


**Unlocking Pathways to Agreement**  
Understanding the Value of Consensus

DEFENSE EMPLOYEE LABOR  
RELATIONS SYMPOSIUM  
APRIL 30<sup>TH</sup> – MAY 2<sup>ND</sup> 2024



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**About FMCS**

- Created in 1947 as an independent agency under the Taft-Hartley Act.
- Neither a regulatory nor an enforcement agency, but a neutral party designed to assist labor and management.
- Makes available full and adequate government facilities for conciliation, mediation and voluntary arbitration to aid and encourage [the parties] to settle differences through collective bargaining.
- Helps parties resolve collective bargaining disputes which threaten the free flow of commerce.
- Makes its services available to Federal agencies to aid in the resolution of disputes through assistance, training, and the provision of neutrals.

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### FMCS Mission

- Promote sound and stable labor-management relations;
- Prevent or minimize work stoppages;
- Advocate collective bargaining, mediation, arbitration;
- Advocate the art, science and practice of ADR;
- Provide conflict resolution services;
- Foster improved labor-management relationships.



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### FMCS Services

- Collective Bargaining Mediation
- Relationship Development & Skills Training
  - Needs Assessments & Custom Designed Programs
- Grievance Mediation
- Arbitration Services
- Education, Advocacy, & Outreach
- Employment Mediation & Non-Collective Bargaining ADR Services
- Conflict Management & Prevention Services For Government
- Shared Neutrals Program
- FMCS Institute



\*Most services are offered free of charge to the federal sector labor-management relations community. Follow the QR Code for more information.



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Join Us For the 2024 National Labor Management Conference 

**2024 Triad** "Challenges and Choices at Work in a Time of Heightened Worker Activism"

**FMCS**  
2024 National Labor-Management Conference  


**LERA**  
76th Annual Meeting  


**ILERA**  
20th Triennial World Congress  


Hilton Midtown Manhattan, New York **June 26 - 30, 2024**

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 **FMCS** FEDERAL MEDIATOR & CONCILIATION SERVICE

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**Bargaining Dynamics**

 **PEOPLE**       **PROBLEM**       **PROCESS**

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Guidelines for Reaching Consensus

- Listen
- Encourage
- Share ideas
- Don't agree too quickly

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Guidelines for Reaching Consensus

- Don't vote
- Treat differences as strengths
- Create solution to support
- Avoid arguing blindly
- Seek win-win solution

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### Levels of Consensus

- Agree wholeheartedly
- Acceptable
- Can live with decision
- Do not totally agree, but won't block
- Do not agree and will block
- No unity, have not reached consensus

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### Benefits of Consensus

- Reached by all group members
- Strong acceptance
- Fast implementation
- Less resistance
- All ideas heard
- Aims to win

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### Bargaining Best Practices

- Know & Understand The Rules
- Know The Process
- Prepare Thoroughly
- Set Clear Objectives
- Engage In Good Faith
- Utilize Effective Communication
- Anticipate Implementation & Monitoring

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**Thank You**  
QUESTIONS?  
[www.fmcs.gov](http://www.fmcs.gov)

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### How Can Mediation Benefit You?

Mediation, the use of a third-party neutral, can help you "bridge the gap."



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**Mediation:  
An Effective Tool for Conflict Resolution**

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



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**A Federal Mediator Can:**

**Help Parties**

- Clarify issues
- Define problems
- Generate options
- Explore alternatives



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**A Federal Mediator Can:**

**Help Parties**

- Keep talks moving forward
- Make suggestions
- Establish realistic expectations



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