

## What You Need to Know About Form LM-30

The Department of Labor (DOL) has recently issued several releases regarding Form LM-30. These advisories include guidance on completing the Form. In order to clarify the responsibilities of labor organization officers and employees regarding the reporting and filing of the Form LM-30 for 2005, the following is a list of the general requirements.

**Due date** – Form LM-30 for 2005 is due on or before March 31, 2006.

**Who must file** – Each officer and employee of a labor organization who owns certain financial interests or has engaged in a reportable transaction must file. This requirement has not changed.

**What must be reported** – The definition of a reportable transaction with an employer has also not changed. However, there has been some clarification on what is considered an employer. Virtually every private sector business or organization in the United States that has at least one employee and does business with a union or related trust is considered an employer. This includes investment companies, banks, and investment advisors. Businesses seeking to establish a business relationship with the union, related trust, or union members are also considered to be an employer.

**De minimis exemption** – The receipt of gifts, gratuities, or loans with an aggregate value of \$250 or less from a single employer is considered “de minimis” and need not be reported.

**Special rule for trustees** – Payments from pension and welfare plans to union officials who are acting as trustees of the trust are not reportable.

**Special rule for corporate board of directors** – Director fees and reimbursed expenses are not reportable. This exemption applies to 2005 only. Such payments must be reported starting in 2006.

As a reminder, the Form LM-10 must be filed on time by employers for fiscal years beginning on or after January 1, 2005. Consequently, employers that have a December 31 year end must file for 2005 by March 31, 2006.

The above is general information. If you have any specific questions or need additional information, please contact us. The Form LM-30 and the various DOL releases are available at [http://www.dol.gov/esa/olms\\_org.htm](http://www.dol.gov/esa/olms_org.htm)