

LEGAL UPDATE

DOL Launches Self-audit Programs



On **July 24, 2025**, the U.S. Department of Labor (DOL) [announced](#) several self-audit programs designed to help employers, unions and pension plans voluntarily assess and improve their compliance with federal labor laws.

DOL Self-audit Programs

The DOL self-audit programs include programs from six federal agencies. In its announcement, the DOL highlights new, updated and preexisting programs that employers may use to assess and voluntarily correct violations of federal labor laws and reduce the risk of formal investigations or litigation. The following agencies offer self-audit programs:

- **Employee Benefits Security Administration (EBSA)**—EBSA allows employers to correct employee benefit plan violations under the:
 - [Voluntary Fiduciary Correction Program](#), which encourages employers and plan officials to voluntarily correct violations of the Employee Retirement Income Security Act (ERISA); and
 - [Delinquent Filer Voluntary Compliance Program](#), which encourages compliance with ERISA's annual reporting requirements and offers incentives to late filers, including reduced penalties;
- **Mine Safety and Health Administration (MSHA)**—MSHA launched a new [Compliance Assistance in Safety and Health program](#) that provides resources for various safety and health compliance topics;
- **Occupational Safety and Health Administration (OSHA)**—OSHA is expanding its [Voluntary Protection Programs](#), which allow businesses to undergo regular self-evaluations to avoid routine inspections. OSHA is also increasing efforts to support voluntary compliance through its [On-Site Consultation Program](#), which offers no-cost and confidential safety and health services to small and medium-sized businesses;
- **Office of Labor-Management Standards (OLMS)**—OLMS allows unions to self-assess compliance with the Labor-Management Reporting and Disclosure Act under its [Voluntary Compliance Partnership program](#);
- **Veterans' Employment and Training Service (VETS)**—VETS launched a new program, [SALUTE: Support and Assistance for Leaders in USERRA Training and Employment](#), for employers to review their policies and practices under the Uniformed Services Employment and Reemployment Rights Act; and
- **Wage and Hour Division (WHD)**—The WHD is restarting the [Payroll Audit and Independent Determination program](#) for employers to identify and correct minimum wage, overtime and leave violations under the Fair Labor Standards Act and Family and Medical Leave Act.

Employers Takeaways

Employers may choose to take advantage of the self-audit programs offered by the above agencies, as applicable, to identify and correct legal violations. For additional resources, toolkits and program-specific guidance, employers may visit the DOL's self-audit programs [website](#).

Provided by National Insurance Services

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