

## FLRA COLLABORATION AND ALTERNATIVE DISPUTE RESOLUTION ACTIVITIES

The FLRA is actively engaged in labor-management collaboration and other alternative dispute resolution efforts dedicated to reducing the costs of conflict in the federal service. Here is a brief summary of these activities and where to call for more information:

### Collaboration and Alternative Dispute Resolution Program -- "CADR"

This agency-wide program, launched in January, 1996, provides overall coordination to support and expand FLRA labor-management cooperation and alternative dispute resolution efforts. CADR is the first unified program within the FLRA exclusively dedicated to targeting collaboration and alternative dispute resolution to every step of the labor-management dispute -- from investigation and prosecution to the adjudication of cases and resolution of bargaining impasses. ADR initiatives at the FLRA include:

#### Office of the General Counsel:

The FLRA's Office of the General Counsel uses a number of innovative approaches to resolving unfair labor practice and representation disputes, short of costly and time-consuming litigation. These alternative approaches include facilitation, training and education services delivered jointly to both management and union representatives on the Statute, interest-based bargaining and alternative dispute resolution; and relationship building and intervention. Over the last several years, the OGC has targeted frequent filers for these sessions and conducted hundreds of such sessions to thousands of federal employees nationwide.

#### Office of Administrative Law Judges

The FLRA's Office of Administrative Law Judges operates an Unfair Labor Practice Trial Settlement Project dedicated to promoting the efficient and voluntary settlement of unfair labor practice complaints. The project calls for the Chief Administrative Law Judge to assign a judge (other than the trial judge) or a settlement attorney to conduct settlement conference negotiations with the parties before trial.

#### The Federal Service Impasses Panel:

The Federal Service Impasses Panel uses a wide variety of

informal and formal procedures to resolve impasses in collective bargaining agreement negotiations. These procedures, which include mediation, fact finding, written submissions and arbitration by Panel Members, staff and private providers, are designed to move the parties toward voluntarily resolving the impasse short of a written decision and order from the Panel.

For more information about any of the FLRA's alternative dispute resolution services, contact:

Federal Labor Relations Authority  
Collaboration and Alternative Dispute Resolution Program  
607 14th Street, NW  
Washington, DC 20424-0001  
Telephone: (202) 482-6503