

OFFICE OF THE GENERAL COUNSEL
Division of Operations-Management

MEMORANDUM OM 25-08

July 17, 2025

TO: All Regional Directors, Officers-in Charge,
and Resident Officers

FROM: Joan A. Sullivan, Associate General Counsel

SUBJECT: Rescission of Certain Operations-Management Memoranda

Consistent with the approach to effectuation and enforcement of the Act expressed in Memorandum GC 25-05, *Rescission of Certain General Counsel Memoranda*, the following OM Memoranda are rescinded, effective immediately:

A. The following Operations-Management Memoranda are rescinded:

- OM 25-04 Guidance Memorandum on Representation Case Procedure Changes
 - This recession does not impact the Fair Choice—Employee Voice Final Rule.
- OM 24-09 Ensuring Dignity and Respect in NLRB Processes to Ensure Compliance with Title VII Principles
 - This memo is rescinded pursuant to Executive Order 14168, issued on January 20, 2025.

B. The following Operations-Management Memoranda are rescinded pending future guidance:

- OM 22-08 Promoting Productive Collective Bargaining Through NLRB-FMCS Collaboration
- OM 22-09 Ensuring Safe and Dignified Access for Immigrant Workers to NLRB Processes
 - This memo was based on GC 22-01, which has been withdrawn. Regions should continue to work with their respective Immigration Coordinators, who in turn will work with the Immigration Team in the Division of the Operations Management if immigration issues arise.
- OM 21-04 Recission of Certain Operations-Management Memoranda
 - The recission of this memorandum does not reinstate OM 19-05 or OM 20-06.

C. The following Operations-Management Memorandum is rescinded as COVID-19 is no longer a Federal Public Health Emergency (PHE).

- OM 22-03 Responding to Inquiries Regarding Bargaining Obligations Under the Department of Labor's Emergency Temporary Standard to Protect Workers From Coronavirus

Please note that OM 23-03 Affidavits of Non-English Speaking Witnesses is no longer a pilot program and is now fully implemented.

If you have any questions regarding this memorandum, please contact your AGC or Deputy in Operations-Management.

/s/
J.A.S.