

July 23, 2025

Federal Mediation and Conciliation Service
Office of General Counsel
250 E Street SW
Washington, DC 20427

Dear General Counsel Anna M. Davis,

As Members of Congress committed to safeguarding workers' rights and upholding the integrity of the federal labor relations system, we are alarmed by the ongoing impact of regional office closures, significant staff reductions, and attempts to eliminate funding for Federal Mediation and Conciliation Service (FMCS) on workers and businesses across the country. FMCS' role as a neutral, trusted, and effective mediator is not optional. It is a legal requirement established by Congress in the Labor Management Relations Act of 1947. We urge you to take immediate action to reaffirm FMCS' statutory responsibilities, rebuild its regional and operational capacity, and restore confidence among the workers, employers, and communities it was created to serve.

FMCS is an independent agency with a mission to facilitate collective bargaining and promote stable labor-management relations. Only an act of Congress can dismantle the agency. FMCS supports a broad range of labor relations functions, including minimizing private sector labor disputes through mediation and conciliation, supporting labor-management partnerships, managing health care industry dispute resolution, and facilitating labor negotiations with the U.S. Postal Service, among other responsibilities. Despite its wide-ranging duties and broad statutory authority, FMCS operates on an annual budget of approximately \$55 million, less than 0.0014% of the federal budget. Meanwhile, FMCS saves the United States economy over \$500 million each year by preventing work stoppages, costly litigation, and lost productivity.¹

President Trump is illegally eliminating FMCS by gutting approximately 95% of the agency's staff, including over 100 mediators and leaving the agency with less than 20 employees. To the best of our knowledge, all regional offices across the country, from Rhode Island to Missouri to California, have been closed in accordance with Executive Order 14238, which reduced the number of staff available to address labor statutes. Although a federal judge in Rhode Island has mandated the reinstatement of all personnel, it is unclear how many mediators and employees have returned to their positions, leaving both Congress and the public unable to determine which mediators and offices have fully resumed operations. Additionally, President Trump's Fiscal Year 2026 Discretionary Budget Request proposes eliminating funding for the agency.² These illegal attacks on FCMS continue to severely disrupt the agency's ability to carry out its mission effectively, hurting workers and small businesses alike.

It is encouraging to see the federal judge in Rhode Island grant a preliminary injunction that orders FMCS to reverse any actions taken in support of Executive Order 14238. The court ruling rightly underscores that no executive action can deny or diminish FMCS's statutory responsibilities. However, the actions by the Administration create significant uncertainty both within the agency and among the labor stakeholders who depend on its services. In a recent court status report, the Administration stated that "FMCS expects it will be able to fully reinstate involuntarily terminated employees within 30 days" as part of implementing the preliminary injunction in *Rhode Island v. Trump*. However, it remains unclear the number of mediators and employees who have been reinstated to date and under what specific terms. This

¹ https://www.fmcs.gov/wp-content/uploads/2025/03/FMCS-Econ-One-Pager_2025-APPROVED.pdf

² <https://www.whitehouse.gov/wp-content/uploads/2025/05/Fiscal-Year-2026-Discretionary-Budget-Request.pdf>

uncertainty threatens to disrupt ongoing collective bargaining and grievance resolution efforts at a time when stability and good-faith negotiation are urgently needed for workers.³

In light of these issues, we respectfully request a written response to the following questions:

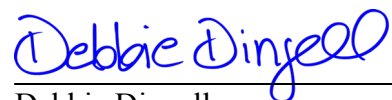
1. What is FMCS's plan to restore service coverage in regions where offices have been closed? Will the agency reopen any of the shuttered regional offices or provide alternative means of service delivery in these areas?
2. What is the plan to rehire mediators and staff whose positions were eliminated or placed on administrative leave due to the Administration's efforts to eliminate the agency?
 - a. How many of the 220 fired FMCS employees have been rehired, how many mediators have returned to service, and under what terms?
 - b. How many of these employees took deferred resignation or retired?
 - c. Are there any restrictions on their duties that may conflict with the court's injunction or impact their ability to serve the workers and employers who depend on FMCS services?
 - d. Are the reinstated mediators being assigned to new cases?
3. What guidance and support is FMCS providing to unions and employers whose collective bargaining, mediation, or grievance processes have been delayed or interrupted, especially given the lack of clarity regarding which regional offices have reopened and what operations look like?
4. How is FMCS ensuring full compliance with its statutory obligations following the recent *Rhode Island v. Trump* preliminary injunction in Rhode Island requiring the reversal of actions related to Executive Order 14238?
5. What assurances can FMCS provide that no further steps will be taken to reduce, eliminate, or privatize its core services, and that the agency remains committed to fulfilling its federally mandated mission?

We remain committed to supporting FMCS in fulfilling its mission. We request a timely and substantive response to the questions above.

Sincerely,



Gabe Amo
Member of Congress

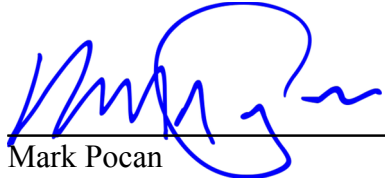


Debbie Dingell
Member of Congress

³ [Rhode Island v Trump Status Report.pdf](#)



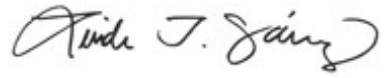
Donald Norcross
Member of Congress



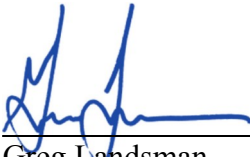
Mark Pocan
Member of Congress



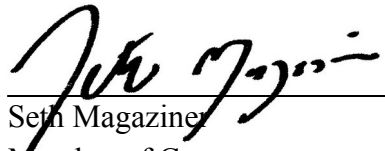
Val Hoyle
Member of Congress



Linda T. Sánchez
Member of Congress



Greg Landsman
Member of Congress



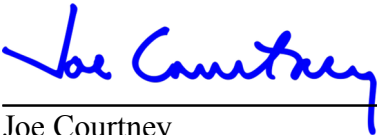
Seth Magaziner
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



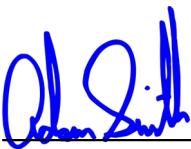
Eleanor Holmes Norton
Member of Congress



Joe Courtney
Member of Congress



Delia C. Ramirez
Member of Congress



Adam Smith
Member of Congress



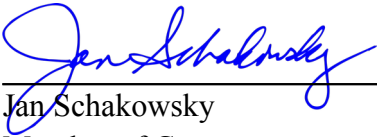
Lucy McBath
Member of Congress



Gwen S. Moore
Member of Congress



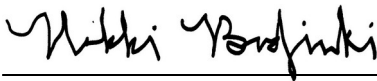
Andre Carson
Member of Congress



Jan Schakowsky
Member of Congress



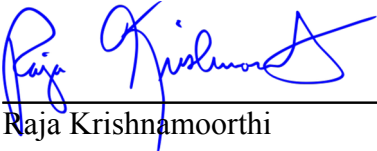
Danny K. Davis
Member of Congress



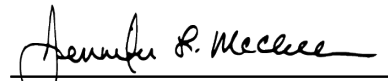
Nikki Budzinski
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Terri A. Sewell
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Raja Krishnamoorthi
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Jennifer L. McClellan
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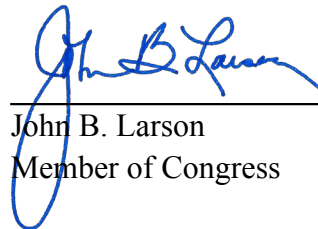
Dina Titus
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Jamie Raskin
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Brendan F. Boyle
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Julia Brownley
Member of Congress

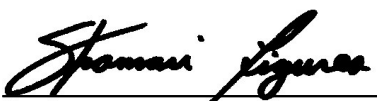
Melanie Stansbury
Member of Congress



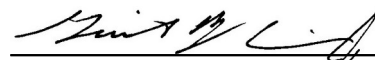
Emanuel Cleaver, II
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Shri Thanedar
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Shomari Figures
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Gilbert Ray Cisneros, Jr.
Member of Congress



Donald S. Beyer Jr.
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Eugene Simon Vindman
Member of Congress



Seth Moulton
Member of Congress



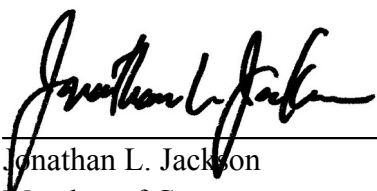
Deborah K. Ross
Member of Congress



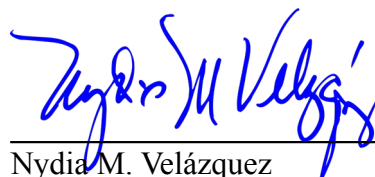
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Member of Congress



Jerrold Nadler
Member of Congress



Jonathan L. Jackson
Member of Congress



Nydia M. Velázquez
Member of Congress



Marilyn Strickland
Member of Congress



Bonnie Watson Coleman
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Maggie Goodlander
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