



SPEAKER'S BIO



RICHARD R. GIACOLONE
DIRECTOR
FEDERAL MEDIATION AND CONCILIATION SERVICE

Director Richard Giacolone has led FMCS as Deputy Director since 2018, before receiving his nomination from President Trump and subsequent confirmation by the Senate as Director.

Director Giacolone had served in the Chesapeake, Virginia field office since 1995. In that capacity, Director Giacolone functioned as a senior mediator handling cases of national significance, as well as serving as the former Director of the FMCS International/ADR Department and Special Assistant to the Director of FMCS. Prior to receiving his commission with FMCS, Director Giacolone served as a Labor Relations Advisor for the Department of the Navy and has an extensive background in labor relations as a management representative.

In his capacity as FMCS mediator, Director Giacolone mediated thousands of domestic labor and employment cases during his 25-year tenure. Comprising many cases of national significance, his work has ranged from labor disputes involving multiple symphonies and orchestras, to bus and transportation disputes, and scores of cases involving shipbuilding and repair industries with national impact. His international experience at FMCS includes both mediation and the development and delivery of dispute resolution programs in some fourteen countries, including: Peru, Argentina, Panama, Dominican Republic, Spain, Switzerland, Netherlands, Belgium, Ireland, Northern Ireland, Thailand, and the United Kingdom. He led the Agency's mission to provide transition assistance during the transfer of the Panama Canal to the Republic of Panama. Director Giacolone represented the United States in the Peoples' Republic of China, lecturing on the benefits of labor-management cooperation. In addition, he presented mediation training in Yangon, Myanmar.

Director Giacolone's long Agency career included leading the facilitation of public meetings during the investigation of the collapse of the World Trade Center buildings on Sept. 11, 2001 as well as negotiated rulemaking cases (Reg/Neg) as a means to avoid unnecessary litigation. He helped to bring an end to the lengthy 2020 strike at Bath Iron Works in Maine, and has also mediated numerous significant collective bargaining agreements covering nationwide bargaining units in the federal sector.

Among his professional honors, Director Giacolone was awarded the Meritorious Civilian Service Medal from the Department of Navy for his contributions in labor and employee relations and the Society of Federal Labor and Employee Relations Professionals Lifetime Achievement Award. He was elected National President of the Society of Federal Labor-Management Relations Professionals.

Director Giacolone holds a Bachelor of Science degree in Industrial Psychology and a Master of Public Administration degree from Old Dominion University in Norfolk, VA. He has served on the faculty and has regularly lectured at a number of universities on topics such as collective bargaining and arbitration. These include Harvard University Kennedy School of Government, Tidewater Community College, Old Dominion University, the College of William and Mary Law School, and Virginia Commonwealth University.