results of Peer Review Conducted During This Period or Date of Last Peer Review	p. 8
405(b)(9)	List of Outstanding Recommendations from Peer Review	None
405(b)(10)	List of Peer Reviews Conducted by the Office of Inspector General of Another Office of Inspector General During This Period	p. 8
405(b)(11)	Table 3: Statistical Table of Investigative Reports and Referrals	p. 10
405(b)(12)	Description of the Metrics Used for Developing Investigative Statistics	p. 10
405(b)(13)	Investigations With Substantiated Allegations Involving Senior Government Employees	None
405(b)(14)	Description of Any Whistleblower Retaliation	None
405(b)(15)	Description of Attempts to Interfere with Inspector General Independence, Constraints on the Budget, or Restrictions or Delays in Access to Information	None
405(b)(16)	Summary of Reports Not Disclosed to the Public	None
Annex	Contract Audit Reports Issued to the Contracting Activity	None

^{*}The referenced requirement from the Federal Financial Management Improvement Act of 1996 (FFMIA) applies only to "agencies" under the Chief Financial Officers Act of 1990; therefore, the requirement does not apply to FLRA.

Federal Labor Relations Authority Overview

MISSION

Consistent with its statutory mandate, the Federal Labor Relations Authority's (FLRA) mission statement is: "To provide leadership in establishing policies and guidance relating to matters under the [Federal Service Labor-Management Relations Statute], and to be responsible for carrying out the Statute's purpose, which finds that labor organizations and collective bargaining in the civil service are in the public interest."

ORGANIZATION

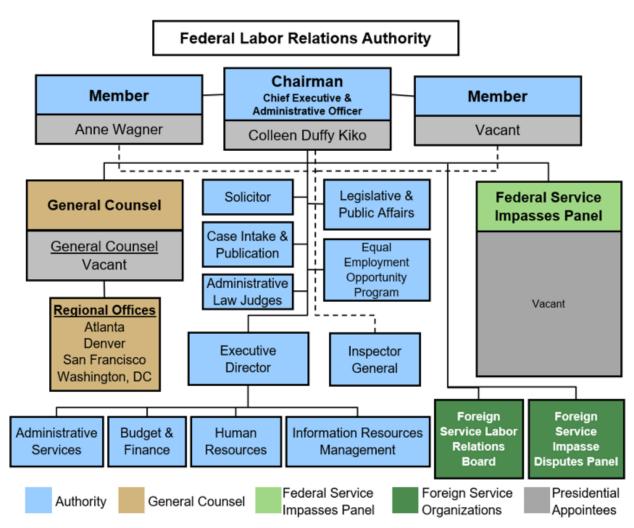
The FLRA is a Federal independent administrative agency created by Title VII of the Civil Service Reform Act of 1978, also known as the Federal Service Labor-Management Relations Statute (the Statute), 5 U.S.C. §§ 7101-7135. The Statute allows certain non-postal Federal employees to organize, to bargain collectively, and to participate through labor organizations of their choice in decisions affecting their working lives.

The Statute defines and lists the rights of employees, labor organizations, and agencies to reflect the public interest's demand for the highest standards of employee performance and the efficient accomplishment of Government operations. Specifically, the Statute directs that its provisions "be interpreted in a manner consistent with the requirement of an effective and efficient Government."

In order to perform the many and varied functions of administering and enforcing the Statute, the FLRA is organized into three distinct components: the Authority, the Office of the General Counsel, and the Federal Service Impasses Panel. All components support and engage in collaboration and alternative dispute resolution activities as an integral part of their programs. The agency also provides full program and staff support to two other organizations—the Foreign Service Labor Relations Board and the Foreign Service Impasse Disputes Panel.

FLRA's organization chart is shown in Figure 1 on the following page.

Figure 1
Federal Labor Relations Authority Organization Chart



Office of Inspector General Overview

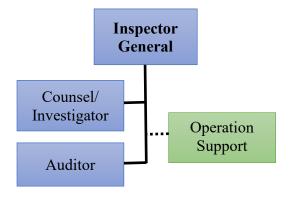
The Office of Inspector General (OIG or FLRA OIG) is an independent office established under the provisions of the Inspector General Act of 1978, as amended, 5 U.S.C. §§ 401-424 (IG Act). The FLRA OIG was established on September 25, 1989. Ms. Dana Rooney was appointed Inspector General in 2010.

The IG Act gives the Inspector General the authority and responsibility to:

- 1. conduct and supervise audits and investigations relating to the FLRA's programs and operations;
- 2. provide leadership, coordination, and recommend policies for activities designed to promote economy, efficiency, and effectiveness in the administration of the FLRA's programs and operations, and to prevent and detect fraud and abuse in the FLRA's programs and operations; and,
- 3. keep the Chairman, Authority Members, and Congress fully informed about problems and deficiencies, as well as the necessity for corrective action.

In addition to the Inspector General, the OIG has two additional staff: a senior auditor and the counsel who is also the OIG's investigator. The OIG uses an independent public accounting (IPA) firm to perform statutorily-mandated audits under contract, such as the annual financial statement audit.

Figure 2
FLRA Office of Inspector General Organization Chart



Office of Inspector General Activities

AUDITS AND REVIEWS

Completed Audits and Reviews

During this reporting period, the OIG issued a total of six audit and review reports.

 Follow-Up and Close-Out of the Review of FLRA Nondisclosure Requirements and Whistleblowing Rights, Report No. MAR-25-05 (April 9, 2025)

In this review, the OIG followed-up on the one recommendation made in the prior report titled, *Management Advisory Memorandum Regarding FLRA Nondisclosure Requirements and Whistleblowing Rights*, Report No. MAM-24-02 (May 9, 2024). In that prior report, the OIG found that six FLRA policy, agreement, and procedure documents contained nondisclosure provisions that ostensibly bound FLRA employees. However, the documents did not contain the requisite language from the Whistleblower Protection Enhancement Act of 2012 (WPEA) informing employees of their whistleblowing rights and obligations (5 U.S.C. § 2302(b)(13)(A)). We recommended that FLRA management incorporate the requisite WPEA language into the documents. FLRA management concurred with the recommendation. This follow-up review found that the FLRA re-issued, with the requisite WPEA language, or rescinded without re-issuing, all six documents. Therefore, we determined FLRA had addressed the recommendation and we closed the recommendation.

2. Review of the Federal Labor Relations Authority's Privacy and Data Security Policies, Procedures, and Practices for Fiscal Year 2025, Report No. MAR-25-06 (April 15, 2025)

An IPA firm was engaged by the OIG to perform a privacy and data protection review for Fiscal Year (FY) 2025. This year's review did not identify any findings or contain any recommendations. Additionally, the review determined that the two recommendations from the prior year *Review of the FLRA's Privacy and Data Security Policies, Procedures, and Practices for FY 2024,* Report No. MAR-24-06 (June 26, 2024) had been fully implemented and closed the recommendations.

3. Quality Assurance Review of the FLRA OIG Audit Operations for the Period April 1, 2024 through March 31, 2025, Report No. MAR-25-07 (May 19, 2025)

The OIG is required to conduct an annual review of its audit function's system of quality management. The purpose of the review was to assess whether the FLRA OIG carries out its work in accordance with:

- Established policies and procedures, including Generally Accepted Government Auditing Standards:
- Applicable Office of Management and Budget (OMB) and Government Accountability Office guidance; and,
- Statutory provisions applicable to OIG audits.

Under contract with the FLRA OIG, an IPA firm subcontracted with another IPA firm to conduct a quality assurance review of the FLRA OIG audit operations for the period April 1, 2024 through March 31, 2025. The subcontracted IPA firm concluded that the FLRA OIG's established policies and procedures for its audit function during the period reviewed were current and consistent with applicable standards as stated. Therefore, the subcontracted IPA firm reported no findings in its review.

4. Follow-Up on the Evaluation of the Federal Labor Relations Authority's Compliance with the Privacy Act Mandatory Annual Training Requirement for Fiscal Year 2023, Report No. MAR-25-08 (July 9, 2025)

The OIG performed follow-up work review on three open recommendations made in the OIG report titled, *Evaluation of the Federal Labor Relations Authority's Compliance with the Privacy Act Mandatory Annual Training Requirement for Fiscal Year 2023*, Report No. MAR-25-01 (October 7, 2024). In this follow-up review, we found that the FLRA took sufficient steps to ensure all FLRA users were identified and took the required training. FLRA also updated Policy No. 1312, *Protection of Personally Identifiable Information*, to ensure it is current with statutory, regulatory, and OMB requirements. We closed all three recommendations.

 Evaluation of the Federal Labor Relations Authority's Compliance with the Federal Information Security Modernization Act of 2014, Fiscal Year 2025, Report No. MAR-25-09 (July 30, 2025)

The Federal Information Security Modernization Act of 2014, as amended (FISMA), requires Federal agencies to develop, document, and implement an agency-wide information security program that provides security for the information systems that support the operations and assets of the agency. FISMA assigns specific responsibilities to agency heads and the Inspectors General.

FISMA requires agencies to have an annual independent evaluation performed on their information security programs and practices and to report the evaluation

results to OMB. FISMA states that the independent evaluation is to be performed by the agency Inspector General or an independent external auditor as determined by the Inspector General.

Under contract with the FLRA OIG, an IPA firm subcontracted with another IPA firm to conduct an independent evaluation of FLRA's compliance with FISMA for FY 2025 using guidelines established by FISMA, OMB, and the National Institute of Standards and Technology. A report was issued on July 30, 2025. During the FY 2025 FISMA evaluation, the IPA firm noted that the FLRA continues to asses and take steps to improve FLRA's information security program. The IPA firm determined that the overall maturity level of the FLRA's information security program was at Level 4, Managed and Measurable, and effective. The IPA firm also determined that FLRA took steps to close out 24 of the 25 outstanding recommendations from the FY 2024 FISMA review. One recommendation remains open.

6. Top Management and Performance Challenges for Fiscal Year 2026, MC-25-01 (September 15, 2025)

Each Inspector General is required by the Reports Consolidation Act of 2000 to provide the agency head with a statement that "summarizes what the inspector general considers to be the most serious management and performance challenges facing the agency" and "briefly assesses the agency's progress in addressing those challenges." The Inspector General's statement must be included in the FLRA's annual Performance and Accountability Report (PAR) or Agency Financial Report for FY 2025.

In the statement for this year, we identified three management and performance challenges facing the FLRA in FY 2026. These challenges include the ongoing challenges of (1) The Continued Impact on the FLRA's Office of the General Counsel's Ability to Fulfill Its Mission Due to the Lack of a Confirmed General Counsel, and (2) Meeting Cybersecurity Requirements in a Resource-Constrained Environment, challenges we reported last year. Additionally, we identified one new challenge: (3) Ensuring Current and Effective Policies and Procedures. Additionally, we determined that the FLRA had taken sufficient action to effectively mitigate the challenge of Achieving Performance Goals with Insufficient Funding that we reported in the FY 2024 PAR statement.

On-Going Audits and Reviews

The OIG currently has the following four active engagements.

1. Review of the Federal Labor Relations Authority's Administration of the Variable Week Work Schedule Program

The OIG is conducting a review to determine whether the policies and procedures for the variable week work schedule program are adequate to ensure employees work the required hours.

2. Financial Statement Audit of the Federal Labor Relations Authority for Fiscal Year 2025

The FLRA is required to submit audited financial statements in accordance with the Chief Financial Officers Act of 1990, as amended. Under an OIG contract with an IPA, another, subcontracted IPA firm is conducting the audit of FLRA's financial statements. We plan to issue a report in the first half of FY 2026.

3. Statement on Auditing Standards AU-C Section 265 Letter for Fiscal Year 2025

The subcontracted IPA firm will issue a management letter for the FY 2025 Audit of the Federal Labor Relations Authority's Financial Statements in the first half of FY 2026.

4. Statement on Auditing Standards AU-C Section 260 Letter for Fiscal Year 2025

The subcontracted IPA firm will issue the Statement on Auditing Standards AU-C Section 260 letter, "The Auditor's Communication with Those Charged with Governance," in the first half of FY 2026. The letter provides a framework for effective communication between the auditor and client in relation to the audit of the financial statements.

Planned Audits and Reviews

The FLRA OIG sets forth its planned audits and reviews in its Annual Audit Plan, which is available on the FLRA OIG's website.

INVESTIGATIONS

During this semiannual period, the OIG closed no investigations.

HOTLINE

In order to facilitate reporting of allegations, the FLRA OIG maintains a hotline (see "Contacting the Office of Inspector General" below). Those who have general questions or concerns that do not fall within the FLRA OIG's jurisdiction may be referred to other entities, such as other FLRA offices, other Federal agencies, and local or state governments.

During the reporting period, we received **521** hotline inquiries. These hotline inquiries were received via the following methods: 9 telephone calls or in-person, 334 OIG website submissions, and 178 letters or emails.

FREEDOM OF INFORMATION ACT REQUESTS

The Freedom of Information Act (FOIA) allows individuals to request Federal agency records, subject to specific exemptions protecting records from disclosure. During this semiannual period, the OIG received 12 requests. Table 5 provides a detailed breakdown of the disposition of the requests.

LIAISON ACTIVITIES

The Inspector General is a member of the Council of the Inspectors General on Integrity and Efficiency (CIGIE), which develops plans for coordinated, Government-wide activities that address weaknesses and vulnerabilities and promote economy and efficiency in Federal programs and operations. The OIG also periodically meets with Congressional officials when requested or when circumstances or issues require such contacts.

REGULATORY REVIEW

Under the IG Act, 5 U.S.C. § 404(a)(2), it is a duty and responsibility of each Inspector General to review existing and proposed legislation and regulations relating to the programs and operations of the agency and to make recommendations concerning the impact of the legislation and regulations on (1) the economy and efficiency in the administration of programs and operations administered or financed by the agency, or (2) the prevention and detection of fraud and abuse in the programs and operations.

During this semiannual reporting period, the OIG made recommendations to the FLRA regarding the promulgation of regulations under the Administrative False Claims Act, 31 U.S.C. §§ 3801-3812. A proposed rule was published in the Federal Register and the comment period closed September 8, 2025 (90 Fed. Reg. 30019). The FLRA is reviewing the comments it received.

PEER REVIEW

The IG Act requires OIGs to report the results of peer reviews of their operations conducted by other OIGs, the date of the last peer review, outstanding recommendations from peer reviews, and peer reviews conducted by the OIG of other OIGs in the semiannual period. Peer reviews are conducted by member organizations of CIGIE.

The Appalachian Regional Commission OIG performed the last peer review of our office's audit program and issued its report on June 15, 2023. The FLRA OIG received a rating of **pass**. The reviewers did not make any recommendations. The 2023 peer review report is posted on our website. The next peer review of the FLRA OIG is scheduled for FY 2026 for the period ending March 31, 2026.

Federal Labor Relations Authority

Inspector General Semiannual Report

Table 2
Listing of Reports Issued During This Reporting Period

Report Number	Report Date	Report Title	Total Recs	Mgt Decision
MAR-25-05	04/09/2025	Follow-Up and Close-Out of the Review of FLRA Nondisclosure Requirements and Whistleblowing Rights	0	N/A
MAR-25-06	04/15/2025	Review of the Federal Labor Relations Authority's Privacy and Data Security Policies, Procedures, and Practices for Fiscal Year 2025	0	N/A
MAR-25-07	05/19/2025	Quality Assurance Review of the FLRA OIG Audit Operations for the Period April 1, 2024 Through March 31, 2025	0	N/A
MAR-25-08	07/09/2025	Follow-Up on the Evaluation of the Federal Labor Relations Authority's Compliance with the Privacy Act Mandatory Annual Training Requirement for Fiscal Year 2023	0	N/A
MAR-25-09	07/30/2025	Evaluation of the Federal Labor Relations Authority's Compliance with the Federal Information Security Modernization Act of 2014	0	N/A
MC-25-01	09/15/2025	Top Management and Performance Challenges for Fiscal Year 2026	0	N/A

Note: These reports did not identify any questioned costs, unsupported costs, or funds that could be put to better use.

Table 3 Investigative Reports and Referrals

Description	Count
Number of Investigative Reports Issued	0
Number of Persons Referred to the Department of Justice for	
Criminal Prosecution	0
Number of Persons Referred to State and Local Prosecuting	_
Authorities for Criminal Prosecution	0
Number of Indictments and Criminal Informations Resulting from	
any Prior Referral to Prosecuting Authorities	0

Note: Data is derived from the FLRA OIG's records of investigation.

Table 4
Recommendations from Prior Reports on Which Corrective
Action Has Not Been Completed

Report Title	# Of Recs	Mgt. Decisions	Final Action Complete	Action Not Complete
Evaluation of the FLRA's Compliance with the Federal Information Security Modernization Act of 2014 for Fiscal Year 2024 (MAR-24-07)	25	25	24	1

Note: This report did not identify any questioned costs, unsupported costs, or funds that could be put to better use.

Table 5 Freedom of Information Act Requests

Activity Description	Total
Number of FOIA Requests Received	12
Number of FOIA Requests Processed	13
Requests Fully Granted	1
Requests Partially Granted	1
No Records	10
Referred to Other Agencies	0
Request Withdrawn	0
Not a Proper FOIA Request	1
Duplicate Request	0
Not an Agency Record	0

Appendix A Statements Regarding Plain Writing and Acronyms

We adhere to the requirements set forth in the Plain Writing Act of 2010. The Act requires that Government documents be clear, concise, well-organized, and follow other best practices appropriate to the subject or field and intended audience.

The abbreviations we use in this report are listed below.

Acronym/ Symbol	Definition
<u></u> §	section
CIGIE	Council of the Inspectors General on Integrity and Efficiency
FISMA	Federal Information Security Modernization Act of 2014
FLRA	Federal Labor Relations Authority
FOIA	Freedom of Information Act
FY	Fiscal Year
IPA	independent public accounting
N/A	not applicable
OIG	Office of Inspector General
OMB	Office of Management and Budget
PAR	Performance and Accountability Report
U.S.C.	United States Code
WPEA	Whistleblower Protection Enhancement Act of 2012

Appendix B Definition of Terms

The definitions below are paraphrased from the IG Act (5 U.S.C. § 405(a)).

Term	Definition
Disallowed Cost	A questioned cost that management, in a management decision, has sustained or agreed should not be charged to the Government.
Final Action	The completion of all actions that management has concluded, in its management decision, are necessary with respect to the findings and recommendations. If management concluded that no action was necessary, final action occurs when a management decision is issued.
Management Decision	An evaluation by management of the findings and recommendations included in an audit report and the issuance of a final decision by management concerning its response to such findings and recommendations, including actions concluded to be necessary.
Questioned Cost	A cost questioned because of (a) an alleged violation of a law, regulation, contract, or other agreement or document governing the expenditure of funds; (b) a finding that, at the time of the audit, such cost is not supported by adequate documentation; or (c) a finding that the expenditure of funds for the intended purpose is unnecessary or unreasonable.
Better Use of Funds	Funds that could be used more efficiently if management took appropriate action, including: (a) reductions in outlays; (b) deobligation of funds; (c) costs not incurred by implementing recommended improvements related to the operations of the establishment, or a contractor; (d) avoidance of unnecessary expenditures noted in preaward reviews of a contract; or (e) any other savings which are specifically identified.
Unsupported Costs	A cost questioned because, at the time of the audit, such cost is not supported by adequate documentation.

CONTACTING THE OFFICE OF INSPECTOR GENERAL



If you know of fraud, waste, abuse, or misconduct relating to an FLRA program, contract, or employee, you may report it to the FLRA OIG **Hotline**:

www.flra.gov/OIG-Hotline

When reporting information, you may choose to be confidential, which means the FLRA OIG will not disclose your identity without your consent, unless the Inspector General determines that such a disclosure is unavoidable during the course of an investigation. You may instead choose to be anonymous. Anonymous reports may limit our ability to process the information you provide as we would not be able to contact you for additional information or clarification. To learn more about the FLRA OIG, visit our website at: www.flra.gov/components-offices/offices/office-inspector-general

OIG CONTACT INFORMATION

FLRA OIG

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