

# Congress of the United States

Washington, DC 20515

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.<sup>1</sup>

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.<sup>2</sup> These illegal attacks on FMCS 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

---

<sup>1</sup> [https://www.fmcs.gov/wp-content/uploads/2025/03/FMCS-Econ-One-Pager\\_2025-APPROVED.pdf](https://www.fmcs.gov/wp-content/uploads/2025/03/FMCS-Econ-One-Pager_2025-APPROVED.pdf)

<sup>2</sup> <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.<sup>3</sup>

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

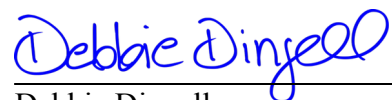
1. What is FMCS's plan to restore service coverage in regions where offices have been closed? Will the agency reopen any of the shuttered regional offices or provide alternative means of service delivery in these areas?
2. What is the plan to rehire mediators and staff whose positions were eliminated 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

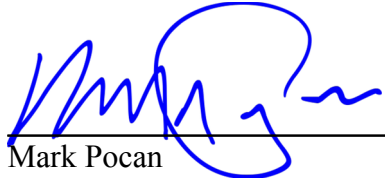
---

<sup>3</sup> [Rhode Island v Trump Status Report.pdf](#)



---

Donald Norcross  
Member of Congress



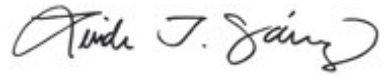
---

Mark Pocan  
Member of Congress



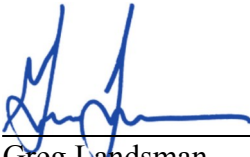
---

Val Hoyle  
Member of Congress



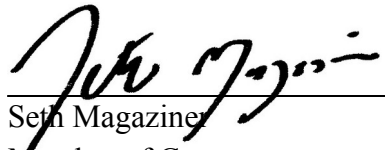
---

Linda T. Sánchez  
Member of Congress



---

Greg Landsman  
Member of Congress



---

Seth Magaziner  
Member of Congress



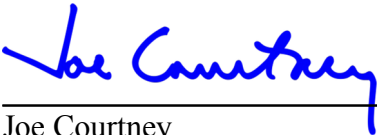
---

Alexandria Ocasio-Cortez  
Member of Congress



---

Eleanor Holmes Norton  
Member of Congress



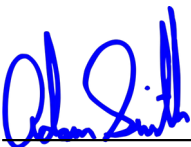
---

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



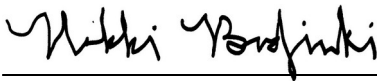
---

Jan Schakowsky  
Member of Congress



---

Danny K. Davis  
Member of Congress



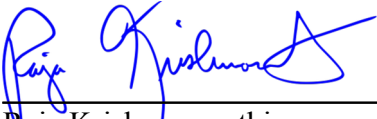
---

Nikki Budzinski  
Member of Congress



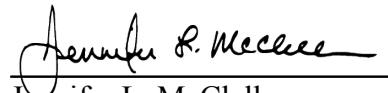
---

Terri A. Sewell  
Member of Congress



---

Raja Krishnamoorthi  
Member of Congress



---

Jennifer L. McClellan  
Member of Congress



---

Dina Titus  
Member of Congress



---

Jamie Raskin  
Member of Congress



---

Alma S. Adams, Ph.D.  
Member of Congress



---

John B. Larson  
Member of Congress

---

Sheila Cherfilus-McCormick  
Member of Congress

---

Robert C. "Bobby" Scott  
Member of Congress

---

Dan Goldman  
Member of Congress

---

Suzanne Bonamici  
Member of Congress

---

Mark DeSaulnier  
Member of Congress

---

Haley M. Stevens  
Member of Congress

---

Judy Chu  
Member of Congress

---

James P. McGovern  
Member of Congress

---

Henry C. "Hank" Johnson, Jr.  
Member of Congress

---

Brendan F. Boyle  
Member of Congress

---

Julia Brownley  
Member of Congress

---

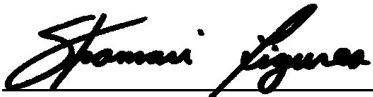
Melanie Stansbury  
Member of Congress



Emanuel Cleaver, II  
Member of Congress



Shri Thanedar  
Member of Congress



Shomari Figures  
Member of Congress



Gilbert Ray Cisneros, Jr.  
Member of Congress



Donald S. Beyer Jr.  
Member of Congress



Eugene Simon Vindman  
Member of Congress



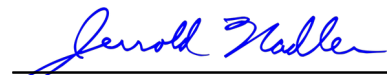
Seth Moulton  
Member of Congress



Deborah K. Ross  
Member of Congress



Sylvia R. Garcia  
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  
Member of Congress



---

Maggie Goodlander  
Member of Congress