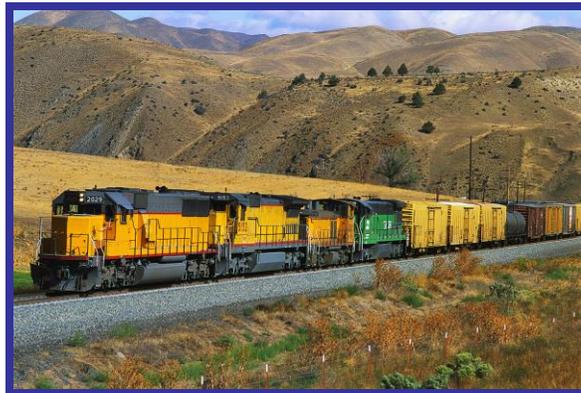


Alternative Dispute Resolution

National Mediation Board

The NMB office of ADR Services undertakes dispute resolution efforts to encourage the parties to voluntarily resolve labor-management disputes in a cooperative environment without invoking statutorily-mandated Collective Bargaining Mediation or Grievance Arbitration under the Railway Labor Act.

*For
Railroad & Airline
Labor Relations*



We offer:

*Training / Facilitation
Facilitated Problem Solving
Online Dispute Resolution
Online Arbitration
Grievance Mediation
Specialized Training*

Contact: ADR@nmb.gov

Explore ADR on the NMB Website: <http://www.nmb.gov/services/adr/>

Training

NMB ADR offers training to the parties in standard areas such as facilitated problem solving and grievance mediation, and in special areas such as system boards of adjustment processes and teambuilding. Training programs are tailored to meet the needs of the parties.

Facilitation

In conjunction with or independent of its training program noted above, NMB ADR offers facilitation to the parties to guide direct negotiations, resolve grievances or address issues identified by the parties.

Facilitated Problem Solving

This approach to bargaining utilizes a process of problem identification and discussion to reach resolution on issues rather than relying on an exchange of proposals. The process calls for consensual decision making on the part of the parties.

Online Dispute Resolution

ODR is an ADR program that applies online technology to the resolution of grievance and collective-bargaining disputes. This technology includes web-based video-conferencing, online brainstorming, mind mapping, a no-cost web-based document sharing/writing and a free, online database of agreements, awards, representation determinations, and related documents.

Online Arbitration

The NMB offers online web-based video conference facilities to geographically dispersed parties for use in grievance arbitration as well as contract negotiation, grievance mediation, or joint problem solving. The conference center is available for parties working together, arbitration sessions, or for carriers or unions to use internally in preparation for joint sessions.

Grievance Mediation

The NMB provides training and facilitated mediation to help the parties resolve grievances more promptly than traditional processes including arbitration. Parties choosing this process do not waive any rights to utilize the grievance and/or arbitration sections under their Collective Bargaining Agreement.

Getting Started

Ideally, preparation should begin about 6 months prior to negotiations and 2 months in advance of grievance mediation. Available training is posted on the NMB website at <http://www.nmb.gov/services/adr/>. Contact ADR@nmb.gov.