



**FMCS**

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# **Role & Function of the FMCS**

**FY 2023**  
**(Updated Jan, 2024)**

# Statutory Mission...



1

Created in 1947 as an Independent agency under Taft-Hartley Act.

2

Neither a regulatory nor an enforcement agency, but a neutral party designed to assist labor and management.

3

Make available full and adequate government facilities for conciliation, mediation and voluntary arbitration to aid and encourage [the parties] to settle differences through collective bargaining.



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# Statutory Mission...



4

Helps parties resolve collective bargaining disputes which threaten the free flow of commerce.

5

Make its services available to Federal agencies to aid in the resolution of disputes through assistance, training, and the provision of neutrals.



# FMCS

## Mission...



1

Promote sound and stable labor-management relations;

2

Prevent or minimize work stoppages;

3

Advocate collective bargaining, mediation, arbitration;



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# FMCS

## Mission...



- 4 Advocate the art, science and practice of ADR;
- 5 Provide conflict resolution services;
- 6 Foster improved labor-management relationships.



# Office of the Director



## Gregory Goldstein

*Chief Operating Officer (performing duties of Director)*

- Joined FMCS in 2018; Mr. Goldstein's 25+ year career in public service, business, and military life has included positions in the U.S. Marine Corps and Army National Guard, and most recently as a member of the Senior Executive Service, serving as Executive Officer and Director of Operations, Management and Technology Office within the Substance Abuse Mental Health Services Administration (SAMHSA).
- Responsible for overseeing FMCS's critical operations initiatives. Mr. Goldstein's considerable leadership and management expertise help to ensure proper development, execution, and coordination of the Agency's management and administrative functions.

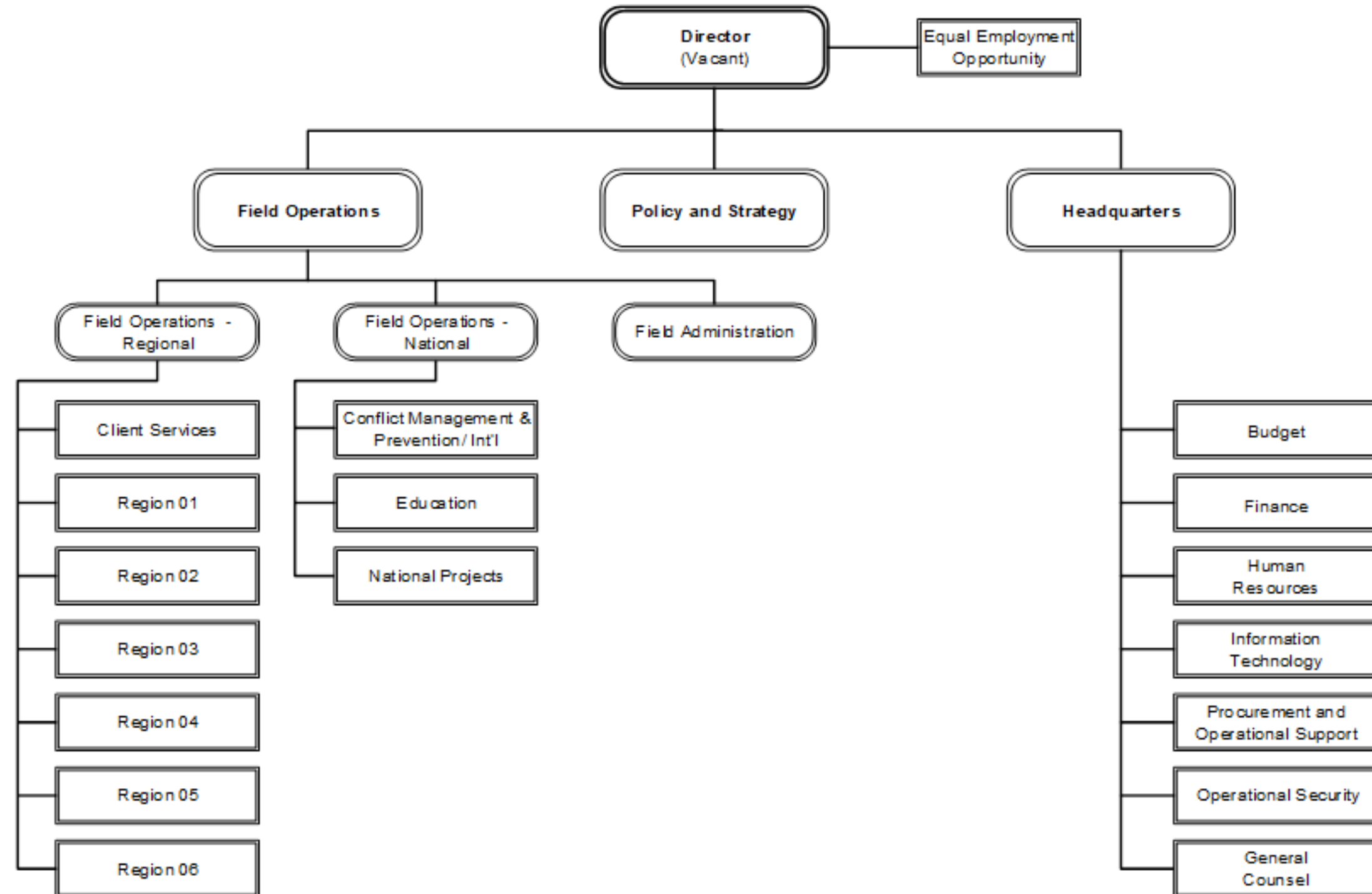


FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

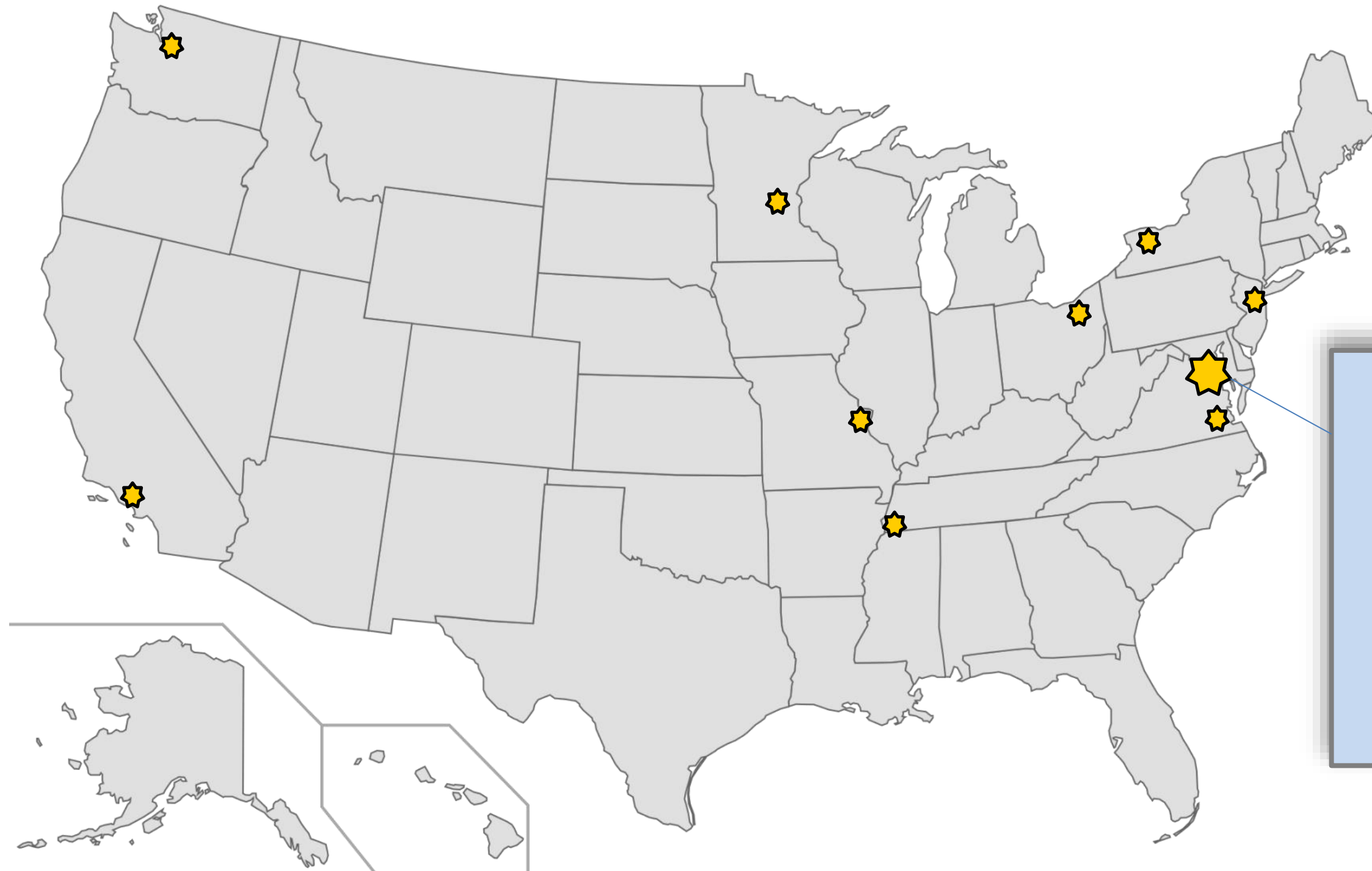


# FMCS Structure





# FMCS Structure



## FMCS Headquarters:

- Washington, DC
- 36 HQ personnel\*

## FMCS National footprint:

- 202 FTEs nationally\*
- 9 District/Field Offices\*
- 143 Field mediators\*
- 7 Field administrative staff\*

\*As of Oct. 1, 2023



A man in a white shirt and blue tie is speaking to a group of people in a meeting room. He is gesturing with his hands as he speaks. The background shows other people in the room, some looking towards him. The text is overlaid on a dark blue semi-transparent rectangle.

# FMCS: How May We Help You?

# How Can Mediation Benefit You?

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



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# Mediation: An Effective Tool for Conflict Resolution

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



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# A Federal Mediator Can:

## Help Parties

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



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# A Federal Mediator Can:

## Help Parties

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



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE



# FMCS Services



# FMCS Services

## **COLLECTIVE BARGAINING MEDIATION**

- *Private, Public, and Federal Sectors*

## **RELATIONSHIP DEVELOPMENT AND TRAINING**

- *Customized training for labor and management*

## **GRIEVANCE MEDIATION**



# FMCS Services

## **ARBITRATION SERVICES**

- *Maintains a nationwide roster of highly qualified arbitrators and promotes the advancement of fair and effective labor arbitration*

## **EDUCATION, ADVOCACY, and OUTREACH**

- *Of Collective Bargaining and Dispute Resolution Processes and Services*





# FMCS Services

## **EMPLOYMENT MEDIATION and NON-COLLECTIVE BARGAINING ADR SERVICES**

- *As an alternative to litigation of non-labor employment disputes, public policy and regulatory disputes*
- *Includes consultation, convening, design, training, and neutral services*



# FMCS Services

## CONFLICT MANAGEMENT AND PREVENTION SERVICES FOR GOVERNMENT

- *Outside the collective bargaining arena, FMCS provides employment mediation services to the Federal sector and to state and local governments.*
- *Our services help reduce litigation costs and promote better government decision-making.*





# FMCS Services



## SHARED NEUTRALS PROGRAM

- *Interagency mediation program administered by FMCS in the national capital area*
- *Provides collateral duty, non-FMCS neutrals to participating Federal agencies for mediation of non-complex cases*



# FMCS Services

## FMCS INSTITUTE

- *Unique Training*
- *The FMCS Institute for Conflict Management delivers conflict resolution training that's accessible, practical, experience-based and directed towards individuals and small groups of employees and managers.*

A group of business professionals in a meeting. A man in a white shirt and tie is smiling in the center. The background is a blurred office setting with other people and a whiteboard.

# The Impact of Mediation on the Bargaining Process



# FMCS By the Numbers

## A National Look – FY 2023\*

- Mediated **2,467** Collective Bargaining negotiations
- Mediated **1,265** high-impact Grievance Mediations
- Mediated **1,100** ADR cases

\*FMCS Closed Case Data



# FMCS By the Numbers

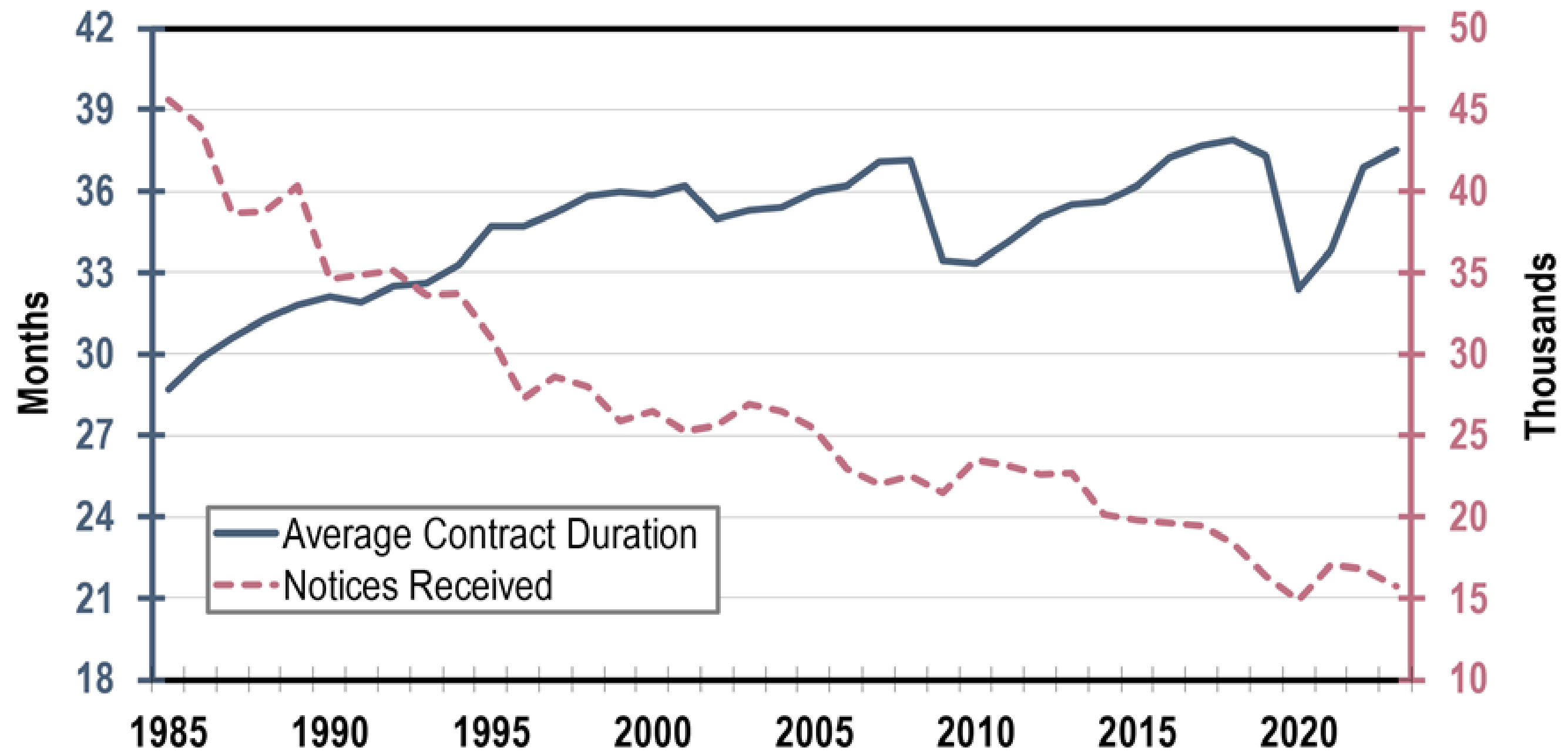
## A National Look – FY 2023\*

- Conducted **1,566** single or multi-day Training and Intervention Programs
- Provided **9,706** Arbitration Panels
- Appointed **4,126** Arbitrators

\*FMCS Closed Case Data

# Collective Bargaining Trends

Bargaining Notices Received and Contract Durations, 1985-2023

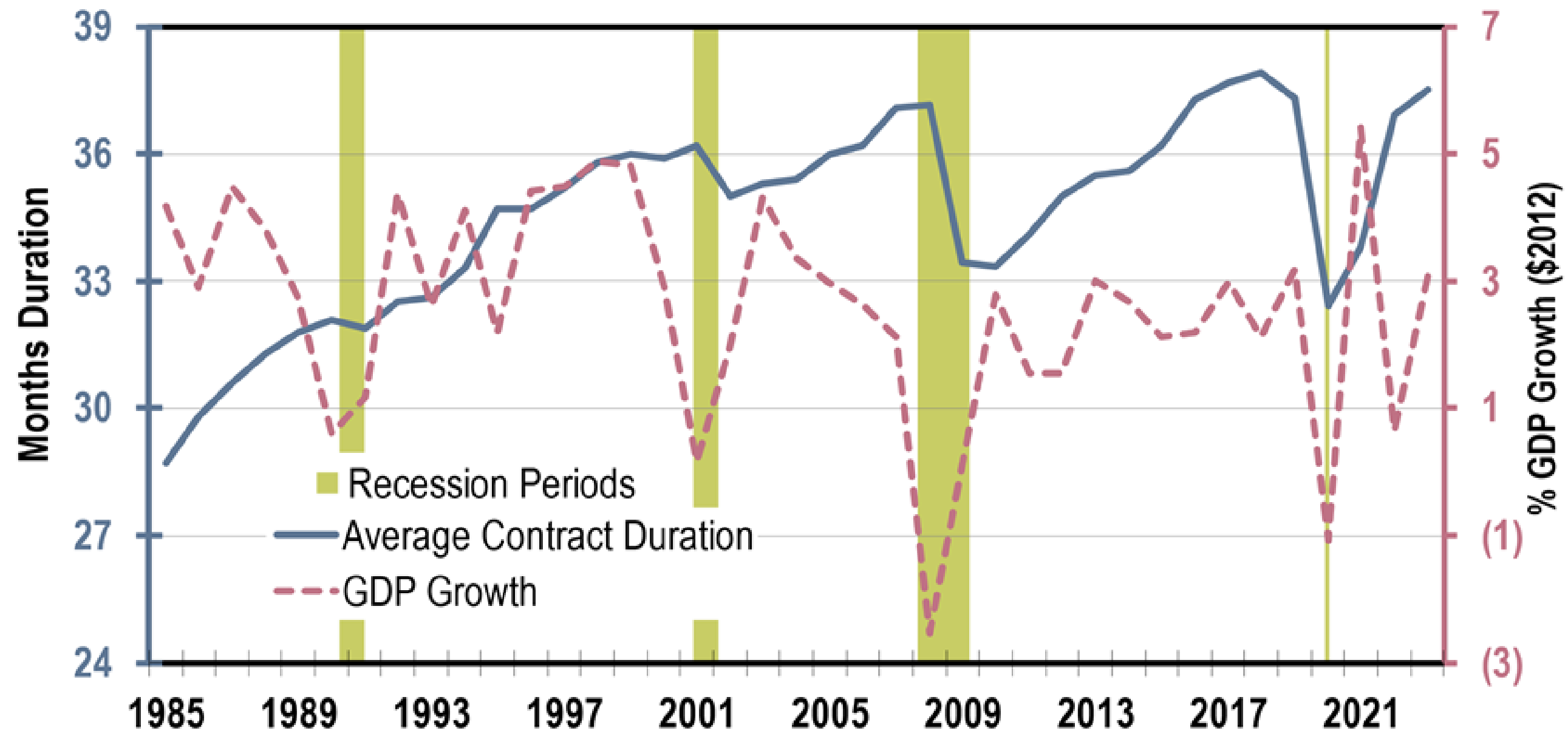


Source: FMCS Case Data



# Effect of Business Cycles

New Contract Durations v GDP Growth, FY 1985–2023



Sources: FMCS; St. Louis Federal Reserve



# FMCS Services



## ARBITRATION

- *Through its Office of Arbitration, FMCS administers a roster of almost 1,000 highly qualified and experienced arbitrators.*
- *Arbitrators are selected for the roster based on standards of excellence in a process overseen by the Arbitration Review Board and subject to approval of the Agency Director.*



# FMCS Services



## ARBITRATION SERVICES

- In FY 2023, FMCS provided more than **9,706** arbitration panels to requesting parties, with **4,126** appointments from the FMCS roster by the requesting parties to hear their dispute.

# Cooperative Relationships

## Keys to Cooperative Relationships of Any Kind

1

### **COMMUNICATION**

(Develop joint problem-solving teams)

2

### **COMMUNICATION**

(Don't let problems fester)

3

### **COMMUNICATION**

(Be honest about issues)

4

### **COMMUNICATION**

(Know when to get help)



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# For more information: [www.fmcs.gov](http://www.fmcs.gov)

Follow us:

X: /fmcs\_usa

Facebook: /fmcs.usa

YouTube: /fmcsinfo



FMCS

FEDERAL MEDIATION &  
CONCILIATION SERVICE

# THANK YOU.

FMCS | 250 E Street, SW | Washington, DC | 20427



**FMCS** | FEDERAL MEDIATION &  
CONCILIATION SERVICE