



FLRA NEWS

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FLRA Chairman DuBester Restores Collaboration and Alternative Dispute Resolution Office

FLRA Chairman Ernie DuBester yesterday announced the restoration of the FLRA's Collaboration and Alternative Dispute Resolution Office (CADRO). CADRO is once again available to the federal sector labor-management community to help voluntarily resolve FLRA cases, especially negotiability cases and arbitration exceptions pending before the Authority, as well as unfair labor practice cases pending before FLRA administrative law judges. Michael Wolf has returned as CADRO Director and ULP Settlement Official. Shortly, Merritt Weinstein will return as the FLRA Senior Dispute Resolution Specialist.

CADRO also will once again offer high-quality training and facilitation services to help agencies and labor organizations more effectively prevent and manage conflicts that otherwise could erupt into litigation before the FLRA. "This is an essential part of our responsibility to exercise leadership under the Federal Service Labor-Management Relations Statute," said FLRA Chairman DuBester. "Teaching active listening techniques and problem-solving strategies often gives people a direct voice in workplace matters that they otherwise would never experience." Because CADRO makes a difference in the quality of work life and the effectiveness of agency operations, there is often a waiting list seeking training from CADRO.

For more than 20 years, through almost every change in administration, the FLRA's ADR program has earned the support of federal agencies, labor organizations, and the FLRA itself. CADRO has become intrinsic to the fabric of the FLRA. "The real value of CADRO is that it drives more effective party engagement concerning matters covered by the Statute," said FLRA Chairman DuBester, "along with more effective and pragmatic labor-management problem-solving, rather than narrow resolution of legal disputes."

CADRO is important to parties while making good business sense for the FLRA. Hundreds of parties have sought the FLRA's voluntary ADR services in complex, sensitive, significant, and sometimes controversial litigation. Resolution rates are consistently in the range of 80% to more than 90%. FLRA data indicates that its ADR program requires far fewer resources per case compared to litigated results, and ADR enables the agency to close cases quicker and at a lower transaction cost than comparable, litigated matters.

CADRO is perched on a rich history of ADR in the U.S. government. In 1990, Congress passed the [Administrative Dispute Resolution Act \(ADRA\)](#), which authorized federal agencies to adopt ADR policies, designate Dispute Resolution Specialists, institute ADR training for employees, and use ADR processes for the administrative resolution of issues in controversy. In 1996, Congress amended the ADRA to permanently reauthorize key provisions, make vital provisions mandatory, and delete an earlier sunset provision.

In ADRA as amended, Congress required all federal agencies to adopt ADR policies and emphasized that using ADR can offer "prompt, creative, efficient, and sensible" resolution to disputes. Shortly thereafter, the three components of the FLRA—the Authority, Office of General Counsel, and FSIP—jointly established the FLRA's Collaboration and ADR Program.

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Established in 1978, the Federal Labor Relations Authority administers the labor-management relations program for 2.1 million non-Postal federal employees worldwide, approximately 1.2 million of whom are represented in 2,200 bargaining units. The FLRA is charged with providing leadership in establishing policies and guidance related to federal sector labor-management relations and with resolving disputes under, and ensuring compliance with, the Federal Service Labor-Management Relations Statute.