



FMCS

FEDERAL MEDIATION & CONCILIATION SERVICE

Affinity Bargaining

Fostering Collaborative Approaches to Bargaining

Does your organization seek to bargain in a way that cultivates a consensus-building, collaborative relationship?

The mission of the Federal Mediation and Conciliation Service (FMCS) is to assist and train labor and management partners in building stronger working relationships. Put our more than 70 years of experience to work for you, with the implementation of FMCS mediation and relationship development training programs focused on achieving results in today's workplaces with new approaches to cooperatively addressing mutual problems.

What Is the Affinity Method of Collaborative Bargaining?

The Affinity Method of Collaborative Bargaining is a method developed by the mediators in the Chicago field office of FMCS to address a growing desire by the parties to bargain economics in a way that fosters a collaborative relationship. The method incorporates the "Zone of Possible Agreement" (ZOPA) concept into a collaborative, interest-based negotiation process. It has been used repeatedly in both public-sector and private-sector negotiations with greater than 98% success rate to date. The Affinity Bargaining Method has expanded beyond economics and has been successfully applied to the entire negotiations process.

How Does It Work?

The Affinity Method leads participants through the steps necessary to identify economic bargaining settlement options and mutually-acceptable solutions, and to assemble a full economic agreement. Affinity training should be implemented as parties are getting close to resolving their non-economic issues. Affinity preparation should include:

Training and Preparation

- ◆ Introduction to Affinity Approach to Economic Bargaining Process
- ◆ Identification of parties' economic issues
- ◆ Sharing of relevant "stories" and/or interests
- ◆ Identification and sharing of relevant economic information

For More Information

Please contact the FMCS Division of Agency Initiatives at 202-606-3722.

