



# NEWS RELEASE

FEDERAL MEDIATION AND CONCILIATION SERVICE • WILLIAM E. SIMKIN, Director

FOR RELEASE IN AMS  
Monday, November 16, 1964

Washington - The National Labor-Management Panel plans to make early public recommendations on new methods of collective bargaining that appear promising toward helping employers and unions safeguard industrial peace, it was announced today.

Director William E. Simkin of the Federal Mediation and Conciliation Service said the Panel has given high priority to a current study of methods and procedures successfully utilized by some employers and labor organizations to provide for early negotiations, continuing study committees and similar joint approaches to mutual problems.

The Panel, composed of outstanding representatives of labor and management, filed an initial report with Director Simkin expressing "enthusiastic support" for bargaining techniques permitting employers and unions to anticipate and thoroughly discuss their problems without deadline pressures.

(more)

Four other areas charted for special study and recommendations by the Panel--appointed in May 1963 to advise the FMCS on methods for improving labor-management relations--are:

--The affirmative and negative effects on collective bargaining and on the mediation process of a multiplicity of mediation activities of various federal, state and local government agencies.

--The quality of training and competence that representatives of the Service may be required to possess and the salary levels appropriate to such requirements.

--The advisability of establishing at regional levels counterparts of the Panel, with corresponding duties and responsibilities in relation to the Regional Directors of the Service.

--The development of criteria for identifying national emergency labor disputes and optional extraordinary measures that may be applied in seeking their resolution.

The Panel's report also stated that members of the Panel will, from time to time, assist the Service in resolving particular labor-management disputes, when so requested by the Director.

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FIRST REPORT BY THE  
NATIONAL LABOR-MANAGEMENT PANEL  
TO THE DIRECTOR OF THE  
FEDERAL MEDIATION AND CONCILIATION SERVICE

This National Labor-Management Panel was appointed by the late President John F. Kennedy on May 25, 1963, under the Labor-Management Relations Act of 1947. The statute defines its responsibilities in these words:

It shall be the duty of the Panel, at the request of the Director, to advise in the avoidance of industrial controversies and the manner in which mediation and voluntary adjustment shall be administered, particularly with reference to controversies affecting the general welfare of the country.

The Panel met with President Kennedy, with the field representatives of the Federal Mediation and Conciliation Service, and periodically with the Director and members of his staff. The duty of the Panel is, in the words of the Congress, to advise "at the request of the Director, in the avoidance of industrial controversies." For its first report the Panel has determined to submit the following summary statement of its conception of its duties:

1. To advise the Director, at his request, in respect to methods and procedures for resolution of disputes, either generally or in particular cases.

2. To recommend, at the Director's request, the types of assistance the Panel may render in the resolution of a particular dispute.

3. To participate, at the Director's request, in efforts to resolve a particular dispute, where, in the judgment of the parties and the members of the Panel so requested, such participation is deemed useful.

4. When members of the Panel participate in the resolution of a particular dispute, they will do so, not for the purpose of acting as advocates for either of the disputants, but to bring to the task their experience as negotiators and their objectivity as members of a Presidential Panel. The Panel members believe that in such an effort their individual activity as representatives of unions or employers need not and should not carry with it uncritical advocacy of that side's interest nor subordinate the duty of objectivity imposed upon them by the statute and their Presidential appointments.

5. The Panel intends in the course of its future activities to inform itself and to make recommendations in respect to:

- (a) The continued improvement and expansion of the Service's efforts to avoid industrial crises in labor negotiations by the development of methods calculated to anticipate and to make provision for future problems, a project which the Panel enthusiastically supports.
- (b) The affirmative and negative effects on collective bargaining and on the mediation process of a multiplicity of mediation activities of various federal, state, and local government agencies.
- (c) The quality of training and competence that representatives of the Service may be required to possess and the salary levels appropriate to such requirements.
- (d) The advisability of establishing at regional levels counterparts of this Panel, with

corresponding duties and responsibilities in relation to the Regional Directors of the Service.

- (e) The development of criteria for identifying national emergency labor disputes and optional extraordinary measures that may be applied in seeking their resolution.