



FMCS

FEDERAL MEDIATION & CONCILIATION SERVICE

Information at a Glance



Deputy Director
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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 218 workers, including 155 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 FY 2020, FMCS Commissioners mediated 2,722 collective bargaining cases. In addition, FMCS mediators conducted 1,675 training and intervention programs, 1,945 high-impact grievance mediations, and mediated 1,500 ADR cases.

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Fast Facts about the Agency

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

Overview

More than 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 "assisting 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 parties can file the Notice to Mediation Agencies form F-7 online.



FMCS Services

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

Our People and Leadership

The FMCS employs 218 people, including 155 full-time FMCS Mediators (Commissioners) who are full-time exempt service employees of the Federal government and are stationed in offices throughout the United States.

Learn more about the Agency organizational chart and how you can join us at 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 2020, FMCS mediators:

- ◆ Mediated 2,722 collective bargaining negotiations
- ◆ Mediated 1,945 high-impact grievance mediations
- ◆ Mediated 1,500 ADR cases
- ◆ Conducted 1,675 single or multi-day training and intervention programs (RDT)
- ◆ Provided 10,336 arbitration panels
- ◆ Appointed 3,972 arbitrators

*FMCS FY 2020 Closed Case program data FMCS Annual Report.



Our Locations

Along with our Headquarters in Washington, D.C., FMCS provides services to the nation through 2 regions comprising of 9 district offices and more than 60 field and home offices.

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 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!