



# FMCS

# FEDERAL MEDIATION & CONCILIATION SERVICE

## Affinity Economic Bargaining

### Fostering Collaborative Approaches to Bargaining

Does your organization seek to bargain economics in a way that cultivates a consensus-building, collaborative relationship?

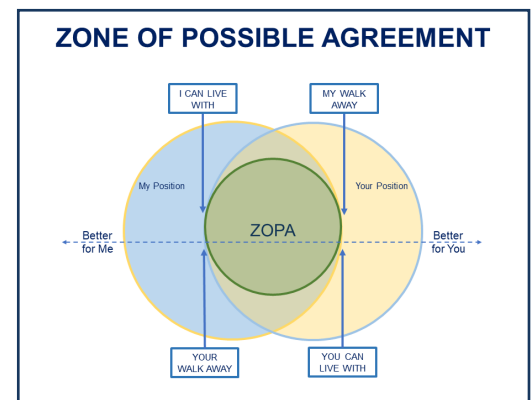
The mission of the Federal Mediation and Conciliation Service (FMCS) is to assist and train labor and management partners in building stronger working relationships. Put our more than 70 years of experience to work for you, with the implementation of FMCS mediation and relationship development training programs focused on achieving results in today's workplaces with new approaches to cooperatively addressing mutual problems.

### What Is the Affinity Method of Collaborative Economic Bargaining?

The Affinity Method of Collaborative Bargaining (Affinity Method) is a method developed by FMCS to address a growing desire by the parties to bargain economics in a way that fosters a collaborative relationship. The method incorporates the "Zone of Possible Agreement" (ZOPA) concept into a collaborative, interest-based negotiation process. It has been used repeatedly in both public-sector and private-sector negotiations with greater than 98 percent success rate to date. The Affinity Method has expanded beyond economics and has been successfully applied to the entire negotiations process.

### How Does It Work?

The Affinity Method leads participants through the steps necessary to identify economic bargaining settlement options and mutually-acceptable solutions, and to assemble a full economic agreement. Affinity Method training should be implemented as parties are getting close to resolving their non-economic issues. Affinity Method preparation should include:



### Training and Preparation

- ◆ Introduction to Affinity Approach to Economic Bargaining Process
- ◆ Identification of parties' economic issues
- ◆ Sharing of relevant "stories" and/or interests
- ◆ Identification and sharing of relevant economic information

### For More Information

Please contact the FMCS Office of Client Services at 202-606-5499 or [clientservices@fmcs.gov](mailto:clientservices@fmcs.gov).