



# FMCS

# FEDERAL MEDIATION & CONCILIATION SERVICE

## Information at a Glance



### Director

Allison Beck  
Appointed in 2015

### Key Services

Collective Bargaining Mediation  
Grievance Mediation  
Relationship Building  
ADR Services for Government  
Education and Outreach

### Staff

Although headquartered in Washington, D.C., the public functions of FMCS are delivered through a network of regional offices. The FMCS employs more than 220 workers, including 160 mediators across the country.

### History

Established in 1947 as an independent agency by the National Labor Relations Act (Taft-Hartley).

### Impact by the Numbers

In 2015, FMCS mediators monitored almost 12,000 collective bargaining mediations, and actively mediated over 3,700. In addition, FMCS mediators conducted almost 2,000 training programs, 1,600 grievance mediations, and 1,100 employment (ADR) mediations.

### Connect with FMCS

Facebook.com/fmcs.usa  
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Youtube.com/fmcsinfo  
Fmcs.gov/careers

## Fast Facts about the Agency

**FMCS is mission-driven to resolve conflict, promote problem-solving relationships and build partnerships.**

### Overview

Nearly 70 years ago, Congress had the wisdom and foresight to recognize that although workplace conflict is inevitable, disruptive work stoppages need not be. Managing conflict or preventing it altogether was seen as the best way to avert adverse economic impacts. Congress created the Federal Mediation and Conciliation Service (FMCS) in 1947 with the explicit objective of "assist[ing] parties to labor disputes in industries affecting commerce to settle such disputes through conciliation and mediation."

In subsequent years, Congress recognized the additional economic benefits of a more proactive approach to workplace stability and conflict resolution in passing the Labor-Management Cooperation Act of 1978 and the Administrative Dispute Resolution and Negotiated Rulemaking Acts of 1990, positioning the FMCS as the premier agency for providing conflict resolution services. These statutes leverage our mediators' unparalleled conflict resolution experience and skills, both nationally and internationally, across all sectors, industries, and dispute arenas, at the workplace and the bargaining table, in the public policy arena, and in skills development forums, to improve relationships and create the trust, respect and communications skills essential to job growth and economic security.



### What We Do

FMCS provides comprehensive conflict resolution services in five major areas: collective bargaining mediation; grievance mediation; relationship development training; ADR services to government entities; and education, outreach and advocacy.

### Did You Know?

At FMCS, we are always looking for new and innovative ways to provide meaningful joint problem-solving assistance. That's why we are developing innovative programs incorporating cutting-edge subjects like: the neuroscience of conflict; the impact of generational differences in the workplace; and new models for collaborative bargaining over economic issues. We also offer electronic mediation, training webinars, and you can file your Notice to Mediation Agencies form F-7 online.



## FMCS Services

<b>Collective Bargaining Mediation</b>
<b>Grievance Mediation</b>
<b>Relationship Development and Training</b>
<b>Alternative Dispute Resolution (ADR) Services</b>
<b>International Training and Exchange</b>
<b>Arbitration Services</b>
<b>FMCS Institute for Conflict Management</b>
<b>Education, Advocacy and Outreach</b>
<b>Employment Mediation and Non-Bargaining ADR</b>

## Our People and Leadership

The FMCS employs more than 220 people, including 160 full-time FMCS Mediators (Commissioners) who are full-time excepted service employees of the Federal government and are stationed in offices throughout the United States. In 2015, Allison Beck was appointed the first woman director of the FMCS.

Learn more about the Agency organizational chart and how you can join us at [www.fmcs.gov](http://www.fmcs.gov).



“With a history of more than a half century of providing mediation and facilitation services, FMCS has more collective experience in dispute mediation than any other agency of government.”

## FMCS Impact by the Numbers\*

### In fiscal year 2015, FMCS mediators:

- ◆ Actively monitored almost 12,000 collective bargaining negotiations
- ◆ Actively involved in mediating more than 3,700 collective bargaining negotiations
- ◆ Achieved settlement in 85% of the cases
- ◆ More than 19,000 notices filed with FMCS
- ◆ 3,719 active mediations
- ◆ 1,923 training programs conducted (RDT)
- ◆ 1,676 grievances mediated
- ◆ 1,066 employment mediations conducted

### Average Yearly Impact of FMCS Mediation 1999-2015

- ◆ Average Work Stoppage Duration — timely mediation = 45.6 days
- ◆ Average Work Stoppage Duration — delayed mediation = 68.4 days
- ◆ Average Reduction of Work Stoppage Duration of 33%
- ◆ FY 2015 saved the economy \$670 million in wages and profits that otherwise would have been lost to work stoppages

\*FMCS FY 2015 Closed Case Data and Research by the Employment Policy Foundation

## Our Locations

Along with our Headquarters in Washington, D.C., FMCS provides services through a network of 10 district offices and more than 60 field offices located in major cities throughout the United States.

## How to Apply

FMCS full-time positions are posted on USAJobs.gov, the portal for Federal government employment. You will need to create an account, after which you may apply for jobs and receive automated job alerts on the latest listings.

The ideal candidate for FMCS Field Mediator has full-time experience in the collective bargaining process. This experience would have been gained by serving as a chief or lead spokesperson, second chair or benefits expert (representing labor or management) in collective bargaining negotiations or while serving as a mediator or facilitator with parties engaged in the collective bargaining processes. United States citizenship is required.

## Learn More!

Visit us at [www.fmcs.gov](http://www.fmcs.gov) to learn more about our work resolving labor-management disputes, building labor-management relationships, providing alternative dispute resolution services and education and outreach. And follow FMCS on Facebook, Twitter and our agency YouTube channel for up-to-date information about events important news!