

FEDERAL MEDIATION AND CONCILIATION SERVICE

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Director

ARTHUR F. ROSENFELD

The Federal Mediation and Conciliation Service assists labor and management in resolving disputes in collective bargaining contract negotiation through voluntary mediation and arbitration services; provides training to unions and management in cooperative processes to improve long-term relationships under the Labor Management Cooperation Act of 1978; provides alternative dispute resolution services and training to Government agencies, including the facilitation of regulatory negotiations under the Administrative Dispute Resolution Act and the Negotiated Rulemaking Act of 1996; and awards competitive grants to joint labor-management committees to encourage innovative approaches to cooperative efforts.

The Federal Mediation and Conciliation Service (FMCS) was created by the Labor Management Relations Act, 1947 (29 U.S.C. 172). The Director is appointed by the President with the advice and consent of the Senate.

Activities

FMCS helps prevent disruptions in the flow of interstate commerce caused by labor-management disputes by providing mediators to assist disputing parties in the resolution of their differences. Mediators have no law enforcement authority and rely wholly on persuasive techniques.

FMCS offers its facilities in labor-management disputes to any industry affecting interstate commerce with employees represented by a union, either upon its own motion or at the request of one or more of the parties to the dispute, whenever in its judgment such dispute threatens to cause a substantial interruption of commerce. The Labor Management Relations Act requires that parties to a labor contract must file a dispute notice if agreement is not reached 30 days in advance of a

contract termination or reopening date. The notice must be filed with FMCS and the appropriate State or local mediation agency. FMCS is required to avoid the mediation of disputes that would have only a minor effect on interstate commerce if State or other conciliation services are available to the parties.

Mediation Efforts of FMCS mediators are directed toward the establishment of sound and stable labor-management relations on a continuing basis, thereby helping to reduce the incidence of work stoppages. The mediator's basic function is to encourage and promote better day-to-day relations between labor and management, so that issues arising in negotiations may be faced as problems to be settled through mutual effort rather than issues in dispute.

Arbitration FMCS, on the joint request of employers and unions, will also assist in the selection of arbitrators from a roster of private citizens who are qualified as neutrals to adjudicate matters in dispute.

For further information, contact the Office of Arbitration Services. Phone, 202-606-5111.

For further information, contact the Public Affairs Office, Federal Mediation and Conciliation Service, 2100 K Street NW., Washington, DC 20427. Phone, 202-606-8100. Internet, www.fmcs.gov.