

## **BIOGRAPHICAL SKETCH**

### **Kathleen Murray Cannon**

Ms. Murray Cannon currently serves as a Commissioner with the Federal Mediation and Conciliation Service in the New York office. She has been with the agency since October 1988.

Prior to her appointment, she served as President of the University Staff Association , an affiliate of the National Education Association , at the University of Massachusetts. Her educational background includes a B.A. from Southeastern Massachusetts University and an M.S. in Labor Studies from the University of Massachusetts at Amherst.

Her duties as a Federal Mediator include mediating disputes in various industries in the private sector, including health care, manufacturing, higher education, and media organizations, as well as disputes in the federal sector. As part of her responsibilities she has designed and conducted training programs in interest based bargaining, conflict resolution, labor management committees, communication skills, and steward training. She has recently assisted HUD in conducting a regulatory negotiation between HUD and its various constituencies and interest groups to develop a capital fund distribution formula. Recent assignments have included both mediation and training programs in alternative dispute resolution, including EEO and USDA complaints and the training of EEO officers in mediation techniques.

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*FEDERAL MEDIATION & CONCILIATION SERVICE*

99 Summer Street, Suite 510, Boston, MA 02110

2100 K Street, N.W., Washington, DC 20427



**Joshua Flax, Commissioner, FMCS-Boston, MA**

Joshua Flax is a Commissioner with the Federal Mediation & Conciliation Service (FMCS), stationed at the agency's Boston, Massachusetts, field station. As a federal mediator in New England, his primary responsibilities include mediation of labor disputes, including collective bargaining negotiations (strikes and lockouts), grievance mediation, and relationship development and training, for the private, non-profit and federal sectors. Josh also works with organized bargaining units and their respective employers to design and implement dispute resolution systems; with labor-management committees to facilitate a cooperative approach to labor relations; and to deliver programs to help parties build needed skills in order to prevent recurring conflict. In addition, Josh trains and facilitates groups needing interest-based bargaining (IBB) solutions, or applies internet-based on-line group problem solving tools for parties, called "Technology-Assisted Group Solutions."

Before his posting home to Boston, Josh was assigned to the Office of the Deputy Director at the FMCS National Office in Washington, D.C. (where he trained as a labor mediator in 1999 at the Federal Service Impasses Panel). Prior to his appointment with FMCS, Josh was a teaching fellow in negotiation-conflict resolution studies at the Harvard Kennedy School where he also completed his master's degree in public policy – and he greatly enjoys visiting the school to lecture beginner negotiators in the fall, advanced students during the winter session, and to teach alumni mini-courses throughout the year.