



FMCS

FEDERAL MEDIATION & CONCILIATION SERVICE

LEGAL REFERENCES FOR FEDERAL FINANCIAL ASSISTANCE

FMCS Legislation

- The Labor-Management Relations Act of 1947 (Public Law 80-101, 29 U.S.C. Section 173 *et seq.*) directs the Service to prevent or minimize interruptions of the free flow of commerce growing out of labor disputes through mediation. Parties are required to notify the Service 30 days prior to a contract termination or modification date so that mediation services may be proffered.

The Act establishes a special procedure for threatened or actual strikes which in the opinion of the President imperil national health or safety. In such a situation, the President may appoint a board of inquiry to ascertain the facts with respect to the dispute. After receipt of the Board's report, the President may seek to enjoin the strike for not more than 80 days, and a court may do so if it finds that the threatened or actual strike or lockout affects a substantial part or all of an industry and would imperil the national health or safety.

- The Labor-Management Cooperation Act of 1978 (Public Law 95-524, 29 U.S.C. 175 (a)) amended Sections 175 and 302 of the Labor-Management Relations Act and authorizes and directs the Service to encourage and support joint labor-management activities conducted by plant, area, and industry-wide committees designed to improve labor-management relationships, employment security, and organizational effectiveness. The Act authorizes the Service to provide grant funds to assist in the establishment and operation of these labor-management committees.

Special Terms & Conditions on Awards

- Universal Identifier Registration (DUNS number), 2 CFR 200.32
- System for Award Management (SAM.gov)
- Audit Requirements - 2 CFR 200, Subpart F (formerly A-133)

FMCS Regulations

- 29 CFR § 1470,1472

National Policy Assurances

- Americans with Disabilities Act of 1990 (42 U.S.C. Sections §12181, *et seq.*) as amended by the ADA Act Amendments of 2008
- Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 791)
- Title VI of the Civil Rights Act of 1964 (28 CFR Part 42, *et seq.*)
- Title VII of the Civil Rights Act of 1968 (24 CFR Part 100, *et seq.*)
- Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 *et seq.*)
- Title IX of the Education Amendments of 1972 (45 CFR Part 86)
- EO 11246 (41 CFR Part 60) – Non-discrimination in employment under Federal contracts
- EO 13166 (67 FR 41455) – Improved access to Federal services for those with limited English Proficiency
- Fair Labor Standards Act (29 CFR Parts 500-899)
- Hatch Act – The recipient agrees to comply with the Hatch Act (5 U.S.C. 1501-1508), which limits political activity of employees or officers of State or local governments whose employment is connected to an activity financed in whole or part with Federal funds.
- Human Trafficking (2 CFR Part 175)
- Drug-Free Workplace in Financial Assistance (2 CFR Part 182)
- Non-procurement Debarment and Suspension (2 CFR Part 180)
- Lobbying Restrictions and Disclosure Requirements (31 USC §1352)
- Conflict of Interest in Procurement (2 CFR Part 215.42 and 200.112)
- National Environmental Policy Act of 1969 (42 U.S.C. § 4321 *et seq.*)
- Anti-Lobbying Act (18 U.S.C. § 1913)
- Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. §2000 *et seq.*)

Uniform Guidance (formerly OMB Circulars)

- 2 CFR Part 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Financial Awards

This listing of statutory and regulatory requirements is provided for informational purposes only and may not reflect all requirements that are applicable to a specific award. Grantees will comply with all applicable requirements of all other Federal laws, Executive Orders, regulations and policies governing this program.