FMCS | FEDERAL MEDIATION & CONCILIATION SERVICE

How FMCS Keeps America Working

FMCS Services

- Collective Bargaining Mediation (CBM)
- Grievance Mediation
- Arbitration Services
- Labor-Management Committee (LMC) Development & Training
- Preventative Mediation (Collaborative Bargaining & Skills Training)

Overview

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

More than 75 years ago, Congress had the foresight to recognize that although workplace conflict is inevitable, disruptive work stoppages need not be. Managing conflict or preventing it altogether was and is seen as a best practice to avert adverse economic impacts. In 1947, the Taft-Hartley Act created the Federal Mediation and Conciliation Service (FMCS) 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 skills across all sectors, industries, and dispute arenas, at the workplace and the bargaining table, and in skills development forums, to improve relationships and create the trust, respect and communications skills essential to job growth and economic security.

FMCS Impact by the Numbers

In fiscal year 2026 FMCS mediators:

- Mediated 3,214 collective bargaining sessions
- Conducted 102 LMC trainings/sessions
- Mediated 1,638 healthcare bargaining sessions
- Conducted 122 grievance mediations
- Provided 10,954 arbitration panels
- Appointed 4,054 arbitrators

*FMCS Case data FY 2026 through 9/30/26.

Our People

In FY 2026, FMCS employed around 100 full-time employees, including 60 mediators (Commissioners) who are excepted service employees of the federal government. FMCS is headquartered in Washington, D.C. and provides services to the United States through six regions with local offices serving each region.

Focused service support for collective bargaining, labor-management relationships, and arbitration services. Neutral. Trusted. Effective.



Learn More

Visit us at www.fmcs.gov to learn more about FMCS and its work, and to access information about agency transparency, performance, and accountability.

Need support or to request services?

Start with the FMCS Services page for more information or to learn more about our mediators.

www.fmcs.gov/services

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