

FY 2024

Role & Function of the Federal Mediation & Conciliation Service

(Updated Jan. 14, 2025)



FMCS At-A-Glance

1

Created in 1947 as an Independent agency under Taft-Hartley Act.

2

Supports the economy by assisting parties in preventing, minimizing, and resolving collective bargaining disputes that threaten the free flow of commerce.

3

Creates efficiencies in the federal government through training, mediation and other services that prevent, minimize, and resolve workplace disputes.



FMCS By the Numbers

*A National Look – FY 2024**



Mediated **2,318** Collective Bargaining negotiations



Mediated **1,362** high-impact Grievance Mediations



Mediated **1,792** ADR cases

FMCS By the Numbers

*A National Look – FY 2024**



Conducted **1,477** single or multi-day Training and Intervention Programs



Provided **10,004** Arbitration Panels



Appointed **4,350** Arbitrators

*FMCS Closed Case Data



Office of the Director



Gregory Goldstein

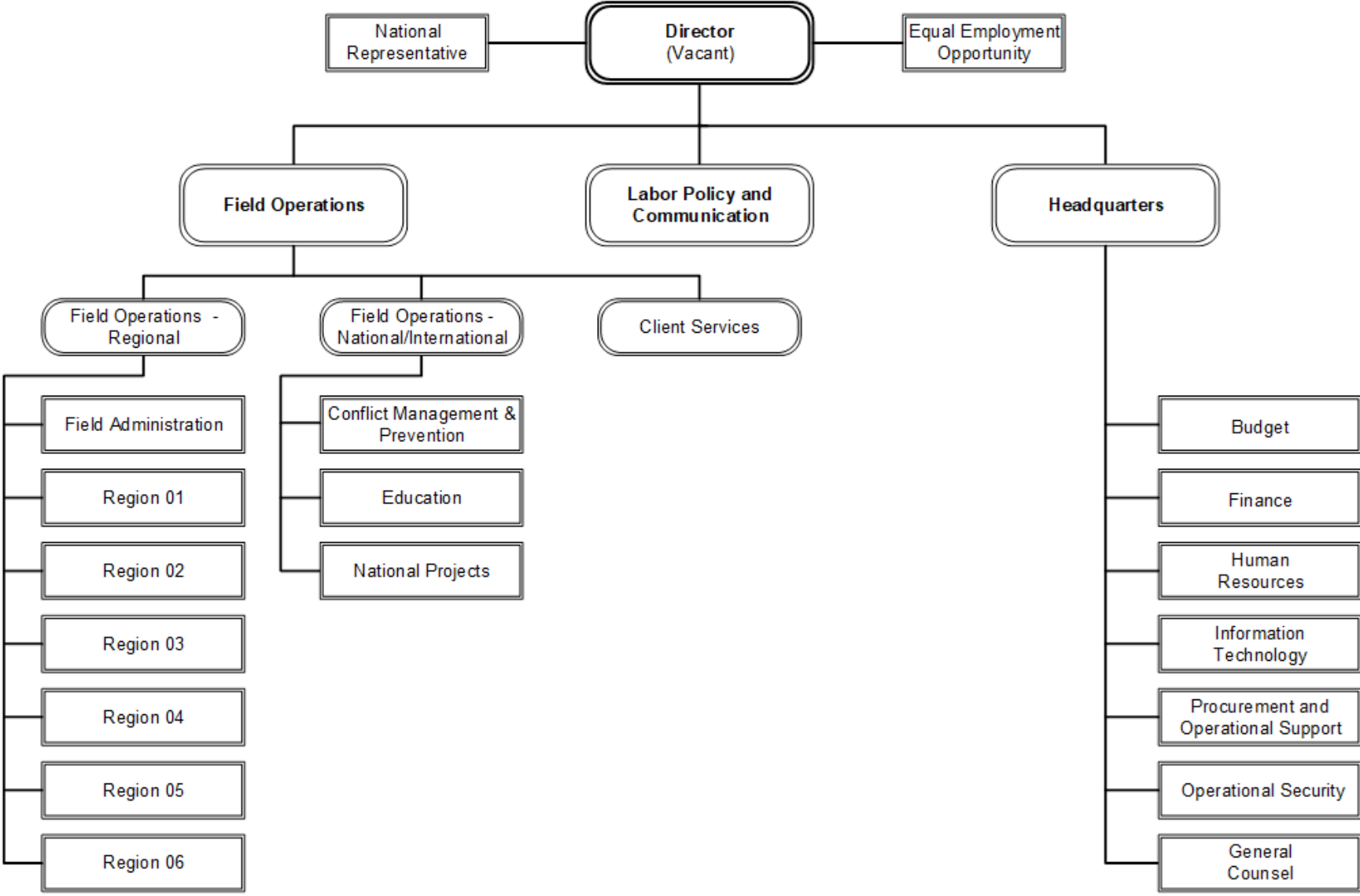
*Chief Operating Officer
(Acting Director)*

Mr. Goldstein joined FMCS in 2018. His 25+ year career in public service, business, and military life has included positions in the U.S. Marine Corps and Army National Guard, and most recently as a member of the Senior Executive Service, serving as Executive Officer and Director of Operations, Management and Technology Office within the Substance Abuse Mental Health Services Administration (SAMHSA).

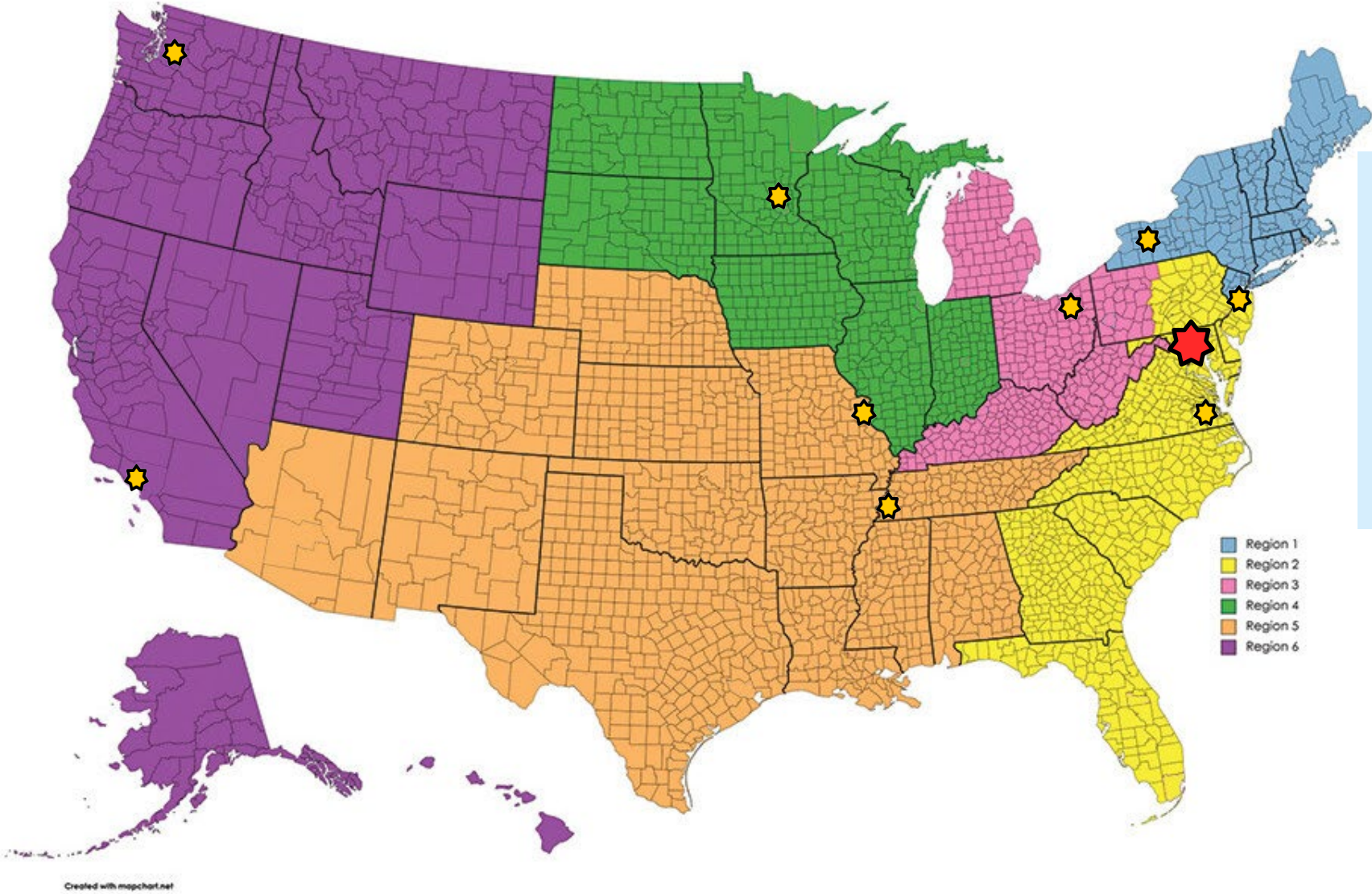
Mr. Goldstein is responsible for overseeing FMCS's critical operations initiatives. His considerable leadership and management expertise help to ensure proper development, execution, and coordination of the Agency's management and administrative functions.



FMCS Structure



FMCS Structure



FMCS Headquarters:

- Washington, DC

FMCS National footprint*:

- 204 FTEs
- 9 District/Field Offices
- 143 Field mediators

*As of Sep. 30, 2024



FMCS Mediation Services

How May We Help You?



FMCS

FEDERAL MEDIATION &
CONCILIATION SERVICE

Mediation

An Effective Tool for Conflict Resolution

- Parties retain control of resolution
- Voluntary (in most cases)
- Informal vs. formal process
- Time efficient
- Cost effective



A Federal Mediator Can

Help Parties ...

Clarify issues

Define problems

Generate options

Clarify issues

Keep talks moving
forward

Make suggestions

Establish realistic
expectations



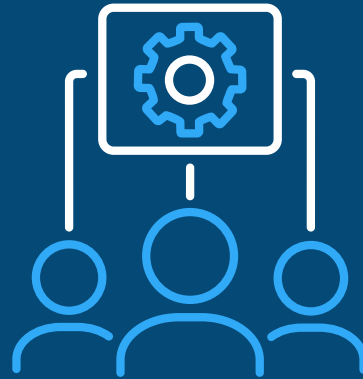
FMCS Mediation Services

Collective Bargaining Mediation



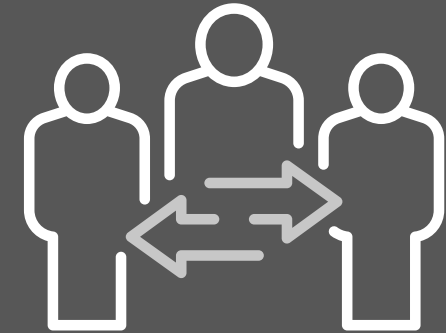
FMCS keeps the economy working by resolving labor disputes in all sectors.

Public Policy Mediation



FMCS mediates high-profile, high-impact mediations between federal agencies and other parties.

Employment Mediation



FMCS mediates federal employment cases, reducing litigation costs.





Other FMCS Services



FMCS

FEDERAL MEDIATION &
CONCILIATION SERVICE

Other FMCS Services

Arbitration Services



Maintains a nationwide roster of highly qualified arbitrators and promotes the advancement of fair and effective labor arbitration

Conflict Management & Prevention Services for Government



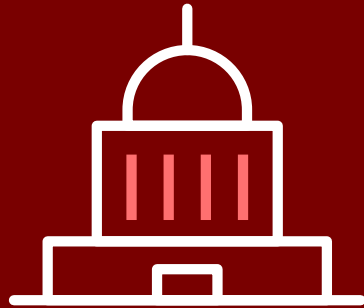
As an alternative to litigation of non-labor employment disputes, public policy and regulatory disputes

Includes consultation, convening, design, training, and neutral services



Other FMCS Services

Shared Neutrals Program



FMCS administers this Interagency mediation program in the national capital and several other areas across the country.

Institute for Conflict Management



The FMCS Institute delivers practical and experience-based conflict resolution training to the public.



Thank You + Questions

[fmcs.gov](https://www.fmcs.gov)

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