

**OFFICE OF THE GENERAL COUNSEL  
Division of Operations-Management**

MEMORANDUM OM 14-07

November 21, 2013

TO: Regional Directors, Officers-in-Charge, Resident Officers,  
Compliance Supervisors and Compliance Officers

FROM: Anne Purcell, Associate General Counsel

SUBJECT: Revisions to the Compliance Casehandling Manual

The Compliance Casehandling Manual has been updated.<sup>1</sup> The revision highlights are set forth below:

- (1) Changed the title of Section 10521 to “Determining Compliance with Enhanced Remedies Provisions”.
- (2) Added section regarding with Electronic Posting/Distribution of Notices (Section 10521.1).
- (3) Added section regarding Notice Reading (Section 10521.2).
- (4) Guidance regarding Compensation for Excess Taxes Owed. (Sections 10536.2, 10556, 10566.8, 10578.1, 10578.2, 10582.1, and Appendix 7, 16, 17).
- (5) Guidance regarding waivers of reinstatement and payment of front pay. (Sections 10536.2, 10576.2, 10592.8 and 10704.1, and Appendix 12(b)).
- (6) Guidance regarding nonemployee union agent entitlement to compensation for injuries due to assault. (Section 10544.7).
- (7) Guidance regarding offsets to backpay liability. (Section 10550.1).
- (8) Guidance regarding reimbursement of search for work or interim employment expenses. (Sections 10555, 10576.2, 10578.1, 10578.2, 10582.1, and Appendix 7).

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<sup>1</sup> These revisions are the efforts of RD Joe Frankl, Region 20, RA Dick Simon, Region 25, Compliance Officer Jenny Dunn, Sub-region 11, Supervisory Attorneys Barbara O’Neill and Dawn Goldstein, Contempt, Compliance and Special Litigation Branch, and DAGC Dan Collopy and AGC Beth Tursell, Division of Operations-Management.

- (9) Guidance regarding Reporting of Backpay Allocation to the Social Security Administration. (Sections 10557, 10578.4 and 10578.6).
- (10) Added section regarding Interest on Excess Taxes Owed. (Section 10566.8).
- (11) Updated sample backpay, interest and excess tax liability calculation. (Section 10568).
- (12) Guidance regarding procedures for requesting disbursements from the Finance Branch. (Section 10582.1).
- (13) Guidance regarding burden of proof at a compliance hearing relating to adverse tax consequences. (Section 10648.4).
- (14) Guidance regarding seeking special remedies after a court enforced Board order. (Sections 10648.9 and 10704.1).
- (15) Added Appendix #23 Report of Backpay Paid Under the National Labor Relations Act.
- (16) Added in references to the Compliance Unit. (Sections 10504.11, 10508.3, 10508.6, 10518.3, 10530.7, 10562.2, 10576.6, 10592.8, 10606.1, 10614, 10626.2, 10628, 10632.1, 10632.4, 10660.6, 10694.6 and 10702).

The above revisions to the Compliance Manual have been posted on the Agency's [Website](#) as well as on the Agency's [Intranet](#) for viewing. Links from the Table of Contents to specific Compliance Manual sections have been added. Where possible, links to OM and GC memos referenced in the Compliance Manual have been added. Hard copies of these updates will not be distributed. Please refer to the electronic version of the manual for the most updated guidance. If you have any questions regarding this memorandum, please contact your AGC or Deputy or the undersigned.

/s/  
A.P.

Attachment

cc: NLRBU  
Release to the Public