

# **THE CAUCUS**

The F.M.C.S. Retiree Newsletter

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## **Big Show: Friends of FMCS History Archive**

On August 15 and 16, 2005, the Friends of FMCS/USCS History held an open house at the history archive in Falls Church. To better display all the materials, two other rooms were borrowed and a large hall was rented for two days. On Monday August 15, retirees were invited to visit. A very small number showed up in spite of invitations to everyone on the **Caucus** mailing list and many others. Thanks to Frank Allen and his wife who came all the way from L.A., and Kevin Powers came down from Buffalo. Also Tom Worley, a State mediator from Ohio, came from Columbus to help set up the rented space and check-out the entire archive. After spending over a month preparing and organizing materials for the open house, Monday's turn-out was disappointing. Not so Tuesday!

On Tuesday August 16, a bus-load of staff (merely 50) came from the National Office for a training day on FMCS history. Both days started with a lecture on my book on ADR History, followed by a tour of four rooms of archive materials. A handout listed key materials in each room. The Odd Fellow Hall displayed 57 annual reports, mediator bio books, projectors (16mm, Dukane, Sound-On-Slide, carousel slide, overhear), film materials including seven mock mediation with mediator/actors. Oral history room offered 200 oral history interviews on tape, CD and/or transcripts, with play back equipment. Photo room contained photos from Cy Ching's height to Barbara Pickett dressed like an Eskimo. The main archive room contained photos and materials from USCS, class photos beginning in 1950, information on why Directors Cole and McCoy has such short tenures, extensive materials on PM and the arbitration function, and materials gathered under each Director's era. Visitors were given the history of the archive (see next page).

The enthusiasm and interest displayed by the N.O. staff made the effort worthwhile.

Both days were video taped with the ideas of putting the video and other materials on a website, to be created once money is available.

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### **THE CAUCUS**

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## **Friends of FMCS History Archive Story**

I joined FMCS in 1964 and by early 1970s I was in the national office involved in running the annual mediator seminars, new mediator orientations and other things. During that time I started gathering earlier class photos and using the Labor Department Library to study the USCS. When I left FMCS to teach at Northern Kentucky University (1982-84), I started taping mediator interviews for my dissertation and helping Walter Maggiolo on the second edition of his mediation book.

I returned to Falls Church in 1984 as FMCS was downsizing the N.O. and field. Materials were being thrown-out indiscriminately. I retrieved things from the dumpster, confederates held stuff for me to pick-up as floors at 2100 K were given up. As field-offices down- sized, a few mediators shipped materials to me. It was a rescue operation. Certainly more was thrown out than I had an opportunity to save.

I started the Friends of FMCS History in December 1992 as a non profit with three purposes: gathering, preserving and publicizing the history of USCS and FMCS. The gathering is the hardest part. The archive is the preserving part, my writing and talking are the publicizing. My articles, papers, and finally a book, are in the archive. As the archive grew, it has had several locations: My house in Falls church from 1984 to 1995. For part of 1995, it occupied free space at RAI in D.C. where I was consulting part-time. When that ended in December 1995, I rented office space at 200 Little Falls Street in Falls Church. Original rent of \$250. per month is now \$600. Funds for rent and other expenses come from donations, mediator contribution through expense voucher deductions, a few small grants and me.

The archive and my role have never had any official standing with FMCS. I talked to each new director seeking support. There never has been any sustained support at that level. Once I was offered N.O. space without a lockable door. I turned it down as too small and not secure. I have invested too much effort in gathering and preserving to let people take whatever interests them.

I've been motivated by an interest in history, my dissertation experience, and a fascination with oral history (It gives individuals who will never write an opportunity to talk about their experience, impressions and reflections). And finally, no one else was doing the job. Certainly FMCS has not.

I am thinking of maintaining the Archive until after the 60<sup>th</sup> anniversary in 2007, and then finding a new home for it.

## **What's a Neutral Anyway?**

"If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has his foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality."

*Archbishop Desmond Tutu of South Africa*

It's really a wonder that I haven't dropped all my ideals, because they seem so absurd and impossible to carry out. Yet I keep them, because in spite of everything I still believe that people are really good at heart. *Anne Frank*

## In Memoriam

**Glenn Burgeson**, 74, passed away at home following an extended illness. After working as a teacher and coach in Ohio, and service in the Army during the Korean War, Glenn moved to Colorado to work for Education Association. In 1975, he joined the FMCS serving in San Francisco, Salt Lake and Spokane, before retiring in 1996. Glenn and his wife, Barbara, returned to Grand Junction, CO., where he enjoyed golf and studying western history. He is survived by his wife of 51 years, four children and seven grandchildren.

**George Hupp** died at age 93. Before FMCS, George was a UAW official at the Studabaker Auto plant and later a labor relations director for Studabaker. He joined FMCS in 1961 and served in South Bend until retiring in 1977. George started and nurtured the South Bend LMC, one of the first in the country.

**John (Sam) Keltner** died in January 2005 at 86. A long time academic in communications and speech who preferred to be called Sam, did a tour with FMCS as training office during the 1960s. Sam wrote, produced and narrated an early 16mm film on mediation and collective bargaining. The seven-part production featuring mediator/actors was used extensively on TV and L-M training.

**Ronald Haughton**, 88, a member of the diminished ranks of the war labor board generation, died last summer. Professor Haughton began his mediator career at

the USCS. A long time co-director of Institute of Labor and Industrial Relations at the University of Michigan. Haughton handled many major industrial disputes. Ford Motor and UAW appointed him their permanent arbitrator. Lyndon Johnson appointed him to help with the racial integration of tobacco workers union, and later asked him to handle the long dispute between Cesar Chavez and California grape growers. President Jimmy Carter appointed him head of the Federal Labor Relations Authority. For several years, Haughton extended his practice beyond labor management disputes while he headed the Board of Mediation for Community Disputes in New York City.

## New Director

In mid July, the White House announced the President's intention to nominate Arthur F. Rosenfeld as the next FMCS Director. At this writing, no subsequent announcements have been made on his nomination. Mr. Rosenfeld is currently General Counsel of the NLRB. Earlier, he served as labor counsel to the Senate Labor committee and in several positions at the Department of Labor. Since Rosenfeld will be the second Director coming from the NLRB, some Democrats see the anti union White House as using the dislike unions have of the NLRB as a way of diminishing FMCS favor with unions.

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“The only difference between a problem and a solution is people understand a solution.”  
*Charles Kettering, American Inventor*  
**Barrett’s New Book**

Your editor co-authored a book this year on Interest-Based Bargaining with Irishman John O’Dowd. While the book focuses on Irish labor relations, it has easy application to U.S. negotiations as well. The book title is: *Interest-Based Bargaining: A Users Guide*. The book can be seen and purchased (Euros) at this website: [www.Trafford.com/4dcgi/view-item?item=9464](http://www.Trafford.com/4dcgi/view-item?item=9464)

## **Wayne Horvitz’ Dad**

Ken Moffett emailed a story Wayne Horvitz like to tell about his Dad, Aaron, a well known arbitrator who once worked for USCS. The story involved Aaron’s friend, Peter Seitz, once FMCS General Counsel and the arbitrator who decided the case that opened up baseball’s free agency. Here is the story: Seitz had gone to the Proctologist and was being examined. The Proctologist said to Seitz as he was probing: “I understand you are a labor arbitrator, do you know Aaron Horvitz? Seitz replied: “Doctor, what is it you see up there that reminds you of Aaron Horvitz?”

## **Recent Former FMCSers**

Richard Barnes left FMCS on June 30, 2005. Many retirees probably got his email announcement of his consulting adventure. John (Jack) Toner left on July 1, 2005 from his position as Chief of Staff. Jack sat for an oral history interview with your editor before leaving. Having spent most of his career at the NLRB, Jack’s contrasting of the two sister agencies in terms of administrative practice depicts a night and day difference in approach. A difference all us are thankful to have experienced.

## **FMCS Is Number One**

On Wednesday, September 14, 2005 Scot Beckenbaugh, Acting Director since January 2005, sent the following message to FMCS staff: “Outside of Washington, this story may not be big news, so if you haven’t heard that FMCS has been ranked number one in its class in the entire Federal government in terms of employee satisfaction, let me be the first to tell you. In its reporting today of the results of an OPM survey and the rankings of the best places to work in the federal government. The *Washington Post* this morning had this to say:

"In rankings that depend on the feel-good factor, the partnership's listing of smaller agencies, appropriately enough, placed the Federal Mediation and Conciliation Services in the No. 1 slot."

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Govern a great nation as you would cook a small fish ... don’t overdo it.  
Confucius

## Popular's Past in Buffalo (By Kevin Powers)

Jerry (Barrett): There is a little place in my neighborhood called the " Libation Station, " where there is no such thing as a private conversation. Patrons like to sit at a barstool or lean against the initial gouged bar to have a cool draft beer. Some of the more " regular " customers order a small cup of "tea" on the side.

All conversation stops when Rachel Ray comes on the television to do 30 minute meals, thus allowing patrons an opportunity to ogle her and shout their fantasies.

As you can imagine, I have been known to stop there on occasion. Mind you, my stops are infrequent and solely to further my research into the nature of hopped and barleyed beverages and their effects on the mature mind.

Recently, I was nursing a glass of Labatt's Blue, a Canadian concoction curiously popular in these parts, and listening to a bargaining unit guy in a baseball cap explain to his neighbor that union and management were " all screwed-up " at his place.

" Where do you work, " his neighbor queried? " Over at that shit hole they call American Brass, " he replied.

" I thought that place was still being run by that group that calls itself ' Otukumbo ', or something like that, " said the neighbor.

" Yea, that ' s right. But they ' re screwed-up too, " said the baseball capped sage.

" Well, you know, I worked over there years ago. At that time they had a guy in labor relations that had a pretty good relationship with the union. He was able to get lots of stuff done. People liked him pretty well, " said the neighborly guy.

" Oh yea? Well I bet he ain ' t there anymore. They get rid of anybody who ' s got any smarts. You gotta be a regular shithead to work there any more, " the baseball capped oracle opined.

" Well, when I was there, like I said, we had a pretty talented guy in labor relations. Hey bartender, give us a couple of beers here. Please, " the old timer persisted. Only when the beers had been delivered and the complainer had checked his watch to see how soon Rachel would be on, he returned to their topic: " What was this genius ' name? "

" You see, I was in the marketing and sales group. But the guy I ' m talking about, he was over in labor relations or something like that. Anyway, he had a good relationship with the union, " the beer buyer started.

I could see the clouds of frustration rising under the baseball cap brim: " You told me before that he was in labor relations and you told me before that he had a good relationship with the dam union. What the hell was his name? "

" I don ' t like being interrupted. His name was John Popular. A really regular guy. "

Our baseball capped wonder said, " Never heard of him. Besides, if he was any good, they probably fired him. All they got over there is shitheads anymore. I gotta pee. Rachel ' s coming on in a minute. I ' m gonna watch my show. "

When he had left, I said to the now bewildered guy that I knew a John Popular. He said the one he knew ended up in Tennessee or someplace.

Small world, I thought to myself.

The guy ' s name is John Grieco. Please tell Popular that John Grieco is still in Buffalo and saying nice things about him.

Best wishes, Kevin (Powers)

## From the Field

Good news; more responses from readers than ever before. Some writing on the mediator unionization issue, others on the archive open house, and Kevin Powers with a funny, well written story. Please keep it up.

Regrets arrived from: Bob Bennett, Fred Reebals, Bernie O'Keefe by his daughter Caryl, Beverly Sanders, Jim Power, Sheldon Walker, John Wells, Bonnie and Robert Castrey, Tom Montgomery, Joe Crowe, Lou Sabatino, Gayle Wineriter, Bob Householder, Herb Fishgold, and Ken Evan. Regrets from Charlie Rehmus included information about Ron Houghton and the origin of *Bark on the Pond*. Patsy Anderson's regrets enclosed a keychain that Don Doherty got for his work in the coal industry. Ira Lobel's regrets enclosed two articles he wrote.

Checks received from Bob Dehaven and Charlie Baumgardner purchased copies of my ADR history book. Bonnie Castrey emailed about a serious typo. Grace Swanson wrote saying that Bob died in 2002. Checks from Pearl Smith, Jack Bates, Joanne Simsalek, Jim Thomas, Leo Gant, Gerry Annold, Don Hampton, Dave Hannan, Bob Bennett, John Knight, Sally Swerbilov, Jerry Ross, Harold Mays, Bob Householder, Herb Fishgold, Joe Crowe, Sheldon Walker, Rich Horn, Ann Money, Gayle Wineriter, Fred Reebals, Charlis Rehmus, Clarence Washington, David Tanzman, the Castreys, Mery Skolochenko, Patsy Anderson, Bill Heekin, K. Towers, and Jim Hermans,

All contributions are tax deductible, and are used to support the

**Caucus**, rent archive space and other Friends purposes.

David Tanzman and Ed Koenig both wrote long and interesting letters about the **Caucus** story on unionizing mediators. Such written reactions are rare and therefore greatly appreciated.

## FMCS Staff Changes

The following changes were announced by Acting Director Scot Beckenbaugh:

Fran Leonard, head of budget and finance, was appointed Acting Chief of Staff. Michael Bartlett, former Member of the NLRB, was appointed Deputy General Counsel.

The newly created position of Director for International/ADR and the FMCS Institute Program will not be filled pending the arrival of Arthur Rosenfeld as Director.

DMS Dan O'Leary was appointed Acting Regional Director of the Western Regional. Jack Buettner had been overseeing both regions.

Kathy Hanson resigned her position as Director of FMCS Youth Initiative. Dr. Hanson headed this congressionally encouraged initiative for three and a half years. Two senators provided funding beyond the OMB budget for this work that expanded on work started by mediator Julia Greer in Detroit. For more information on this very creative program, see the FMCS website. Your grandkids should hear about it.

## Retirees Gathering in Florida

The Spring 2006 gathering of Retirees will be held on the east coast of Florida rather than in Clearwater. The date in April has not yet been set. Plans will include tours of Cape Kennedy. As in the past, an announcement of details will be mailed early next year. Each year more people have attended than the year before. Lets keep that trend going. Mark your April calendar.

## More Good News

Because of an OMB requirement for performance-based budgeting, FMCS commissioned a research study last year by the Employment Policy Foundation to evaluate the Agency's economic impact on business and the economy. In a preliminary report last month, EPF reported that between 1999 and 2004 mediation averted 1,265 work stoppages, saving \$9 Billion in wages and profits. The report states that early mediation reduced work stoppages by 46 percent. Once the final report is available, FMCS will provide briefing sheets and a power point presentation.

Many of you, who mediated when unions had the strength to strike over numerous issues, will remember having had an impact on collective bargaining --- for you this report may seem odd given the weakened state of unions today and the limited issues they can contest.

## Labor Union News

Well, it happened. The AFL-CIO has come apart. The big aggressive unions left and formed their own federation, headed by a very can-do women trade unionist. Following that development, a late August headline offered another interesting development. *Workers of the World Unit*, a news article by Harold Meyerson (meyersonh@washpost.com) in the *Washington Post*, told of a recent meeting in Chicago of 1500 union leaders from throughout the world. The meeting agenda, captured on a banner over the stage, read: *Imagine a Global Union*. Meyerson's final sentence offers his assessment: "In a world where globalization has been designed and practiced almost solely for the benefit of corporations and their shareholders, the formation in Chicago has come not a moment too soon."

Is there anything new on an organizing efforts at Walmart?

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