

# FMCS Card Check Services



FMCS provides card check services to support employers and labor organizations at the inception and in the initial stages of their labor-management relationship.

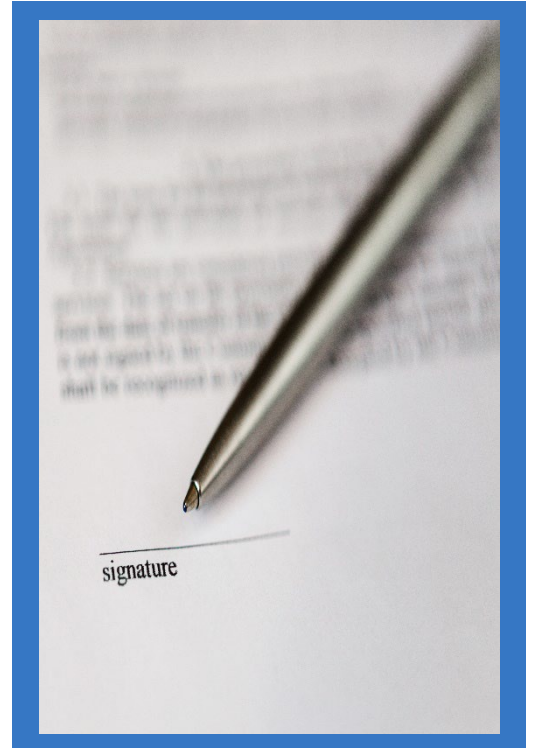
## *What is a card check?*

A card check is part of a voluntary recognition process. An employer agrees to recognize a labor organization as the exclusive representative of their employees for purposes of collective bargaining if a majority of employees in an appropriate unit indicate that they would like to be represented by that organization. It typically involves an agreed-upon neutral third-party counting cards signed by employees and determining whether a majority of employees desire such representation. While cards are most common, an employee's expression of such interest can be accomplished by other means. For our purposes here, the phrase "card check" includes all such processes.

## *Why use FMCS card check services?*

Parties should consider the card check process with FMCS for the following reasons:

- FMCS has the background, history, and expertise necessary to work with parties and deliver effective card check services.
- FMCS has a strong reputation for neutrality, which provides credibility to the card check process for both employers and labor organizations.
- Card checks, and many other FMCS services, are available at no cost to parties. These services are funded by federal tax dollars as part of the Agency's statutory mission.
- The card check process is non-adversarial, expedient, and allows for the self-determination of the parties.
- A card check avoids an election process, which can be contentious, and can establish a positive start to the labor-management relationship.
- If a majority of employees express a desire to be represented by the labor organization, and a bargaining relationship follows, FMCS mediators are available to provide a range of effective follow-on services, including:
  - **Training** in topics like negotiations, conflict resolution, and problem-solving;
  - **Mediation** of collective bargaining, grievances, and other disputes; and
  - **Facilitation** of collaborative negotiations models, labor-management committees, and other work teams.



To learn more about FMCS services or request a card check for your group, please visit [www.fmcs.gov](http://www.fmcs.gov) and/or reach out to [your local FMCS mediator or Executive Manager](#).



**FMCS**

FEDERAL MEDIATION &  
CONCILIATION SERVICE