



SPEAKER'S BIO



JAVIER RAMIREZ

**DIRECTOR, AGENCY INITIATIVES
FEDERAL MEDIATION AND CONCILIATION SERVICE**

Javier Ramirez began his FMCS career as a Commissioner in 2005 and currently is the Director of Agency Initiatives for the Federal Mediation and Conciliation Service (FMCS). This office bears responsibility for the Offices of Conflict Management & Prevention, Strategy & Development, Education & Training and the FMCS Institute for Conflict Management. The combined efforts of these departments help identify, develop, and implement innovative approaches to labor-management relations and conflict management. This office plays a key role in achieving and embedding transformational change in the methods and means of delivering services through strategic skill-building, innovative uses of new technology platforms, and cutting-edge approaches.

Javier has been at the forefront of FMCS's efforts to engage, inform and educate prospective customers, stakeholders and interested parties with new technologies and innovative outreach programs. He has helped lead successful training efforts for FMCS mediators as well as for peers in mediation services in federal, state and local government units. In addition, he has represented the Agency in international tri-partite training efforts in Bangladesh and has been the recipient of multiple FMCS performance awards in recognition of his work including the Director's Award.

Mr. Ramirez has trained and successfully facilitated parties in collaborative bargaining models in sectors of the economy ranging from manufacturing to university professors. Javier has successfully facilitated multi-party issues in manufacturing, construction and was on the facilitation team for several regulatory negotiations including a multi-party DOE negotiations that resulted in the largest energy saving rule in DOE history. Mr. Ramirez has lead instruction on facilitation skills including modules on facilitating complex multi-party disputes, trained Peer Mediators of the U.S. Forest Service, Milwaukee Public Schools and at National Defense University.

Mr. Ramirez has presented at numerous national and regional conferences on conflict related topics including, Generational Conflict, Conflict Resolution, Neuroscience Principals in Conflict, Improving Communication, Effective Use of Mediation, Collective Bargaining (Traditional, Interest Based and Affinity Economic Bargaining) and Mind-Mapping.

Prior to FMCS, Mr. Ramirez spent over fourteen years in labor relations negotiating contracts, and resolving disputes in areas such as immigration, contract administration, communication, staffing, and politics (Federal, State and Local). His efforts have been featured in Rolling Stone, Chicago Tribune Magazine and cited in the New York Times Best Seller Fast Food Nation, Chicago Lawyer Magazine and recognized by the College of Labor and Employment Lawyers.