Overview

Seventy-five 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.
With a history of more than a half century of providing mediation and facilitation services, FMCS has
more collective experience in dispute mediation that any other agency of government.

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