

OFFICE OF THE GENERAL COUNSEL  
Division of Operations-Management

MEMORANDUM OM 21-04

February 2, 2021

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

FROM: Beth Tursell, Associate to the General Counsel

SUBJECT: Rescission of Certain Operations-Management Memoranda

Consistent with the approach to effectuation and enforcement of the Act expressed in Memorandum GC 21-02, *Rescission of Certain General Counsel Memoranda*, the following OM Memoranda are rescinded, effective immediately:

- OM 19-05 *Noting Respondents Failure to Cooperate with ULP Investigations in Subsequently Issued Complaints* (Mar. 13, 2019). Regions should continue to solicit and encourage charged party cooperation with unfair labor practice investigations, including use of investigative subpoenas when appropriate. Going forward, charged party cooperation or lack thereof should not be included in complaints. Regional Directors maintain full discretion to issue pre-complaint investigative subpoenas consistent with Case Handling Manual Section 11770.
- OM 20-06 *Outreach, Speaking Engagements, and Recruiting Activities* (Jan. 16, 2020). (Creating certain approval requirements for field staff members to engage in certain activities). Outreach, speaking engagements, and recruiting activities continue to be priorities. Going forward, Regional Directors or their designees will make determinations as to which staff members will perform each of these functions. An updated OM memorandum will issue in the near future addressing the need for more vigorous outreach, especially to the non-traditional labor communities.

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

/s/

B.T.

cc: NLRBU  
Release to the Public

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