

**NATIONAL MEDIATION BOARD
FISCAL YEAR 2026
CONGRESSIONAL BUDGET REQUEST**

MAY 30, 2025



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EXECUTIVE SUMMARY

The National Mediation Board (NMB), statutorily authorized by the Railway Labor Act (RLA), presents its justification supporting the Fiscal Year (FY) 2026 budget request. This budget outlines the NMB's request of \$14,300,000.

NMB is a micro-agency (40 FTE's) with a mission to deliver critical services to approximately 100 commercial airlines and over 500 railroads and their unions. Its statutorily required mission areas of representation, mediation, and arbitration serve to facilitate harmonious labor relations in our nation's essential airline and rail transportation networks protecting interstate commerce for the economy, national defense, and taxpayers.

NMB's 2026 budget request includes \$8,500,000 for personnel compensation and benefits, and \$900,000 for referees who conduct mandated statutory arbitration in the railroad industry. Additionally, this request includes \$400,000 for Presidential Emergency Boards (PEB's) in the event mediation is unsuccessful and one of the parties to the dispute refuses arbitration. PEB's issue recommendations for settlement of disputes in the negotiations of new or existing collective bargaining agreements to avoid the interruption of interstate commerce by strikes and/or lockouts. The remaining \$4,500,000 of this request includes the additional expenses necessary to fulfill the Agency's mission and statutory requirements outlined below.

NMB stakeholders support an update to the agency's electronic voting system. The transient nature of airline and rail workers requires a voting system that meets the needs of a mobile workforce. Developed to comply with government Cybersecurity requirements, the system, anticipated to be in production in FY 2026, will allow internet and telephonic voting to determine representation and decertification elections.

Responding to President Trump's executive orders and government efficiency priorities, NMB made programmatic changes to streamline processes and focus on mission critical, statutory requirements. This included a reorganization and reduction in force, streamlining information technology (IT) contracts, and examining practices for waste.

Respectfully,

Loren Sweatt

Loren Sweatt
Chairman

NMB STATUTORY MISSION

Railway Labor Act and NMB Functions

The National Mediation Board was established by the Railway Labor Act of 1926, as amended in 1934, for the stated Constitutional purpose to protect interstate commerce. In 1936, the Act was expanded to cover the airline industry. The NMB performs a key role in achieving the principal purpose of the Act: "to avoid any interruption in commerce or to the operation of any carrier engaged therein" by assisting the carriers and their employees in their duty under the Act to "exert every reasonable effort" to settle disputes. The Board's principal statutory goals are to:

1. Facilitate the resolution of disputes in the negotiation of new or revised collective bargaining agreements;
2. Ensure employee rights of self-organization, without interference, when representation disputes exist, and;
3. Provide for the prompt and orderly settlement of disputes growing out of minor disputes or out of the interpretation or application of agreements covering rates of pay, rules, or working conditions.

General Agency Goals

- Promote the amicable resolution of disputes between carriers and employees by providing quality conflict prevention and resolution services, including both traditional mediation and alternative dispute resolution, while encouraging an atmosphere of harmony that will facilitate future bargaining in the airline and railroad industries.
- Deliver, through the prompt investigation of representation disputes among rail and air employees, definitive resolution of employees' representation status for collective bargaining purposes.
- Improve and strengthen the NMB's systems and processes for resolving disputes concerning the interpretation or application of a collective bargaining agreement (known as "minor disputes") in the air and rail industries.
- Improve agency management to improve financial performance, expand e-government applications, and demonstrate the link between budget planning and agency performance.

APPROPRIATION LANGUAGE

National Mediation Board Salaries and Expenses

For expenses necessary to carry out the provisions of the Railway Labor Act, including emergency boards appointed by the President *\$14,300,000*. (Department of Labor, Health and Human Services and Education, and Related Agencies Appropriations Act, 2026).

NMB's Appropriation History

Fiscal Year	Budget Request to Congress (\$)	House Allowance (\$)	Senate Allowance (\$)	Final Appropriation (\$)	Public Law Citation
2012	13,961,000	13,436,000	13,436,000	13,410,606	112-74
2013	13,530,000	13,411,000	14,411,000	12,709,000	113-6
2014	13,347,000	N/A	13,384,000	13,116,000	113-32
2015	13,227,000	13,108,734	13,108,734	13,227,000	113-235
2016	13,230,000	13,230,000	12,600,000	13,230,000	114-113
2017	13,300,000	13,300,000	13,800,000	13,800,000	115-31
2018	13,205,000	13,500,000	13,800,000	13,800,000	115-141
2019	13,205,000	13,800,000	13,800,000	13,800,000	115-245
2020	13,800,000	15,800,000	N/A	14,050,000	116-94
2021	13,900,000	14,300,000	N/A	14,300,000	116-260
2022	14,542,000	N/A	N/A	14,729,000	117-103
2023	15,113,000	15,113,000	15,113,000	15,113,000	117-328
2024	15,601,000	N/A	N/A	15,113,000	118-47
2025	15,113,000	15,113,000	15,113,000	15,113,000	119-4
2026	14,300,000	TBD	TBD	TBD	TBD

SUMMARY OVERVIEW

National Mediation Board

The National Mediation Board requests \$14,300,000 for total program expenses for FY 2026 to continue its efforts to perform the statutory mandates of managing representation issues and resolving major and minor labor disputes in the airline and railroad industries. This budget request provides an overview of the RLA and the functions of the NMB. It also provides information on the resources needed for the Board to accomplish its strategic and performance goals.

SUMMARY OVERVIEW (Financial and Personnel requests)

Financial Summary

Fiscal Year 2024 Enacted Level	\$15,113,000
Fiscal Year 2025 Enacted Level	\$15,113,000
Fiscal Year 2026 Request Level	\$14,300,000

Personnel Summary

FY 2024 Enacted - FTE	51
FY 2025 Enacted – FTE	51
FY 2026 Request – FTE	40

PROGRAM AND FINANCING SCHEDULE

(In Thousands of Dollars)

Obligations by Program Activities	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request
Mediation Services	\$8,850	\$8,850	\$8,500
Representation Services	\$2,750	\$2,750	\$2,600
Arbitration Services	\$3,113	\$3,113	\$2,800
Emergency Boards	\$400	\$400	\$400
Total Obligations	\$15,113	\$15,113	\$14,300
Budgetary Resources Available for Obligation			
New budget authority (gross)	\$15,113	\$15,113	\$14,300
New obligations	(\$15,113)	(\$15,113)	(\$14,300)
Unobligated balance, expiring	\$0	\$0	\$0
New Budget Authority (Gross), Detail:			
Appropriation	\$15,113	\$15,113	\$14,300
Appropriation permanently reduced	0	0	0
Appropriation (total discretionary)	\$15,113	\$15,113	\$14,300
Net Budget Authority and Outlays:			
Budget Authority, gross	\$15,113	\$15,113	\$14,300
Actual Offsetting Collections	0	0	0
Recoveries of Prior Year Paid Obligations	0	0	0
Budget Authority (net)	\$15,113	\$15,113	\$14,300
Outlays (net)	\$14,450	\$14,450	\$13,750

Personnel Summary

	FY 2024	FY 2025	FY 2026 Request
Total # of Full-Time Employees (FTE)	51	51	40
Full-Time Permanent	45	45	34
Full-time Other	6	6	6
Average GS Grade	13.9	13.9	14.0
Average GS Salary	\$148,000	\$152,500	\$154,500
Senior Executive Service (SES)	2	2	2
Average SES Salary	\$204,000	\$207,000	\$207,000
Executive Level Positions (NMB Board)	3	3	3
Average Salary of Executive Level positions			
Level 3, Chairman	\$168,400	\$168,400	\$168,400
Level 4, Board Members	\$158,500	\$158,500	\$158,500

BUDGET OBJECT CODE CLASSIFICATION

(In Thousands of Dollars)

	FY 2024	FY 2025	FY 2026 Request
Personnel Compensation & Benefits			
Full-time permanent Salaries	\$6,650	\$6,650	\$6,500
Civilian Benefits	\$2,000	\$2,000	\$2,000
Total Personnel Compensation & Benefits	\$8,650	\$8,650	\$8,500
Arbitrator Referee Payments	\$1,200	\$1,200	\$900
Travel & Transportation of Persons	\$315	\$315	\$300
Transportation of Things	\$2	\$2	\$2
Rental Payments to GSA	\$1,293	\$1,293	\$1,325
Communications, Utilities, and Misc. Charges	\$100	\$100	\$100
Printing & Reproduction	\$15	\$15	\$15
Contractual & Other Federal Services	\$3,045	\$3,045	\$2,633
Supplies & Materials	\$70	\$70	\$75
Equipment	\$20	\$20	\$50
Subtotal, Obligations	\$14,713	\$14,713	\$13,900
Presidential Emergency Boards (PEB's)	\$400	\$400	\$400
Total Obligations	\$15,113	\$15,113	\$14,300

DETAILED EXPLANATION OF CHANGES

BY OBJECT CLASS FOR FISCAL YEAR 2026

National Mediation Board
(In Thousands of Dollars)

Personnel Compensation and Benefits & Arbitrator Referee Payments

FY '25	FY '26	Net Change
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\$9,850	\$9,400	\$-450
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The personnel category provides funding for salaries and benefits of the Federal career staff along with the government's share of the current federal retirement system (FERS), Medicare, and the Thrift Savings Plan.

NMB's request of \$9,400 includes funding for career staff and \$900 for payments for arbitration referees' work. These funds support salary compensation for the Office of the Board, the three program areas (Arbitration, Mediation, and Legal Representation) and the three support areas (Administration, Fiscal Services, and Information Services). The majority of the FTE decrease in FY 2026 is accomplished by abolishing vacant positions.

Travel and Transportation of Persons

FY '25	FY '26	Net Change
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\$315	\$300	\$-15
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This category will fund the travel expenses of Board Members, Mediators, Attorneys, Arbitration referees, other NMB staff travel, and local transportation costs for the entire Agency.

Transportation of Things

FY '25	FY '26	Net Change
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\$2	\$2	\$0
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The requested amount will cover the cost of commercial courier services used by NMB staff.

Rental Payments to GSA (Rent)

FY '25	FY '26	Net Change
\$1,293	\$1,325	+\$28

This category covers the amount paid to the General Services Administration (GSA) to lease NMB's office space in Washington, D.C., and annual taxes. In addition, the cost of leasing office space in Chicago from the National Railroad Adjustment Board is in this category. These are fixed costs to the NMB.

Rent, Communications, and Utilities (RCU)

FY '25	FY '26	Net Change
\$100	\$100	\$0

This category covers funds for the use of commercial, local, and long-distance telephone services, and payment to GSA for after-hour utilities.

Printing and Reproduction

FY '25	FY '26	Net Change
\$2	\$2	\$0

This category covers non-Government Printing Office (GPO) printing, reproduction, binding, and related composition operations of the Board.

Other Services

FY '25	FY '26	Net Change
\$3,045	\$2,633	\$-412

This category provides funding for a wide range of commercial and government services. These services include maintenance contracts on all general and information management equipment, IT licenses, cybersecurity activities, commercial database access, payments for systems development and support, electronic voting system, arbitrator workspace system, repairs and/or alterations to existing space, consultants and experts, and training. This category also provides funding to support services for the agency's accounting, procurement,

human resources, information technology, and records management mandates and activities, which are outsourced, and all other government interagency agreements. The decrease is attributed to contract terminations and reductions in contract scopes of work per recent Executive Orders.

Supplies and Materials

FY '25	FY '26	Net Change
\$70	\$75	+\$5

This category provides funding to purchase general supplies, IT supplies, subscriptions, and government publications. The minimal increase is attributed to the return to office Executive Order and staff needs.

Equipment

FY '25	FY '26	Net Change
\$20	\$50	+\$30

This category provides for the equipment needs of the agency including hardware and software for information technology requirements, tele-communication equipment as well as office furniture purchases. The increase is attributed to the return to office Executive Order and staff needs.

Presidential Emergency Board

FY '25	FY '26	Net Change
\$400	\$400	\$0

This category funds Presidential Emergency Boards (PEB) in which NMB compensates members appointed by the President to resolve disputes. The object class breakout is determined once the board is enacted. Based upon historical knowledge, funds can be obligated in personnel compensation, travel, rent, court reporters, and communication and other services.

TOTAL FOR ALL OBJECT CLASSES
\$15,113 / \$14,300

PROGRAM DESCRIPTIONS

OFFICE OF THE BOARD

Funding (in thousands) and FTE	FY 2026 Request
\$	1,100
FTE	7

*The amounts listed above reflect personnel compensation and benefits.

The three Board Members of the National Mediation Board administer the Railway Labor Act, which governs labor relations in the rail and air industries. The Board Members oversee the mediation of collective bargaining disputes, and by quorum they are statutorily responsible for determining whether and when to release the parties so they may engage in self-help. If the Board Members determine that a labor dispute potentially threatens interstate commerce, the Members are responsible for notifying the President. Additionally, the Members are responsible for certifying the results of representation elections, and for all representation policy decisions, including, but not limited to, jurisdiction, merger issues, system and craft or class issues, or election interference. The Board Members also oversee the funding of arbitration of disputes over the interpretation of collective bargaining agreements in the rail industry.

The Board Members provide overall leadership and strategic direction for the entire Agency, but the Board has delegated most of the day-to-day oversight and administration to the departmental directors and the General Counsel. The departmental directors and General Counsel direct the program areas, which include: Office of Mediation Services (OMS), Office of Legal Affairs (OLA), and Office of Arbitration Services (OAS). The departmental directors also direct the operation support offices of the Agency including, the Office of Administration (OA), the Office Fiscal Services (OFS) and Office of Information Services (OIS).

PRESIDENTIAL EMERGENCY BOARDS

Overview

When the National Mediation Board determines that a collective-bargaining dispute cannot be resolved in mediation, the agency proffers Interest Arbitration to the parties. Either labor or management may refuse the proffer and, after a 30-day cooling-off period, engage in a strike, implement new contract terms, or engage in other types of economic self-help, unless a Presidential Emergency Board (PEB) is established. RLA Section 159a provides the emergency procedures for unresolved disputes involving publicly funded and operated commuter. RLA Section 160 covers all other railroads and airlines.

If the NMB determines, pursuant to RLA Section 160, that a dispute threatens substantially to interrupt interstate commerce to a degree that will deprive any section of the country of essential transportation service, the NMB notifies the President. The President may, at his discretion, establish a PEB to investigate and report upon such dispute. Status-quo conditions must be maintained throughout the period that the PEB is impaneled and for 30 days following the PEB report to the President. If no agreement is reached, and there is no intervention by Congress, the parties are free to engage in self-help 30 days after the PEB reports to the President.

Apart from the emergency board procedures provided by Section 160 of the RLA, Section 159a, provides special, multi-step procedures for commuter railroads. If the mediation procedures are exhausted, the parties to the dispute or the Governor of any state where the railroad operates may request that the President establish a PEB. The President is required to establish such a board if requested. If no settlement is reached within 60 days following the creation of the PEB, the NMB is required to conduct a public hearing on the dispute. If there is no settlement within 120 days after the creation of the PEB, any party or the Governor of any affected state, may request a second, final-offer PEB. No self-help is permitted pending the exhaustion of these emergency procedures.

Overview of Fiscal Year 2024 and FY 2025

PEB No. 251, the first of two statutorily-provided PEB's, was convened in FY 2024 to address a dispute between New Jersey Transit Rail Operations and the Brotherhood of Locomotive Engineers and Trainman. Parties received the report August 23, 2024. Subsequently, when no resolution was reached, PEB 252 was established in FY 2025 under the provisions of Section 159a to address the dispute. Parties received the report on January 20, 2025.

Forecast for FY 2025 and FY 2026

The NMB uses historic bargaining patterns to project the number of PEBs that may

be established in a fiscal year. Estimates are based upon the status of mediation between the parties in the bargaining process, the age of cases, and the degree of economic impact of any dispute.

	FY 2024 Actuals	FY 2025 Estimated	FY 2026 Estimated
Emergency Board Sec. 160	0	1	1
Emergency Board Sec. 159A	1	2	1

Chart reflects the actual case numbers for FY 2024 and estimated case numbers for FY 2025 and FY 2026.

OFFICE OF MEDIATION SERVICES

Funding (in thousands) and FTE	FY 2026 Request
\$	2,350
FTE	11

*The dollar amounts listed above reflect personnel compensation and benefits.

Mediation Overview

The Office of Mediation Services (OMS) manages statutory mediation of collective bargaining disputes mandated under Section 5 of the Railway Labor Act (RLA) (known as “major disputes”), applicable to both the airline and railroad industries. The RLA requires labor and management to “exert every reasonable effort” to make and maintain collective bargaining agreements, avoiding interruption to interstate commerce. RLA contracts do not expire and are negotiated at their amendable date.

Once amendable, direct negotiation between the parties must commence promptly and continue in an effort to conclude a new collective bargaining agreement, or to narrow their differences. The parties must provide notice to each other of their proposals for new or revised terms and conditions of work before engaging the NMB.

When parties fail to reach agreement during direct negotiations, one or both parties apply to the NMB for mediation. Following receipt of an application, the NMB promptly assigns a mediator to assist the parties in reaching an agreement. NMB mediators utilize proven methods, techniques, and strategies to engage the parties in dispute resolution.

Recent Mediation Highlights

In FY 2024, 30 mediation cases resulted in ratified collective bargaining agreements for over 65,000 workers as mediators effectively used their skills to assist parties to resolve disputes for terms and conditions of work. Recent challenges at the bargaining table include adjusting to labor shortages (especially in the airline industry), increases in inflationary costs, and changes in health insurance. At the close of FY 2024, 50 cases remained open.

Early in the fiscal year, Southwest Airlines and its Southwest Airline Pilots Association (SWAPA) represented pilots, and as well as Southwest Airlines flight attendants, represented by the Transport Workers Union of America (TWU) ratified agreements after extensive NMB mediation. During the summer of 2024 an agreement was reached with American Airlines and their flight attendants represented by the Association of Professional Flight Attendants (APFA). A mediated agreement was also reached between Air Wisconsin and its TWU represented dispatchers.

At a derivative carrier of the airline industry, a mediated agreement was concluded and ratified between Gate Gourmet and its 8,000 workers as represented by a coalition of UNITE HERE and the International Brotherhood of Teamsters (IBT).

Railroad agreements included Soo Line and workers represented by the Brotherhood of Maintenance of Way Employees (BMWED), and signalmen represented by the Brotherhood of Railroad Signalmen (BRS). Additional agreements were completed between Rapid City and Pierre Railroad, Mississippi Southern Railroad, Puget Sound and Pacific, Tacoma Railroad, Appalachian and Ohio Railroad, and the Buffalo and Pittsburgh Railroad and workers represented by the Sheet Metal, Air, Rail and Transportation Workers Transportation Division (SMART-TD).

Among commuter railroads, Metro-North Railroad and the TWU ratified an agreement related to carmen. The Southeastern Pennsylvania Transit Authority (SEPTA) ratified agreements with the Brotherhood of Locomotive Engineers (BLET) and the conductors represented by SMART-TD.

In FY 2025, significant airline cases have included agreement with Alaska Airlines and their Association of Flight Attendants (AFA) represented flight attendants, as well as Sun Country Airlines and their International Brotherhood of Teamsters (IBT) represented pilots.

Class 1 railroad agreements were reached with Union Pacific and BNSF and their SMART-TD represented conductors. (Class 1 railroads are characterized by high revenue and extensive operations). Mediation at commuter railroads resulted in agreements at Metro-North Railroad and the International Brotherhood of Electrical Workers (IBEW), and the Long Island Rail Road and the Independent Railway

Supervisors Association (IRSA). In intercity passenger rail, agreement was also reached between Amtrak and their SMART-TD represented yardmasters.

MEDIATION CASES	FY 2024 Actual	FY 2025 Estimate	FY 2026 Estimate	FY 2020 - FY 2024 Five Year Average
Cases Pending Start	49	50	50	54
Cases Docketed	31	35	37	31
Sum	80	85	87	85
Cases Closed	30	35	38	34
Cases Pending End	50	50	49	51

Chart reflects the mediation case numbers for FY 2024–FY 2026, and the five-year average, FY 2020 – FY 2024.

Forecast

In any given year, it is difficult to predict which disputes may require the assistance of the NMB. When parties require mediation the circumstances of the dispute are often complex and the problems challenging to solve. In current cases, the NMB observes that workers’ expectations for significant inflation adjustment pay increases are prevalent in all mediation cases.

The FY 2025 and 2026 estimates are based on continuing mediation cases, as well as newly docketed ones. The NMB factors in cases currently in direct negotiations and cases with imminent amendable dates which are anticipated to require mediation assistance from the NMB. These estimates also consider the historical average length of NMB mediation cases and the ongoing cases cited below.

Pilot contracts remain in mediation at several carriers in FY 2025. Mediation continues between FedEx and the Air Line Pilots Association, Int’l (ALPA), following a failed tentative agreement. ALPA is also in mediation at Air Transport International, Frontier Airlines, and Western Global Airlines. The IBT is in mediation for pilot agreements with Allegiant Airlines, Omni Air International, and Northern Air Cargo. For reference, the average time to reach agreement in mediation is 22 months. Current airline/pilot cases have been in mediation for an average of 19 months.

Flight attendant cases at United Airlines, Frontier, Avelo, PSA, Mesa, Air Wisconsin, Omni Air International, ATI, and Horizon remain in mediation. Mechanics are in mediation at Sun Country and Spirit. Derivative carriers Allied Aviation Services and Lufthansa Technik Puerto Rico continue to mediate with the International Association of Mechanics and Aerospace Workers (IAM).

Several commuter railroads remain in mediation as well. The most significant is at Long Island Rail Road (LIRR) where management has been in mediation with the

BLET, BRS, IBEW, IAM, and the Transportation Communications Union (TCU), for 16 months.

The NMB continually monitors ongoing direct negotiations it anticipates will require mediation. In particular, a number of agreements for large groups of workers in the airline industry have imminent amendable dates in FY 2025 or early FY 2026. The NMB estimates that 37 new airline and railroad cases will be docketed in FY 2026.

Alternative Dispute Resolution

The NMB established its Alternative Dispute Resolution (ADR) Services program to support and carry out the agency's mission in several aspects. ADR methods include Grievance Mediation (GM), which addresses disputes arising out of the interpretation or application of contracts, known as "minor disputes" or "grievances." Minor disputes in the railroad industry are traditionally resolved via statutory RLA Section 3 arbitration, which is NMB funded. The GM process, by resolving significant numbers of minor disputes in a single session, allows arbitration funds to be utilized more effectively.

Grievance mediation (GM) by ADR trained NMB mediators is available to all parties covered by the RLA and the numbers continue to grow as efficiencies and cost savings are recognized. Resolution for specific grievances may be reached quickly, but the GM cases can remain open for years to allow regular and timely mediated sessions between labor and management.

For contract negotiations conducted under RLA Section 5, ADR training and facilitation programs assist parties in reducing and narrowing the issues brought to mediation, thus reducing time in mediation, and positively affecting harmonious labor-management relationships. Training is usually conducted before or during direct negotiations or mediation, or mediators may provide situational training to address circumstances specific to the parties while in session.

ADR CASES	FY 2024 Actual	FY 2025 Estimate	FY 2026 Estimate	FY 2020 - FY 2024 Five Year Average
Cases Pending Start	36	36	48	49
Cases Docketed	32	20	20	25
Sum	68	56	68	74
Cases Closed	32	8	15	29
Cases Pending End	36	48	53	45

Chart reflects the ADR case numbers for FY 2024 – FY 2026, and the five-year average, FY 2020 – FY 2024. (Note that ADR cases remain "open" as long as the parties are utilizing the process. Accordingly, NMB considers open ADR cases a sign of success of the program.)

Forecast

As noted above, the participants in ADR services continue to grow as experienced mediators work with management and labor for timely resolution of minor disputes. This has a collateral benefit of utilizing the Section 3 arbitration processes and funds for only the most important issues. With a significant number of contracts becoming amendable in FY 2025 and FY 2026, the upward trend in the NMB's ADR caseload is expected to continue. As an example, grievance mediation activity has increased by over 10% in FY 2024 and over 9% in the first half of FY 2025. Active cases meet quarterly or more over increasingly extended periods to resolve dockets of minor disputes.

Release from Mediation, Self Help, and Presidential Emergency Boards

The NMB is obligated under the RLA to use its "best efforts" to bring about amenable resolution of major disputes. If such efforts are not successful, the NMB advises the parties of impasse and proffers binding Interest Arbitration as an alternative approach to resolving the remaining issues. If either party rejects the proffer, the NMB releases the parties from formal mediation. This triggers a thirty-day cooling off period, during which the Agency continues to work with the parties to achieve a consensual solution to the dispute.

Until the end of the cooling off period, a condition of status quo is in effect. Carriers are prohibited from changing existing rates of pay, rules, and working conditions. Unions are prohibited from engaging in job actions against the carrier. If an agreement is not reached at the end of thirty days, and the President does not establish an Emergency Board, the parties are free to exercise lawful self-help, which includes carrier-imposed working conditions including a lockout, or a strike by the union/organization.

In the event of a release from mediation for commuter rail carriers and their unions, a Presidential Emergency Board may be requested by either party to the dispute or the Governor of an affected state.

A flow-chart of the RLA collective bargaining process can be found in the Mediation section of the NMB website (www.nmb.gov).

FY 2026 MEDIATION PERFORMANCE GOALS

Goal 1: Provide prompt and appropriate intervention and assistance for disputes involving pay, work rules, and working conditions (major disputes).

The NMB standards for processing and managing cases involving major disputes were consistently met in FY 2024 through strict adherence to agency policy on docketing and mediation scheduling. Case management was accomplished as

planned with mediators utilizing appropriate techniques at the table. Mediator reports and management plans are submitted promptly following sessions and tracked by management. Quarterly reviews of cases older than a year by Board Members and mediation management ensure that parties to the process receive assistance appropriate for their cases.

Goal 2: Pursue innovation in the delivery of mediation and alternative dispute resolution services.

The NMB continues to provide delivery of services that are customized to the air and rail industries and the ever-changing economic conditions. Through the refinement of industry costing models, the parties focus on the overall economics of the contract footprint. Mediators continued to refine and advocate strategies, techniques, and situational training to address the unique needs of stakeholders.

Goal 3: Improve efficiency and effectiveness of NMB programs by utilizing technological resources.

The NMB continues to use technology for dispute resolution and offer its possibilities to parties to remotely share information and contract language, and to discuss proposals. Technology has been helpful in continuing the mediation process when scheduling challenges limit opportunities for in-person meetings.

Additionally, the Program Management Specialist provides administrative support to the Agency with the added benefit of better organized resources to enhance the utility and usefulness of existing infrastructure.

OFFICE OF LEGAL AFFAIRS/REPRESENTATION

Funding (in thousands) and FTE	FY 2026 Request
\$	1,650
FTE	7

*The dollar amounts listed above reflect personnel compensation and benefits.

Representation Overview

RLA covered employees in the airline and railroad industries have the right to select a labor organization or individual to represent them for collective bargaining. Employees may also decline representation. An RLA representational unit is defined as a "craft or class," which consists of the overall grouping of employees performing particular types of related duties and functions. The selection of a collective bargaining representative is accomplished on a system-wide basis, which includes all employees in the craft or class anywhere the carrier operates in the United States. Due to this requirement and the employment patterns in the airline and railroad industries, the Agency's representation cases frequently involve numerous operating stations across the Nation.

If the statutory showing-of-interest requirement is met, the NMB continues the investigation, with a secret ballot election. Only employees found to be eligible to vote by the NMB are permitted to participate in elections. Uniquely, NMB election rules require carriers to ensure active duty military Reservists are provided the opportunity to vote, unlike NLRB elections. The NMB is responsible for determining RLA jurisdiction, carrier status in mergers, and for ensuring that the requirements for a fair election process have been maintained without "interference, influence, or coercion." If the employees vote for union representation, the NMB issues a certification of that result which commences the carrier's statutory duty to bargain with the certified representative.

In many instances, labor and management raise substantial issues relating to the composition of the electorate, jurisdictional challenges, allegations of election interference, and other complex matters which require careful investigation and ruling by the NMB.

	FY 2024 Actual	FY 2025 Estimate	FY 2026 Estimate
Cases Pending at Start	8	10	12
Cases Docketed	21	28	25
Cases Closed	19	26	28
Cases Pending at End	10	12	9

Chart reflecting the case numbers for FY 2024 – FY 2026.

Recent Representation Highlights

The NMB Office of Legal Affairs' (OLA) Agency Representation program consistently achieves its performance goals, delivering outstanding services to the parties and the public. In FY 2024 OLA staff investigated and resolved 19 cases and also docketed 20 cases. With the Agency resources requested for FY 2026, it is estimated that 23 representation cases will be investigated and resolved.

CASE SUMMARIES

Employee units seeking representation vary dramatically from as few as 2 to over 25,000. All representation cases require and receive neutral and professional investigations by the Agency. The NMB ensures that the employees' choice regarding representation is made without interference, influence, or coercion.

In FY 25, 22 representation cases have been docketed. Notably, in *Hawaiian Airlines/Alaska Airlines*, 52 NMB 112 (2025), the Board found that the merger of Hawaiian Airlines and Alaska airlines had progressed sufficiently to be considered a single carrier for RLA representation purposes among the combined carrier's flight attendants. In *Hawaiian Airlines/Alaska Airlines*, 52 NMB 143 (2025), the Board made a single carrier determination for the combined carrier's pilots. An application has been filed by a union representing clerical, office, stores, and fleet service employees at the combined carrier and the NMB expects that the parties will seek agency support to address the representation consequences of this merger for all of the combined carrier's employees between FY 2025 and FY 2026.

NMB has prevailed in a challenge brought in Federal Court concerning NMB's decision in *North Memorial Health Care*, 50 NMB 5 (2022). In this case, the Board authorized an election among Air Care Pilots after finding that it had jurisdiction over the air ambulance service that was part of North Memorial Health Care (North Memorial). North Memorial filed an action in federal court seeking a declaration that it is not subject to the Board's jurisdiction and voiding the election. The district court held that the Board followed the RLA's unambiguous statutory language when it asserted jurisdiction over Air Care, which was a common carrier by air engaged in interstate commerce. *North Memorial Health Care v. NMB*, No. 0:23-cv-00194 (D. Minn. July 29, 2024). In a footnote, the court noted that the Supreme Court's recent overruling of Chevron deference, which courts had previously applied to the Board's jurisdictional determinations, did not bear on the case because the Board applied the plain language in the statute. On April 1, 2025, North Memorial withdrew its appeal in the United States Court of Appeals for the Eighth Circuit.

JURISDICTIONAL OPINIONS

In view of the National Labor Relations Act's (NLRA), 29 U.S.C. §152(2), specific exemption of employers covered by the RLA, the NLRB is expected to follow longstanding practice of referring cases to the NMB in instances where the

jurisdictional issue is raised. In these cases, the NMB reviews the record provided by the NLRB and concludes in an opinion letter whether the employer in question is, in the NMB's opinion, covered by the RLA.

	FY 2024 Actual	FY 2025 Estimate	FY 2026 Estimate
Jurisdictional Opinions	0	6	8

Chart reflecting the case numbers for FY 2024 – FY 2026.

VOTING

Given the mobile nature of the workforce covered by the RLA, the NMB developed an internet and telephone voting system in 2002. This system improved voter participation and decreased the length of the voting period. The use of internet and telephone voting was supported by air and rail carriers, unions, and employees. The Board is working to design a new, safe, and secure electronic voting system (EVS) in compliance with all appropriate federal security standards. To increase efficiency and timeliness of balloting, this EVS system will replace a deactivated, out of date system. The new system is anticipated to be in production in early FY 2026.

In the interim, the NMB is using mail ballots. All parties involved in elections receive detailed instructions and guidance from the OLA regarding mail ballot participation. All FY 24 NMB elections were conducted by mail balloting while actively working on the design of a new electronic voting system. In FY 2024 the NMB conducted 15 representation elections. In FY 2025, the NMB has conducted 16 representation elections and has six more scheduled in the fiscal year.

FY 2026 REPRESENTATION PERFORMANCE GOALS

Goal 1: Prompt investigation of representation disputes and definitive resolution of employees' representation status for collective bargaining purposes.

In most cases, OLA responds to representation applications within two business days of receipt by the NMB; assigns an investigator within two business days of receipt of the application; determines showing of interest within 45 days of docketing an application; and issues a certification or dismissal the next business day after the ballot count. OLA has temporarily transitioned to mail ballot elections and conducted 15 mail ballot tallies in FY2024. OLA continues to work with the NMB's Office of Information Services on the development of a new electronic voting system.

Goal 2: OLA staff provides prompt and efficient assistance to Presidential

Emergency Boards.

All OLA staff members are trained on Emergency Board Procedures. OLA maintained continuous industry and agency communication at a level that provided for early preparation for potential Presidential Emergency Boards. In FY 2024 and FY 2025, OLA Staff served as counsel to PEB 251 and PEB 252 established under Section 9a of the RLA, involving New Jersey Transit and its Locomotive Engineers represented by the Brotherhood of Locomotive Engineers and Trainmen.

Goal 3: Enhance outreach opportunities in the legal, labor relations, and alternative dispute resolution communities to better inform stakeholders about developments and increase the skills and experience of OLA employees.

OLA staff continues active stakeholder outreach. OLA continued to participate in intra-governmental initiatives as appropriate.

Goal 4: OLA maintains concise, relevant reference materials that are readily available to the public, and that reduce the number of man-hours used to research and respond to inquiries.

OLA conducts semi-annual reviews of the Representation Manual and agency website, updating where appropriate. In FY 2024, OLA further revised and updated its representation manual provisions regarding eligibility of trainees.

Goal 5: Expand the use of technology to further streamline and reduce costs in representation and interference investigations.

The NMB continues to make progress developing a comparable electronic voting system internally, working in collaboration with NMB Office of Information Services and a contractor. Representation elections continue to be conducted by mail-in ballot. OLA provides stakeholders with the option of in-person tallies or web-based video conferencing virtual tallies.

OFFICE OF ARBITRATION SERVICES

Arbitration Overview

The RLA provides for both grievance and interest arbitration. Access to grievance arbitration, which involves the interpretation or application of an existing collective bargaining agreement, is mandatory under the RLA.

The Board has significant administrative responsibilities for the three forums for grievance arbitration in the railroad industry. These forums are the National Railroad Adjustment Board (NRAB) established under the RLA. The other two forums are Public Law Boards and Special Boards of Adjustment which are

arbitration panels established directly by the labor-management parties on individual railroads. The NMB has substantial financial responsibilities for railroad arbitration proceedings in that it pays the fees and travel expenses of the arbitrators.

Grievance arbitration in the airline industry is accomplished at the various System Boards of Adjustment created jointly by airline labor and management. Airline arbitration is done without taxpayer funding, entirely at the parties' expense. The Board furnishes panels of prospective arbitrators for the parties' selection in both the airline and railroad industries.

Arbitration decisions under the RLA are final and binding with very specific grounds for judicial review. These grounds are limited to: (1) failure to comply with the requirements of the RLA; (2) failure to conform or confine itself to matters within the scope of its jurisdiction; or (3) fraud or corruption by a member of the arbitration panel granting the award.

Interest Arbitration

Interest Arbitration is a process used to establish the terms of a new or modified collective bargaining agreement through arbitration, rather than through negotiations. Although the RLA provides an effective process for interest arbitration, its use is not statutorily required.

The RLA requires that the NMB offer the parties the opportunity to use interest arbitration when the Board has determined that further mediation efforts will be unsuccessful because the parties are at an impasse. However, in that circumstance the parties can reject the offer to arbitrate. In addition, the parties may directly agree to resolve their collective bargaining dispute or portions of their dispute through interest arbitration. The NMB generally provides the parties a slate of potential arbitrators from which they can select an arbitrator to resolve the dispute. In some instances, the parties' agreement to arbitrate allows the NMB to directly appoint an arbitrator. The interest arbitration decision is final and binding with very narrow grounds for a judicial appeal.

Grievance Arbitration Caseload

	FY 2024 Actual	FY 2025 Estimate	FY 2026 Estimate
Cases Pending at Start	4,819	4,456	4,006
Cases Docketed	3,114	3,200	3,400
Cases Closed	3,477	3,650	3,500
Cases Pending at End	4,456	4,006	3,906

Chart reflecting case numbers for FY 2024 – FY 2026.

Arbitration – RLA Section 3 Highlights

The NMB continued its efforts to improve the arbitration of grievances under Section 3 of the RLA by ensuring that: (1) the parties receive timely and outstanding arbitration services from the Board's staff and its contract arbitrators; (2) the Board uses technology to maximize efficiency (3) Board procedures are improved through a process involving public input; (4) arbitrators schedule, hear, and decide cases in a timely manner; and (5) that NMB resources are used wisely and in accordance with Federal regulations and sound accounting practices.

The NRAB continues to use electronic procedures for filing Notices of Intent. Parties upload their submissions to a secure internet portal, with a link sent to the appropriate Arbitration Staff Assistant, who uses the secure link to download the submission and related case material to the appropriate docket file.

The Office of Arbitration Services (OIS) continues its efforts in promoting a more efficient Section 3 process, and faster resolution of minor disputes (grievances). The OAS monitors the backlog of grievance arbitration cases and routinely recommends the use of alternative methods to resolve disputes such as grievance mediation, which is done in partnership with the Office of Mediation Services.

To promote NMB accountability, revised subject codes identifying the type of grievance filed enables OAS to provide comprehensive arbitration data to the Section 3 community. At the annual National Association of Railroad Referees (NARR) Conference, the parties are provided with data regarding the top ten subject codes that generate the most grievances. This "top ten" list serves to highlight developing trends, which may lead to more innovative solutions for the resolution of grievances. Current trends suggest that discipline cases constitute approximately 60% of cases docketed for arbitration. Discipline for Safety/Operating Rules and Attendance tend to lead all discipline cases. Scope cases, which refers to grievances regarding which craft or class should perform certain types of work, are also consistently in the top ten in terms of volume of grievances.

Removal of Non-progressed and Over-aged Cases: The NMB continues the practice of removing over-aged cases from the NMB's case tracking system as key stakeholders have not prioritized these for arbitration. These are cases the parties have docketed but not assigned to an arbitrator. The parties must designate an arbitrator in every case before it can be funded. Cases that are docketed but not assigned to an arbitrator constitute an ongoing unfunded liability. Beginning in FY 2020, the NMB removed all non-progressed and over-aged cases that were two

years and older. The NMB periodically reviews its caseload and removes cases that are two years or older. The parties have the ability to re-docket any removed case that they still want to arbitrate.

Arbitrator Productivity through Enforcement of the 60 Day, 90 Day and 120

Day Rules: During this fiscal year, the NMB continued enhanced enforcement of the 60 Day, 90 Day and 120 Day rules through the Arbitrator Work Space (AWS). When a case is assigned to an arbitrator, within 60 days, one of the three must be initiated, (1) the case must have been decided, and the award submitted or (2) the case must be heard by an arbitrator or (3) the case must have been scheduled for a hearing. If the case is scheduled for a hearing, the scheduled date must be within 120 days of the date of assignment. Once the case has been heard, the arbitrator must render the award within 90 days of the hearing. When an arbitrator enters the AWS, the arbitrator is now notified when assigned cases have not been progressed in accordance with these rules. The arbitrator must bring those identified cases in compliance with the rules before the system will permit them to open and work on new cases.

The NMB website continues to serve as a valuable source of information for the Section 3 community. The website is a vehicle to keep the parties and the public informed of Section 3 activities. Arbitrators, parties, and the public use the website to obtain information and forms instantaneously. The Arbitrator Caseload Report shows, by arbitrator, grievance cases of railroad employees the parties have agreed to pursue. It also indicates whether a case is late (i.e., a decision has not been rendered within 3 months of when a case was heard by the arbitrator). The Arbitrator Caseload Report is linked to an NMB database reflecting updates as they are made in real-time. The availability of information on the website increases stakeholder access to information in an efficient and timely manner. The NMB has also placed an NMB NRAB Open Case Report on the website, providing access to open case information. Combined with the Arbitrators Caseload Report, the NMB's entire Section 3 caseload can be found on the NMB website.

Knowledge Store: Knowledge Store continues to be a critical resource for labor and management advocates searching for arbitration decisions to support them in their advocacy. Awards are entered into the Knowledge Store at the same time that they are distributed to the parties. Parties also have the ability to enter awards into the Knowledge Store. In many instances, valid awards are entered within 24 hours of completion, providing the parties timely information.

Forecast FY 2026

This chart reflects the estimated case numbers for FY 2025 and FY 2026, and the 5-year average FY 2021 – FY 2025.

	FY 2025 Estimate	FY 2026 Estimate	FY 2021 - FY 2025 Five Year Average
Cases Pending at Start	4,456	4,006	4,969
Cases Docketed	3,200	3,400	3,615
Cases Closed	3,650	3,500	3,791
Cases Pending at End	4,006	3,906	4,793

FY 2026 ARBITRATION PERFORMANCE GOALS

Goal 1: Provide outstanding service delivery to internal and external customers.

An audit was conducted of the administrative caseload processes, and procedures governing public law boards and system boards of adjustments were reviewed with the goal of continuous improvement of service delivery. The OAS promptly responds to all questions and general inquiries from the Section 3 community, railroad and airline employees, NMB staff, and other government agencies.

Goal 2: Promote Efficient Use of Arbitration

The Office of Arbitration Services (OAS) has established a joint task force with Office of Legal Affairs (OLA) and the Office of Mediation Services (OMS) to examine and evaluate additional opportunities to increase the efficiency of Section 3 arbitration. The joint committee will draft a proposal for the Board's consideration aimed at reducing the arbitration case backlog and promoting the efficient use of arbitration.

Goal 3: The Office of Arbitration Services will be a center of innovation in the resolution of "minor" disputes.

A joint labor-management committee revised the NMB Subject Codes to reflect the current state of operations in the railroad industry. These codes are now used to provide data, on a bi-annual basis, to the parties on the predominant issues in cases docketed for arbitration. Internally, the subject codes are used to provide quarterly updates to Board Members on arbitrator case volume and types of cases.

OFFICE OF ADMINISTRATION

Funding (in thousands) and FTE	FY 2026 Request
\$	550
FTE	3

*The dollar amounts above reflect personnel compensation and benefits.

Administration

The Office of Administration (OA) provides daily operational and administrative support for NMB staff. These services include human resources management, property and space management, and general office support.

Human Capital: OA continues to support agency-wide human resource functions and outreach to staff. The support staff stays abreast of policy changes and develops agency action plans for compliance with new Executive Orders and Memorandums. NMB continues its successful partnership with the Department of Interior – Interior Business Center as a shared service provider for personnel and payroll functions.

In 2025, QuickTime implementation occurred to provide a more efficient and accurate electronic time and attendance processing and reporting system. This system streamlines timesheet processes, increases transparency and reporting capabilities for managers, and affords staff real time access to their timesheets and leave summaries.

Property and Space Management: OA continues its successful partnership with the General Services Administration (GSA) for space occupancy agreements for the statutorily required offices in Washington, D.C. and Chicago, IL, as well as both property management companies.

FY 2026 ADMINISTRATION PERFORMANCE GOALS

Goal 1: Provide outstanding service delivery to internal and external customers.

The OA responded to all requests for assistance or service from internal and external customers in a timely manner. OA continues to be a central function and liaison for all NMB offices as well as numerous government agencies and shared service providers.

Goal 2: Attract and retain a high-performing workforce with the technical and professional skills needed.

The NMB works with the Department of Interior – Interior Business Center to ensure that each position description reflects the technical and professional skills needed for the job. The OA works with the Board to prioritize job vacancies to ensure NMB’s mission, goals, and objectives are met.

Goal 3: Ensure all OPM and GSA policies and procedures are followed.

The NMB has diligently been following all protocols from OPM for personnel activities and programs. The OA ensures all staff are properly aware of, trained, and in compliance with all Federal and building policies, protocols, and procedures.

OFFICE OF FISCAL SERVICES

Funding (in thousands) and FTE	FY 2026 Request
\$	700
FTE	3

*The dollar amounts above reflect personnel compensation and benefits.

Fiscal Services Overview

The Office of Fiscal Services (OFS) provides fiscal management and leadership support for the National Mediation Board. These services include budget formulation and execution, accounting and financial reporting, audits, payroll, travel, contracting, and interagency agreements.

Recent Fiscal Highlights

NMB continues its successful partnership with the Bureau of Fiscal Services (BFS) for accounting and financial reporting requirements, contracting services, audit services, and E-travel. Using a federal Financial Management Line of Business Center of Excellence has significant benefits, including reduced overhead costs and FTE’s, and shared knowledge of financial management practices throughout the Federal Government.

Included in the services provided by BFS, NMB utilizes the electronic contract writing system, PRISM, for the creation of purchase orders, contracts, and interagency agreements. This ensures compliance with all applicable rules and regulations governing federal procurement practices.

In 2025, NMB fully implemented G-Invoicing, a federal system used to accept and receive interagency agreement services from other federal partners. This streamlines the entire agreement process from start to finish.

Through a contract with the General Services Administration (GSA), NMB continued its use of the Concur Government Edition Travel Services as well as the SMARTPAY

contract for use of agency purchase and travel card accounts. Concur is a cloud-based expense and travel management software solution that provides an electronic process for travel authorizations, vouchers, and reimbursement to travelers, and reduces the overall per-ticket cost for travelers. NMB is prepared to transition to the ETSNext contract in 2026.

In November 2024 the Agency received an unmodified “clean” audit opinion on its FY 2025 financial statements and notes.

FY 2026 FISCAL SERVICES PERFORMANCE GOALS

Goal 1: Provide timely, efficient, and responsible stewardship of the NMB’s fiscal resources.

The NMB continues to work with BFS to ensure that required financial reporting is prepared and submitted timely. Over 99% of payments were made timely and accurately in FY 2024, and all Office of Management and Budget financial reports and data collections in FY 2024 were submitted in a timely manner. In November 2024 NMB received another unmodified “clean” opinion on its financial statement and notes from the Agency’s independent auditor.

Goal 2: Ensure agency spending and budgets are transparent and provide the necessary support for each of the agency’s missions throughout the entire fiscal year.

The NMB has an agreement with BFS to handle the agency’s financial management system, and the agency integrates PRISM into its procurement process. The NMB works with BFS on a regular basis to ensure that the agency’s quarterly apportionment is not exceeded, and that all budget related reports and activities have been reported in a timely manner.

Goal 3: Ensure agency compliance with all Office of Management and Budget and Department of Treasury laws and regulations with respect to budget and financial reporting requirements, and implement proper internal controls.

The NMB submitted all applicable financial reports, to date, and has continued to adhere to OMB Circulars A-11, A-123, and A-136. In FY 2024 the Agency received another “Green” scorecard from the U.S. Department of Treasury for various reporting and reconciliation requirements and analyses.

OFFICE OF INFORMATION SERVICES

Funding (in thousands) and FTE	FY 2026 Request
\$	1,250
FTE	5

*The dollar amounts above reflect personnel compensation and benefits.

Information Services Overview

The Office of Information Services (OIS) provides information technology leadership and support for the entire agency. These services include systems development; information technology operations; cybersecurity and information assurance; helpdesk and IT support; telecommunications; and records management.

Information Security: NMB significantly enhanced its information technology security by implementing various measures to meet federal IT security requirements and industry best practices. Notably, NMB staff deployed hard tokens for enhanced email account authentication and single sign-on across most systems.

Arbitrator Workspace System: The NMB made enhancements to the Arbitrator Workspace System to improve the security and functionality of the system and provide accurate reporting to users. NMB will continue to make enhancements in the next fiscal year.

Voicemail System: NMB upgraded its voicemail system to ensure service continuity and security.

Endpoint Systems: NMB upgraded the hardware and operating system of all user laptops, transitioning from Windows 10 to Windows 11. This initiative aims to ensure endpoint reliability and security, while minimizing downtime caused by hardware failures.

NMB Knowledge Store: NMB staff continue to build and improve the public archive of information available through the NMB Knowledge Store. The NMB Knowledge Store contains over 150,000 searchable documents in an easily searchable format, to include arbitration awards, representation decisions, annual reports, PEB reports, and collective bargaining contracts.

Electronic Government: The NMB provides electronic access to all its policies, and the agency continues to use the NMB website to provide information to its stakeholders. The website provides access to stakeholders by allowing them to access NMB forms and other pertinent information. NMB continued to update the website to improve reliability and to implement security measures.

Compliance with Government-Wide Requirements & Mandates for FY 2026:

The National Mediation Board is subject to many of the Office of Management and Budget Memorandums, Cybersecurity and Infrastructure Security Agency (CISA) Binding Operational Directives (BODs), and subsequent federal mandates around Cybersecurity, HSPD-12, Multi-factor Authentication, FISMA, Section 508. As a micro-agency with limited staff many of these requirements must be met through the procurement of goods and/or contractual services.

FY 2026 Initiatives, Ongoing Projects and Contracts

Below is a list of the NMB's contracts associated with Information Technology, Cybersecurity, Software, Maintenance, System Development, and Government Compliance:

- Help Desk Support Contract
- Program and Security Assessment Contract
- Information System Security Officer Contract
- Arbitrator Workspace System Contract
- Mobile Device Management Tool
- Section 508 assessment tool
- Electronic Voting System
- PIV Card login contract
- Printer Contracts
- Cellphone contract
- Network Contract
- Email and Cloud Storage Contract
- KnowledgeStore, NMB.gov, and Mediation Case Management System Support
- Voicemail System Support
- Software Licenses
- DOJ Security Assessment
- Professional license renewals and training for staff
- NARA Records Management
- Adobe Pro
- Cloud Backup Solution
- Security Awareness Training System
- Vulnerability Scanning Support Contract

FY 2026 INFORMATION SERVICES PERFORMANCE GOALS**Goal 1: Ensure compliance with regulations from the Cybersecurity and Infrastructure Security Agency and the National Archives.**

OIS completed several actions related to Cybersecurity and Infrastructure Security Agency (CISA) Emergency Directives, as well as compliance with several actions related to the bi-annual Federal Information Security Modernization Act (FISMA)

metrics. In addition, the agency implemented PIV card logins for its laptops. In FY 2026, NMB will continue to work to meet Electronic Records Management requirements. NMB will need to acquire or develop a Governance, Risk, and Compliance (GRC) tool per OMB guidance to manage policies, assess risk, control user access, and streamline compliance. NMB will also need to replace its network hardware in the DC office. NMB's Budget request includes the funding needed to ensure it is meeting new cybersecurity requirements as the information security landscape is constantly changing and threats continue to evolve, and to ensure it is meeting existing cybersecurity and records management requirements.

Goal 2: Maintain and update internal policies.

NMB has updated its IT Security Policy and has developed a comprehensive set up supporting operational procedures. NMB has reached a maturity level of 'Defined' in all 8 Function Domain areas as required by the Cybersecurity Framework.

Goal 3: Maintain hardware/software architecture and configuration.

NMB has implemented a tool to allow laptops and cellphones to be remotely evaluated for security vulnerabilities and for laptop updates to be applied without end user intervention. With this funding request, NMB will expand this work to install a new tool to also allow for NMB cellphones to be updated without end user intervention.

Goal 4: Improve agency efficiency and public communications through cost-effective information and communications technology improvements, including implementing Enterprise Architecture (design, secure, and document) the emerging cloud, mobile, and other mechanisms.

NMB enhanced its phone and voicemail system, as well as its Arbitrator Workspace System. Through these new technology upgrades, NMB improved the functionality and security of its information technology to better serve the public. NMB will need to upgrade its Mediation Case Management System and continue to maintain its Electronic Voting System. NMB will continue to ensure it is maintaining its configuration baselines on all endpoints and also manage its mobile devices and workstations.

Goal 5: Continue to ensure that NMB Information is secure while maintaining a government-leading information and communication technology program.

NMB maintains the agency's IT hardware and software to ensure compliance with IT rules and regulations as well as protection of agency information. In FY 2026, NMB will work to ensure that all systems meet Multifactor Authentication and Zero Trust Architecture requirements as required by Executive Order 14028, "*Improving the Nation's Cybersecurity*." NMB will also work to mature and maintain a Standardized

Cybersecurity Vulnerabilities and Incident Response Program per OMB Memorandum M-20-32, as well as improve its IT logging, encryption, and enterprise Identity, Credential, and Access Management (ICAM) capabilities, consistent with OMB Memorandum M-19-17, OMB M-21-31, M-22-09 and Executive Order 14028.