

**Federal Mediation and
Conciliation Service
and
Labor-Management Grants**

Sheet Metal Industry Week

May 3, 2004

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FMCS Commissioner

FMCS – Who are we?

- Created in 1947 to assist in the resolution of collective bargaining disputes which threaten the free flow of commerce
- Neither a regulatory nor enforcement agency, but a neutral designed to assist Labor & Management

FMCS Mission

- Promote sound & stable L/M relations
- Prevent/minimize work stoppages through mediation assistance to parties
- Advocate collective bargaining, mediation & voluntary arbitration

FMCS Mission

- Develop the art, science & practice of conflict resolution
- Foster constructive joint L/M processes

FMCS Structure

- National Director Appointed By The President
- 70 Offices Located Throughout The Country
- Staffed By Approximately 200 Mediators

FMCS Services

- Dispute Mediation
- Preventive Mediation
- Education, Outreach & Advocacy
- Arbitration Services
- L/M Grants
- International Programs

Dispute Mediation

- Collective bargaining negotiations
- Grievance mediation
- Multi-party disputes
- EEOC
- Other Union-Management conflict

One View of Mediation



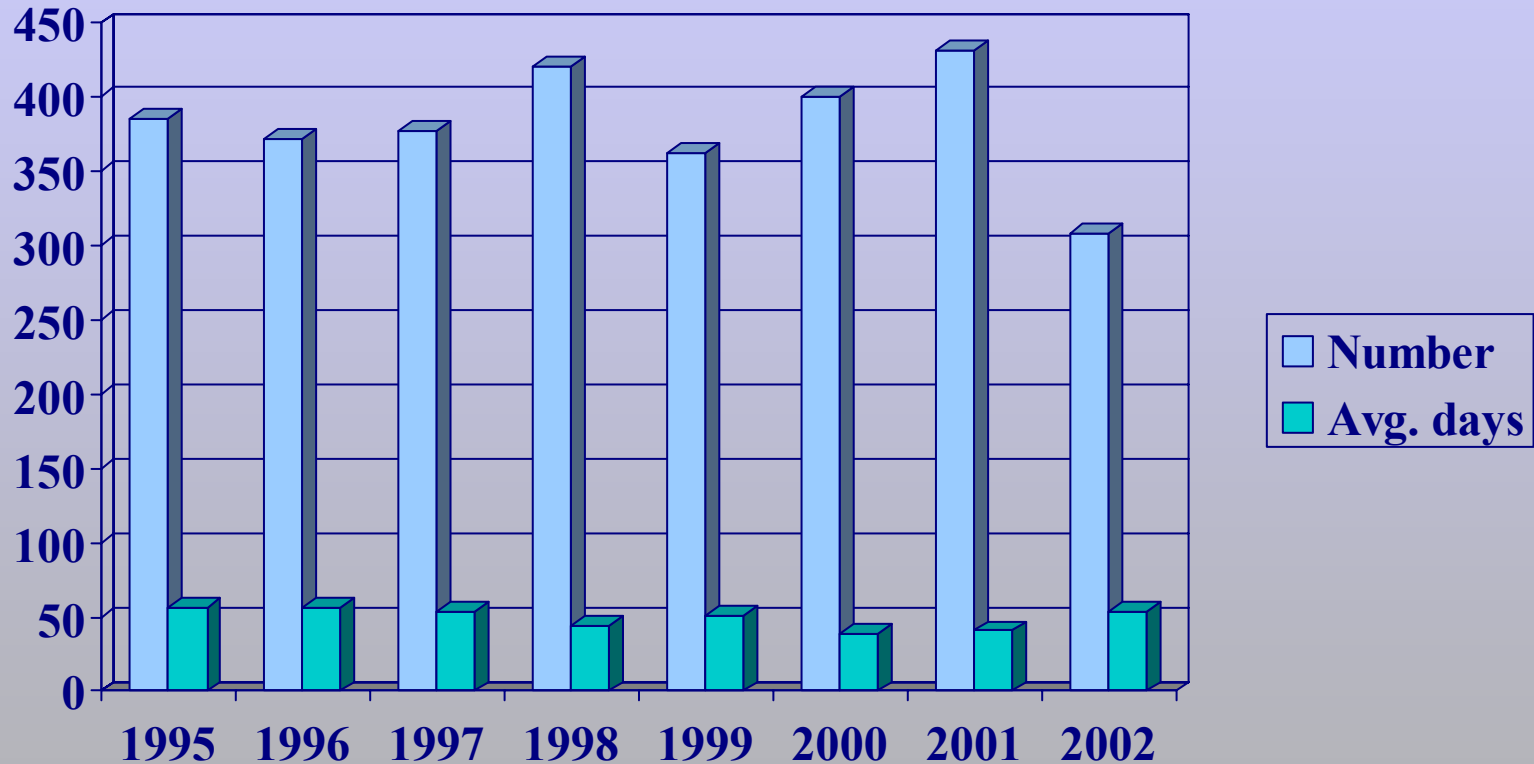
The Mediator's Dilemma

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Work Stoppages (all size bargaining units)



2003 Work Stoppages

- 37,000+ contract negotiations
- 6640 active dispute mediation cases
- 289 work stoppages
 - »Average of 60 days

Preventive Mediation

- Assessment
- Diagnostics
- Recommendations
- Customized skills training program design
- Program delivery and Follow up

Grants Program

- To support joint Labor-Management efforts:
 - Work site, Area, Industry
- Awarded annually
- Competitively based

Grants Program

Who Is Eligible?

- Support establishment and operation of joint Labor-Management Committees
- Must have a formal collective bargaining agreement

Grants Program

How Much is Offered?

- Grantees may receive up to \$125,000 for area, industry or public sector grants
- Up to \$65,000 is available for plant/company categories
- Approximately \$1m is competitively awarded annually, with another 30% awarded non-competitively

Grants Program

What types of Activities?

- No specific limitations
- Some examples include:
 - Improving communication
 - Improving organizational effectiveness
 - Increasing Worker's involvement in the workplace

Grants Program

Recent Building Trade Recipients

- Plumbers and Fitters Local 421
(Winston-Salem, NC)
 - \$125,000 to develop a comprehensive PR campaign to attract new members, provide quality training and develop a certification Process

Grants Program

Recent Building Trade Recipients

- Capital Area Labor Management Council (Harrisburg, PA)
 - \$103,200 to develop strategies to improve the workforce by recruiting higher qualified candidates into the industry

Grants Program

Recent Building Trade Recipients

- Building and Construction Trades Department (Washington, DC)
 - \$50,000 to develop an assessment of skills shortage in the Construction Industry

Grants Program

Recent Building Trade Recipients

- Atlanta and North Georgia Building Trades (Atlanta, GA)
 - \$100,000 to improve cooperation between and within both labor and management in order to increase quality and production

Grants Program

Recent Building Trade Recipients

- Delaware Construction Council
(Wilmington, DE)
 - \$103,485 to improve communication and develop a structure to resolve jurisdictional disputes that occur on specific projects

Grants Program

Recent Building Trade Recipients

- Alliance of Construction Professionals
(Toledo, OH)
 - \$72,794 to revamp recruitment efforts through outreach to the Hispanic community

Grants Program

Recent Building Trade Recipients

- Wisconsin Regional Training Partnership (Milwaukee, WI)
 - \$125,000 to implement an education and leadership development program for contractors, unions and craft workers to improve union construction and cover market share

Grants Program

Recent Building Trade Recipients

- Mid-Michigan Construction Alliance
(Lansing, MI)
- \$120,721 to achieve positive outcomes for the many labor-management problems in Mid-Michigan organized construction community.

2003 Grant Awards

- 80 applications
- \$1,490,250 awarded to 13 LMC programs
- Since 1981, \$24 million awarded to almost 360 recipients

Grants Program Applications

- Professional help not necessary
- Deadline of June 30, 2004
- Cash match of at least 10%
- Request an Application Kit at:

www.fmcs.gov

Grants Program

Web Page Information

Includes...

- Grants Kit Application Letter
- Application Solicitation
- Drug-Free Certification
- Financial and Administrative Grants Manual
- Application for Federal Assistance
- Frequently Asked Questions Brochure

Grants Program

- For More Information:

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or

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