

## **Federal Mediation and Conciliation Service Offers Assistance in Developing Agency / Union Trainers and Facilitators for Labor-Management Forums – Train the Trainer**

The National Council on Federal Labor Management Relations is pleased to announce that the Federal Mediation and Conciliation Service (FMCS) is offering training development opportunities for federal agencies and labor unions in implementing Executive Order (E.O.) 13522, “Creating Labor-Management Forums to Improve Delivery of Government Services.” FMCS Director George Cohen stated that he is committed to provide this additional opportunity to parties seeking to maximize availability of trainers and facilitators for their labor management forums while further enhancing effective and cooperative labor-management relations in the federal sector.

### **What is train the trainer?**

Upon the joint request of an agency and the union representing its bargaining unit employees, the FMCS will provide a mediator to conduct training in which the agency representative(s) and union representative(s) are jointly instructed on how they, in turn, can train other members of their respective organizations how to implement the labor-management forum provisions of E.O. 13522. This will expand the pool of available trainers and help facilitate training of local labor management forums, particularly at agencies with multiple bargaining units that need training and facilitators. The experience and expertise of FMCS can be leveraged by utilizing FMCS mediators to develop additional trainers and facilitators from your agencies and national unions to provide appropriate soft skills training for use by forums.

### **Why is train the trainer being offered?**

The Federal Labor Relations Authority (FLRA) and the FMCS have taken the lead in providing the initial training to labor management forums across the government. While FLRA and FMCS have made significant progress, much work lies ahead as there are over 2,000 recognized bargaining units at the level of recognition across the government. E.O. 13522 requires, at the minimum, forums be created at the level of recognition. Additional forums may be created at other appropriate levels as agreed to by the parties. To further assist your implementation of the E.O., additional trainers and facilitators could be developed to assist creation and operation of labor management forums at all levels.

### **What is soft-skills training?**

Soft skills training could cover such matters as collaboration on pre-decisional involvement; interest based problem solving techniques; listening skills; and consensus decision making skills.

### **Once the trainers are trained by FMCS, what next?**

Once trainers are developed from agencies and national unions, training teams of union and management trainers would be available to co-train local labor management forums. Joint training delivered by management and union co-trainers can send a powerful message demonstrating management and union from the national level working together. This shows top level support from agency and national union leadership for establishment of labor management

forums. Agencies and unions can be creative where you recruit potential trainers. You should not limit yourselves to staff at the national level but at other levels of your organizations (e.g. Component or Bureau level; Regional level; or Major Command level) that are above the level of exclusive recognition.

The trainers developed by this “train the training” format would be primarily available to offer up routine training and facilitation to forums at the local level. National level forums that deal with more complex national issues and forums involved in the 7106(b)(1) collective bargaining pilots should continue to utilize the expertise of FMCS and FLRA.

**Who do we contact to arrange for our agency and union officials to be trained as trainers and facilitators?**

Please contact Mr. Scot Beckenbaugh at [sbeckenbaugh@fmcs.gov](mailto:sbeckenbaugh@fmcs.gov) to arrange for train the trainer assistance