

Anchorage Education Association has requested mediation services for our current collective bargaining process. The association and the district have agreed to utilize the services of the Federal Mediation and Conciliation Services (FMCS).

The FMCS is an independent federal agency whose mission is to preserve and promote labor-management peace and cooperation. Headquartered in Washington, DC, with ten regional offices and more than 60 field offices, the agency provides mediation and conflict resolution services to industry, government agencies and communities.

*What is collective bargaining mediation?*

Collective bargaining mediation is the voluntary process in which a neutral third-party assists labor and management in reaching an agreement on a negotiated collective bargaining agreement.

*What is the role of a mediator in collective bargaining negotiations?*

During negotiations, a mediator uses his/her knowledge of the industry, similar negotiated settlements, the parties, and the issues to guide negotiators past potential barriers to settlement. Mediators may offer procedural or substantive suggestions and recommendations throughout the process. However, a mediator does not have authority to impose a settlement or to determine contract terms.

*Is there a cost for FMCS collective bargaining mediation services?*

No. The FMCS receives appropriated funding to provide its labor-management services. There is no charge to the parties for collective bargaining mediation.

The Association and the District are currently working with an FMCS mediator from the Seattle Regional office, to schedule upcoming mediation.