



FMCS Presents: The Foundations of Collective Bargaining

Presented by Joshua Flax, Commissioner, Federal Mediation and Conciliation Service, Boston and Gary Hattal, Commissioner, Federal Mediation and Conciliation Service, Seattle

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 in many industries, for example: manufacturing & production, health care, transportation & trucking, telecommunications, defense contracting, higher education, and public education. 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) or other collaborative negotiating solutions, including "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). In addition to Federal Mediation, Josh is currently an Adjunct Lecturer in Management, Leadership and Decision Sciences at Harvard Kennedy School, where he originally completed his graduate studies.

Gary Richard Hattal has been a Commissioner with the Federal Mediation and Conciliation Service (FMCS) since 1995 working with labor and management to bridge differences and manage conflict in both the private and public arenas, focusing on labor contracts, alternative dispute resolution techniques, and innovative approaches to solving employment problems. While at FMCS, Commissioner Hattal has served as the Director of the Institute for Conflict Management, Director of Arbitration Services, and Special Assistant to the Agency Director. He has served in three field offices as a mediator and continues to serve in this capacity in Seattle, WA balancing his efforts between mediating labor disputes and training in Labor Disputes and ADR cases. Prior to this, Commissioner Hattal worked for fifteen years for three different International Labor Unions as an organizer, negotiator, representative, and director of training and development during which he represented management as well. He has taught as an Adjunct Professor in several Universities in the fields of Organizational Communication, Development, Group Dynamics and Interpersonal Communication.