

Unlocking Pathways to Agreement Understanding the Value of Consensus

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

	FMCS	FEDERAL MEDIATION & CONCILIATION SERVICE
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About FMCS

- 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.

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.



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FMCS Services

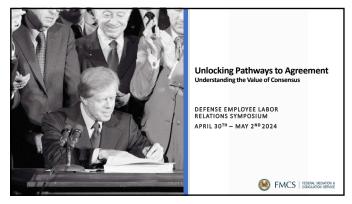
- Relationship Development & Skills Training
 Needs Assessments & Custom Designed Programs
- Grievance Mediation
 Arbitration Services
- Education, Advocacy, & Outreach
- Employment Mediation & Non-Collective Bargaining ADR Services
- Conflict Management & Prevention Services For Government
- Shared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



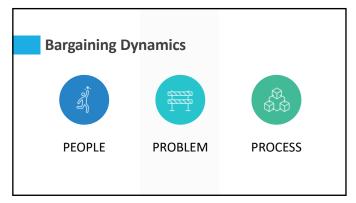




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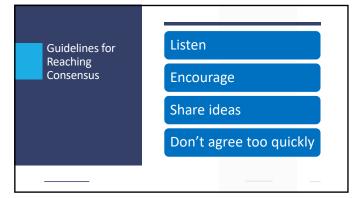


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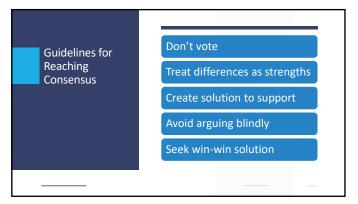




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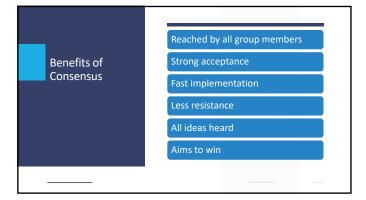
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Levels of Consensus

Agree wholeheartedly
Acceptable
Can live with decision
Do not totally agree, but won't block
Do not agree and will block
No unity, have not reached consensus

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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





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A Federal Mediator Can:

Help Parties

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





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A Federal Mediator Can:

Help Parties

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



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