



# FMCS

# FEDERAL MEDIATION & CONCILIATION SERVICE

## Labor-Management Grants Program

### Supporting Joint Labor-Management Committees

Is your organization seeking support to improve L-M relationships and enhance organizational effectiveness?

#### What Is the FMCS Grants Program?

The FMCS Grants Program provides funding to support the establishment and operation of joint labor-management committees at the company level, in a particular geographic area, or across an industry or sector of the economy. Grants are provided to labor-management committees that enhance:

- ◆ Competitiveness and job security
- ◆ Economic development
- ◆ Communications and employee involvement
- ◆ Organizational effectiveness
- ◆ Collective bargaining
- ◆ Labor-management relationships

#### Is Your Organization Eligible for a Grant?

Grant applicants must identify a specific, definable workplace problem and an achievable, durable solution. The application must describe, in detail, measurable and bench-marked strategies for achieving the desired outcome. The integrity of grant funding is monitored through regular reviews and required reports.

No grant funding may be used for training, facilitation, or other services available through FMCS appropriated programs. Labor-management committees seeking funding must include an employer and workforce covered by a collective bargaining agreement. An area or industry-wide committee may also include unrepresented employers, community groups, and others.

The Labor Management Cooperation Act of 1978 listed the following possible purposes for labor-management committee grant funds:

- ◆ To improve communications between labor and management;
- ◆ To provide workers and employers with opportunities to study and explore new and innovative joint approaches to organizational effectiveness;
- ◆ To assist workers and employers solve problems of mutual concern not susceptible to resolution within the collective bargaining process;
- ◆ To study and explore ways to eliminate potential problems which reduce competitiveness and inhibit economic development of the plant, area, or industry;
- ◆ To enhance the involvement of workers in making decisions that affect their working lives;
- ◆ To expand and improve working relationships between workers and managers; and
- ◆ To encourage free collective bargaining by establishing continuing mechanisms for communication between employers and their employees.



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## How Do I Apply?

FMCS applications are accepted on an annual basis when funding is available. Instructions for preparing a grant application can be obtained on the FMCS website, [www.fmcs.gov](http://www.fmcs.gov). Pre-application requirements include registration with Dun and Bradstreet and the receipt of a DUNS number, registration with the System for Award Management ([www.SAM.gov](http://www.SAM.gov)) and creation of a [www.Grants.gov](http://www.Grants.gov) account. Questions about this process may be directed to the FMCS Grants Office at 202-606-8181.

## Who Selects Grantees?

A Grant Review Board, comprised of FMCS mediators, managers, and former successful grantees, conducts the initial review of all grant applications. The Board forwards its recommendations to the FMCS Director, for final review and selection.

## For More Information

For more information about the Grants Program, and other FMCS programs, visit our website at [www.fmcs.gov](http://www.fmcs.gov).

**"FMCS grant funding will support cooperative initiatives by labor-management groups nationwide to support their innovative approaches to workplace issues as well as best practices in labor relations."**