

THE CAUCUS

The F.M.C.S. Retiree Newsletter
By Friends of FMCS History Foundation

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FMCS Alumni Reunion April 28-30, 2009

John Popular and Dick Deem report a very disappointing turn-out at this year's gathering of retirees in Dunedin, Florida. Whether the cause was the economic slow down or a decline in interest isn't known. Anyone who has attended an earlier gathering knows that John and Dick put great effort into making the event happen and worth attending. So John and Dick are wondering if their effort is worth it. They are considering trying again next year and then giving up if attendance isn't much higher. So it is up to us!

State of the Unions: How Labor can Strengthen the Middle Class, Improve our Economy, and Regain Political Influence

This book by Philip M. Dime, a labor reporter for the St. Louis Post-Dispatch for two decades, has endorsements from **Bernie DeLury** and Ted Kennedy, and a Foreword by Richard Gebhardt. The book, written before the Obama presidency, is very encouraging with Obama in the White House. It is a very good read. Give it a look. It's a McGraw-Hill publication.

John Wells Selection as FMCS Director

Phil Dine, author of *State of the Unions*, told your editor how John Wells got the job as FMCS Director. When Wells was Labor Secretary of Kentucky, he attended the Kentucky Derby with Kentucky Governor Brown. When Brown saw Governor Clinton, he told Wells I want to introduce you to another policy wonk. As he introduced them, he told them to "policy wonk" together. Clinton and Wells enjoyed a good chat, and the rest is history. John do you remember it that way?

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New Retirees

Here are the most recent mediators to join the ranks of the retirees:

Charles (Chip) Gamble, Harrisburg, PA.
Charles Fuchs, St. Louis
Richard Tygett, St. Louis
Herb Fetty, Louisville
Julia Greer, Detroit

Two Interesting Sources on Mediation

Here are two sources of interesting stuff on negotiation, mediation, conflict resolution, etc. One is issued weekly, the other monthly. They provide interesting information, including original articles and papers, as well numerous sources of additional information on a large array of conflict areas.

The monthly is: The Mediation.com Email Newsletter -
The weekly is: mtimonthly@mediationworks.com -

Check them out, you won't be sorry.

Happenings at FMCS

FMCS started an internal newsletter called *The Neutral Corner*. The first edition was dated 2-9-09 and the second 4-16-09. If you're on Ron Collotta's email list, you probably saw these.

Two early results of President Obama's election are:

Director Authur Rosenfeld resigned on January 21, 2009, and Scot Beckenbaugh became acting director once again. How many times has Scot done that?

Wilma Liebman, formerly with FMCS in the Wells era, was designated Chair of the NLRB on January 20, 2009. She has been on the Board since November 1997, when Clinton appointed her. The Board has been operating without a normal quorum of three members for a long time. The President recently made nominations to fill the vacancies.

Since Obama's last cabinet member gained Senate approval in late April, and many sub cabinet positions are gradually being filled, the time for the nomination of an FMCS Director shouldn't be too far in the future. Speculation on who the next FMCS Director will be continues. So lets hear some opinions before the appointment.

Jack Buettner was appointed Director of Field Operations, a Senior Executive position, in December 2008.

Michael Stein was hired in January as Director of the ADR/International and FMCS institute programs. With a BA from the University of Rochester and a JD from Brooklyn Law School, Mike has 20 years experience in labor relations in Federal and local government. His federal service includes: Departments of Agriculture and Commerce, Government Printing Office, Energy Regulatory Commission and Nuclear Regulator Commission.

From the Field

David Tanzman (256), who was hired in December 1950 and retired in January 1979, will be 90 years old in August 2009. Dave is still going strong. Recently, he had 15 arbitration cases pending, and had just written a 40 page arbitration award. Way-to-go, Dave.

David and **Wayne Horvitz** are tied for the honor of doing the longest oral history interview for the Friends Archive. Six 90 minute cassettes tapes is a lot of talk.

Bonnie and Robert Castrey recently made a generous contribution to the Friends in memory of “two great mediators and wonderful friends -- both talented dispute resolvers who are missed.” They are **Pete Nichols** and **Maggie Jacobsen**. The Castreys suggest honoring deceased mediators by creating a memorial fund at the Friends. What do you think of their idea?

Bill Usery reported that George Schultz gave an interesting speech in San Francisco at the January LERA conference. Schultz talked about all the times he used negotiation and mediation in the various cabinet positions he has held. They include Secretary of Labor, Treasury and State. Do any of your remember in the 1960s, Schultz was professor of labor economics at the University of Chicago, and he conducted national office week-long workshop for mediators? Does anyone remember attending one?

Jim Parman wrote: “Still teaching Hunter Education classes and writing my monthly website newsletters.” You can check Jim out at: www.oldmissourihillbilly.com -

Remember **David Vaughn** who was FMCS General Council in the late 1970s? Dave remembers the five years he spent with FMCS like this: “As many wonderful opportunities as I have had in my career, that was the best job, doing the most challenging work with a super group of people I ever had.” When Dave left FMCS in 1981, he became a full time arbitrator, a member of NAA and on its Board of Governors. He also taught labor courses for the Georgetown Law Center. He continues to arbitrate and he lives in Clarksville, MD.

Carmon Newell wrote an interesting suggestion for funding the Friends. Bail-out money or Earmarks are his idea. Who can help with that?

Bob Householder shared some wisdom from Mickey Mantle that he finds he now agrees with. Mantle said: "If I knew I was going to live so long, I would have taken better care of myself." Amen to that.

Along the same line of thinking, **Ward Wilson** is considering cutting down on his rustic camping/trout fishing trips into his beloved West Virginia mountains. Sad to hear.

Bob Bennett wrote regretting the decline of labor-management committees. That is something many of us can regret, as we wonder about all the effort we put into believing in them, creating and nurturing them --- and now they've disappeared. Also sad.

Gerry Gomez sent his business card with a note on the back that refers to the Caucus in these words: "Don't allow a foreclosure."

Joe Crowe wrote about getting together in Dayton recently with **Lou Manchise, Earl Leonhardt, Dan Judy, Steve Anderson** and **George Albu**. Those gatherings are always enjoyable. **Tom Colosi, Nick Fidandis,** and **Jerry Barrett** had lunch together last month in Falls Church. In June, **Jerry Ross** will join the group for lunch.

Did you know that **Bob Bowling** has a twin brother? Bob continues to arbitrate in Nashville. **Gerry McKay** is doing the same in California. Gerry wrote that he played a role in writing the arbitration section of the Free Choice legislation. He feels that legislation will not pass in the current Congress.

Recently, **Hal Gold** wrote from Florida: "I'm keeping busy writing fiction --- latest is a short story about a woman attorney for management (she has a strong union background), with a collective bargaining setting." Where can you get stuff like that published? Hal tells where to look.

Also heard from: **Ansel Garrett, Dick Deem, Mike Madden, Clarence Washington, John Knight** and **Dale Kline**.

Thanks to everyone who wrote to the Caucus.

Jim Power and his wife Alice were injured in a car accident, sustaining some broken bones, and are now on a slow recovery. Happy 80th birthday Jim.

Ken Moffett wrote recently, "**Wayne Horvitz** and **Joe Biondo** are both dealing with cancer. Wayne has bladder cancer and they cannot operate and Joe has Lung cancer and they cannot operate or do Chemo or radiation. Joe is at home 4045 Sardis Rd.

Murrysville, Pa. 15668 724 327 9450

Wayne is in the Washington Home (rehab)
3720 Upton, St.

Washington, DC 20016

I am sure both of them would appreciate hearing from their former FMCS colleagues.”

In Memoriam

Joseph W. Bania died in April 2009 at 85 after a brief illness. After serving in WW11, Joe earned two degrees in economics. He joined FMCS in 1968 and was assigned to the Buffalo office. Joe was named Citizen of the Year in 1985 by the Industrial Relations Association of Western New York, a chapter he had helped create in the 1960s, and he once served as its president. He was awarded the Bishop’s Plaque by the Labor-Management College of the Catholic Diocese of Buffalo in recognition of his contributions to the labor management community. Joe was a founding member of the Jamestown Area Labor Management Committee, the first area wide labor-management committee in the nation. After retiring in 1993, Joe served as an arbitrator in the Buffalo area.

Donavan Mayne

Donavan (Don) Mayne died on January 30, 2009 at age 80. Don joined FMCS in 1964 and spent his entire career in Minneapolis. From 1985 until his retirement in 1993, he served as District Director of the six upper Midwest States. After retiring, Don was elected to the Circle Pines City Council. He also served as Due Process mediator and arbitrator for the Catholic Archdiocese of Minnesota.

Don continued the leadership tradition in the large and strong FMCS Minneapolis office established by stars like **Charlie LaValley, Bart Hess, Ed Larson** and **Maureen Labenski**.

Norman Walker

Norman Walker died in January 2009 at age 96. Norm served as FMCS Director of information from 1963 until his retirement in 1978. One of the high lights of Norm’s FMCS career was handling the news during the high-flying Bill Usery era when FMCS was constantly in the news. Prior to FMCS, Norm was a journalist for Associated Press in New Orleans, Baton Rouge and Washington D.C. He covered the assassination of Huey Long in Louisiana, and later as a labor reporter he covered the golden years of labor relations.

What are Fringe Benefits?

Did you ever wonder where the label “fringe benefits” came from? During the War labor Board days, when decision makers were trying to keep wages and inflation down, they began to approve negotiated labor contracts that included vacation, sick pay, and health benefits as part of the cost package. So Professor

George Taylor asked what name should they use to describe these extra non wage benefits. At the time, the musical Oklahoma was very popular, and one of its most popular songs was about a Surry with the fringe on top. Since these benefits were being added onto the top of the wage package, someone suggested calling them Fringe Benefits, and the label stuck.

Professor Joel Cutcher-Gershenfeld told that story at the DC LERA meeting on 11-20-08.

A Perfect Essay on Conflict

Former Washington Post Columnist Coleman McCarthy has written about and taught conflict resolution for a number of years. After assigning his students to write an essay on conflict resolution, McCarthy said one student turned in what McCarthy felt was the perfect essay. Here is the entire essay:

"Question: Why are we violent, but not illiterate?
Answer: Because we are taught to read."

So very true. Happily, some K-12 schools have started teaching conflict resolution as well as reading.

Wayne Horzitz Wrote a Book

His book, published this year, is entitled: *What's the Beef? Sixty Years of Hard-Won Lessons for Today's Labor, Management and Government*. Horzitz's book resembles, somewhat, a book by Cyrus S. Ching a year after he left FMCS in 1952, as the first Director. In his book, *Review and Refection: A Half-Century of Labor Relations*, Ching shared what he had learned in his long career in labor relation and conflict resolution, much like what Horzitz has done in his book.

"Kindness is a language which the deaf can hear and the blind can see." Mark Twain

Did You Know?

Did you ever notice the great seal of the United States that appears on the back of every one dollar bill? On the seal, the left talon of the eagle holds an olive branch and the right talon holds arrows. Before the Truman administration, the eagle's head faced toward the arrows. Truman signed an executive order directing that the eagle's head turn toward the olive branch to symbolize the United States commitment to peace.

The acronym ADR has come into popular usage in recent years, and is generally understood to mean: Alternate Dispute Resolution. A recent lawyer joke gave this new meaning to ADR: Awful Drop in Revenue (for lawyers).

Contributors Since the Last Caucus

Since the Fall 2008 Caucus, these 70 individuals made contributions to the Friends:

Scot Blake, Jack Buettner, Paul Chabot, Pete Cinquemani, Ron Collotta, Gary Eder, Steve Fischer, Josh Flax, Bill Gill, Gary Hattal, Eileen Hoffman, Gerry Hughes, Dale Johnson, Christel Jorgensen, Ken Kawamoto, Mary Kluzycki, Jim Leaphart, Jennifer Ortiz, John Pinto, Lavonne Ritter, Kurt Saunders, Joel Shaffer, Tom Summers, Connie Weirmer, Gerry Gomez, Joe Crowe, Clarence Washington, Bob Ditillo, Mike Madden, Jim Parman, Mike Dipinto, Bob Bennett, Earl Smith, Dave Gurrola, Ansel Garrett, Ira Lobel, Pat Hart, Doug Hammond, Bill Hobgood, Jim Mackraz, Jim Thomas, Fran O'Brien, Larry Babcock, Harrell Mays, Carmon Newell, Dale Cline, John Wagner, Don Hampton, Joe Biondo, Mareen Labenski, Nick Fidandis, Gerry McKay, Ward Wilson, Robert and Bonny Castrey, Jerry Ross, Tom Colosi, Jim Hermans, Lou Manchise, Bob Householder, Jim Foss, Paul Stuckenschider, Jerry Finley, Steve Loffler, John Knight, Mery Skolochenko, Dick Deem, Jack Healy, David Tanzman, Hal Gold.

To each of you a heart-felt thank you because the Caucus and Friends Archive would not exist without your generous support.

Troubles at the NLRB

The employees of NLRB (Board and General Counsel sides) formed a union, NLRBU, and requested bargaining. Management refused to bargain, claiming the bargaining unit was inappropriate. The FLRA held a hearing and ordered management to bargain. Management appealed to the DC Court of Appeals. The NLRBU has been picketing at the General Counsel's public appearances. There is more to the story than that, but lets keep it interesting.

A few years ago, the Caucus carried on a discussion on unionization efforts at FMCS. Did those efforts ever reach the point of picketing public appearances of the Director? Aren't mediators more militant than a bunch of lawyers?

From the Editor

Lets all think of ways to support John and Dick in their many years of gathering retirees together in Florida. We can encourage more recent retirees to attend, travel to Florida with a fellow retiree, talk to some of our classmates about meeting next year in Florida. Surely, readers can think of other ways of sustaining the event John and Dick have worked so hard to create and nurture.

**The Caucus
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