



When There are Just Not Enough Cooks in the Kitchen

Bring in the mediator!

Goals for our time together



FMCS



Mediation



Process



Best Practices





FMCS – Independent Agency

- Advocating collective bargaining, mediation and voluntary arbitration as the preferred processes for settling issues between employers and representatives of employees.

FMCS Role and Function



Taft-Hartley
Act

1947
Independent
Agency

Neutral party

Assist labor
and
management



Mediation

Prevention Training

- Consultation
- Prevention


Arbitration Services

Your prepaid tax dollars at work



MEDIATION

Mediation is a structured, interactive process where an impartial third-party neutral assists disputing parties in resolving conflict using specialized communication and negotiation techniques.



BRIEF REVIEW OF THE COMPONENTS OF THE MEDIATION PROCESS



Opening by the mediator



Opening by the parties



Identification of the problems to be solved



Discussion of the topics



Separate meetings with the parties



Subsequent joint sessions



Closing of the process

Best Practices

- Be honest
- Listen
- Be patient
- Be curious
- Come prepared



Questions



Thank you

Commissioner Ligia Velazquez

lvelazquez@fmcs.gov

206-300-1593

