



Javier Ramirez

Federal Mediation and Conciliation Service

Deputy Director, Field Operations

Biography:

Javier Ramirez began his FMCS career as a Commissioner in 2005. Currently Javier is a member of the U.S. Senior Executive Staff serving as the FMCS Deputy Director of Field Operations, responsible for leading all U.S. Federal Mediators.

Javier mediated disputes in all sectors of the economy (except air and rail) in professions such as the performing arts, public safety, hospitality, healthcare, and packing houses, to name just a few. Javier facilitated/mediated multi-party disputes in manufacturing, construction, and education. He was on the facilitation team for several regulatory negotiations, including the Department of Energy (DOE) negotiations that resulted in the largest energy-saving rule in DOE history. Javier collaborated with colleagues to create the FMCS Affinity Bargaining model. Internationally, he represented the Agency in tri-partite training efforts in Bangladesh, trained New Zealand labor mediators on collaborative bargaining, and was the lead US delegate in Taiwanese labor exchanges.

Additionally, Javier is regularly requested to present at national and regional conferences on conflict management topics. He guest lectured on labor relations and conflict management at the University of Illinois, University of Colorado (Boulder), National Defense University, Harvard, Cornell, Columbia, and other universities.

Prior to FMCS, Javier spent over fourteen years in labor relations, negotiating contracts, and resolving disputes in areas such as immigration, contract administration, communication, staffing, and politics (Federal, State, and Local). His efforts have been featured in Rolling Stone, Chicago Tribune Magazine, Chicago Lawyer Magazine, cited in the New York Times Best Seller Fast Food Nation, and recognized by the College of Labor and Employment Lawyers.

