



# FLRA NEWS

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## **FLRA ANNOUNCES APPOINTMENTS TO THE FOREIGN SERVICE LABOR RELATIONS BOARD**

Colleen Duffy Kiko, Chairman of the Federal Labor Relations Authority (FLRA), in her capacity as the Chairman of the Foreign Service Labor Relations Board (FSLRB), announces the appointment of Dennis Hays and Madelyn Spirnak to serve as Members on the FSLRB. These two FSLRB Members will serve on a part-time basis, as complaints or disputes involving the Foreign Service arise. The appointments were effective October 7, 2018.

A career diplomat, Madelyn E. Spirnak retired from the Foreign Service in 2006. During her 26-year career, and in overseas and domestic assignments following her retirement, Ms. Spirnak specialized in Middle East and European affairs with particular focus on trade and investment issues. Her final assignment before retirement was as Senior Advisor for Agricultural Biotechnology in the State Department's Bureau of Economic and Business Affairs. After retirement, Ms. Spirnak continued to serve in State Department domestic and overseas assignments. Ms. Spirnak has served on Selection Boards reviewing employees for promotion and with the Bureau of Examiners reviewing applicants for entry into the Foreign Service.

Ambassador Dennis K. Hays (Ret) also brings a wealth of Foreign Service experience to the post – with a 24 year career culminating in his service as U. S. Ambassador to the Republic of Suriname. AMB Hays was twice elected President of the American Foreign Service Association (AFSA), the professional voice and exclusive bargaining agent of all Foreign Service agencies. After retiring from the Foreign Service, AMB Hays served as the executive vice president of a major foreign policy organization, as an advocate for domestic and foreign technology concerns, including an advanced nuclear fuel technology company and traveled extensively overseas promoting rule of law, anti-corruption and police reform. In all of these positions he has had direct and ongoing contact with our Embassies and members of the Foreign Service.

The FSLRB was created by the Foreign Service Act of 1980 to administer the labor-management relations program for Foreign Service employees working for the U.S. Department of State, the U.S. Agency for Global Media (formerly the Broadcasting Board of Governors (BBG)), the U.S. Agency for International Development, the U.S. Department of Agriculture, and the U.S. Department of Commerce. The Board is responsible for: (1) supervising and conducting elections and determining whether a labor organization has been selected as the exclusive representative; (2) resolving complaints of alleged unfair labor practices; (3) resolving issues related to the obligation to bargain in good faith; and (4) resolving disputes over the effect or interpretation of a collective bargaining agreement.

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