


Redefining Winning In Collective Bargaining


DEFENSE EMPLOYEE LABOR RELATIONS SYMPOSIUM
APRIL 30TH – MAY 2ND 2024

 **FMCS** | FEDERAL MEDIATION & CONCILIATION SERVICE

1

FMCS is an independent federal government agency. Opinions or points of view expressed in this presentation do not necessarily represent the official position or policies of the FMCS or the federal government. Any products or services outside of FMCS, discussed in this presentation are presented for informational purposes only and do not constitute product approval or endorsement by the FMCS or the federal government.

2



About FMCS

- Created in 1947 as an independent agency under the Taft-Hartley Act.
- Neither a regulatory nor an enforcement agency, but a neutral party designed to assist labor and management.
- Makes available full and adequate government facilities for conciliation, mediation and voluntary arbitration to aid and encourage [the parties] to settle differences through collective bargaining.
- Helps parties resolve collective bargaining disputes which threaten the free flow of commerce.
- Makes its services available to Federal agencies to aid in the resolution of disputes through assistance, training, and the provision of neutrals.

3

FMCS Mission

- Promote sound and stable labor-management relations;
- Prevent or minimize work stoppages;
- Advocate collective bargaining, mediation, arbitration;
- Advocate the art, science and practice of ADR;
- Provide conflict resolution services;
- Foster improved labor-management relationships.



4



5

FMCS Services

- Collective Bargaining Mediation
- Relationship Development & Skills Training
 - Needs Assessments & Custom Designed Programs
- Grievance Mediation
- Arbitration Services
- Education, Advocacy, & Outreach
- Employment Mediation & Non-Collective Bargaining ADR Services
- Conflict Management & Prevention Services For Government
- Shared Neutrals Program
- FMCS Institute

*Most services are offered free of charge to the federal sector labor-management relations community. Follow the QR Code for more information.





6

Join Us For the 2024 National Labor Management Conference



2024 Triad "Challenges and Choices at Work in a Time of Heightened Worker Activism"

FMCS
2024 National Labor-Management Conference


LERA
76th Annual Meeting

ILERA
20th Triennial World Congress



Hilton Midtown Manhattan, New York **June 26 - 30, 2024**


7



Redefining Winning In Collective Bargaining

DEFENSE EMPLOYEE LABOR RELATIONS SYMPOSIUM

APRIL 30TH – MAY 2ND 2024



8

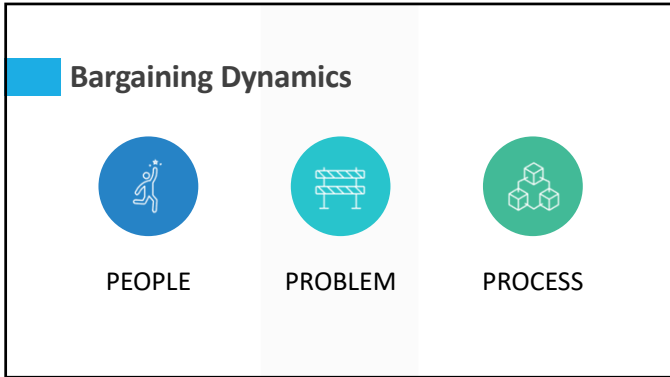


Activity

9



10



11



12



13



14




15

FMCS | FEDERAL MEDIATION & CONCILIATION SERVICE

How Can Mediation Benefit You?

Mediation, the use of a third-party neutral, can help you "bridge the gap."



16

16

Mediation: An Effective Tool for Conflict Resolution

- Parties retain control of resolution
- Confidential
- Voluntary (in most cases)
- Informal vs. formal process
- Time efficient
- Cost effective



FMCS | FEDERAL MEDIATION & CONCILIATION SERVICE

17

A Federal Mediator Can:

Help Parties

- Clarify issues
- Define problems
- Generate options
- Explore alternatives



FMCS | FEDERAL MEDIATION & CONCILIATION SERVICE

18

A Federal Mediator Can:

Help Parties

- Keep talks moving forward
- Make suggestions
- Establish realistic expectations