

THE CAUCUS

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

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New Labor Union History Research Center

Two years ago, the IBT gave George Washington University a million dollars to gather and exhibit IBT history. The IBT selected GWU after a wide search for the ideal site to place their history on permanent loan. On October 13 2010, an inaugural event featured speeches by the GWU president, its immediate past president, and IBT president Jimmy Hoffa, introducing what will be known as the Labor History Research Center on the GWU campus in Washington D.C. The inauguration included a tour of a remodeled floor of the GWU main library, which included display cases of IBT history and research space.

This new center, the first to be created in 25 years, is already being considered by other unions as a site for their history materials. Using the IBT grant, GWU has hired both a labor archivist to manage the history collection, and a labor historian for the history department.

From the GWU President's remarks, it is clear that GWU anticipates that the Center will become a destination of scholars and students of labor-management history from outside GWU as well as within GWU.

For more information about the Center, visit the IBT website to see videos of the inaugural and some of the Center's history exhibit.

Because of the significant reduction in contributions from current mediators, the need to find a new home for the Friends Archive has become increasingly urgent. The GWU Labor History Research Center is likely to become the new home of the Friends Archive. More on this appears below in From the Editor.

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FMCS Alumni Annual Reunion

John Popular and Dick Deem will once again organize and host the FMCS Annual Alumni Reunion in Florida, April 26 to 28, 2011. The event location is the same as it has been for the last several years, the Best Western Yacht Harbor Inn at Dunedin on Florida's west coast. Mark your calendar now and make plans to attend.

New Retirees (Including the Friends)

No mediators retired since those reported in the Spring Caucus. However, three people in the National Office retired. Judy Smith and Minnie Kirby both retired in September, and Carol Booth retired in August. Carol was well known to me because she was the budget person who aggregated the contributions that mediators made on the travel voucher for the Friends. Beginning in February 1998, Carol sent me a check for the Friends four times each year. Because that arrangement was terminated by FMCS in January 2010, the Friends will probably go out of business (retire) for lack of funds in 2011.

National Office News

Director Cohen chaired one of the panel discussion sessions at the 75th NLRA celebration at GWU.

Check out the FMCS website again if you haven't for a while. There is a video on a successful mediation, a list of big settlements, information on a big push on healthcare disputes with emphasis on cooperation.

75th Anniversary of the NLRA

The GWU Law School and the NLRB held a two day seminar in late October, featuring papers and speeches on the NLRA's legacy and future. For more information, go to the NLRB website and click on the 75 Anniversary.

Most reader know that a former FMCS employee during John Wells' tenure, Wilma Liebman (930), is and has been for a long time chair of the NLRB. She played a major role in organizing and conducting the conference.

One point repeated by many conference speakers was that there is no likelihood that NLRA will be amended, even though they feel it is very out of date. Given the recent election, an amendment seems even less likely. However, if it was amended under these new circumstances, most us probably would not like the result.

Contributors Since the Spring 2010 Caucus

Since the Spring 2010 Caucus, these 33 individuals made one or more contributions to the Friends:

Earl Smith, Robert and Boonie Castrey, Keven Power, James Magnusson, Eileen Hoffman, Beverly Sanders, David Tanzman, Don Eaton, Jerry Ross, Dean Sederstrom, Clarence Washington, Connie Weimer, Frank Flore, Richard Barnes, Bob Householder, Tom O'Brien, Bob Bennett, Fred Reebals, Al Millie, Christel Jorgensen, John Knight, Lynn Sylvester, Bill Heekin, David Vaughn, Ira Lobel, Norm Lee, Don Hampton, Jeff Clark, Jerry Finley, Dick Deem, Ron Collotta, Jim Searces, and Regie Brovo.

Hez Brown Story

In the early 1970s, **Hez Brown** (650) and several other mediators were in Houston creating training materials for the Sound-On-Slide projector, At the end of the work day, Hez invited me to take a run with him. Since neither of us knew the neighborhood, we suddenly realized we were running through a very tough looking neighborhood. After a few blocks, Hez offered me this useful advice.

“Jerry stay right next to me as we run, and whatever you do, don't get ahead of me because it will look like I am chasing you, which will encourage others to help. And even more importantly, don't get behind me because it will look like you're chasing me.”

Arbitrator David Vaughn (800) Defended

In a Washington Post letter-to-the-editor, American Postal Workers Union President William Burrus defended Arbitrator Vaughn from Washington Post June 18th editorial, which said that Vaughn should have upheld the discharge of two Metro employees. President Burrus pointed out the Editorial writer was not present during the hearing to listen to testimony, and therefore did not hear the testimony presented to Vaughn. The Burris letter also pointed out that the award represented the end result of a process to which the parties had previously agreed and that Vaughn, as an experienced and respected arbitrator, had applied his best judgment based on the facts presented to him.

It is discouraging to readers of the Caucus to be reminded of how little understanding there is in the public and in public opinion influencers of our business, now 50 years after the Supreme Court had announced the unique and important place of arbitration in labor-management relations.

Some USCS History

Here is an obituary of a woman mediator hired in 1920s by USCS. Her employment by USCS is remarkable when you consider how few women mediators FMCS employed during its first 25 years.

“Anna Weinstock Schneider (190), 84, of Turnpike road, Westboro, nationally known for more than 40 years in the field of labor mediation and arbitration, died Sunday night at her winter home in Hollywood. Fla. She was the first woman conciliator in the country, appointed by President Harding in 1922 to the Federal Conciliation Service, then part of the Department of Labor. Mrs. Schneider worked with that service until 1947 and from that date until 1965 with the Federal Mediation Service, when she retired. She later worked with the American Arbitration Assn.

“She came early to her interest in labor. A Boston native, she quit school at age 14 to help support her family by working in a necktie factory. She joined the Amalgamated Clothing Workers’ Union and then the old Boston Trade Women’s League, of which she was president and legislative representative from 1919 to 1922. In her position with the League, she was active in trying to settle the 1919 police strike. She was also prominent in women’s suffrage in those days.

“In 1977 she received a joint citation from the American Arbitration Assn. and the Federal Mediation and Conciliation Service. She was honored by the Labor Studies Center at Umass-Amherst, of which she was an active supporter. Her papers are with the Labor Relations Institute at Cornell University.” I met Anna Weinstock, that was what she was called in FMCS, in the 70s, and visited with her for ten minutes. It was a very pleasant experience. That was before I started recording mediator interviews. Unfortunately, I didn’t start recording interviews until ten years later.

Official FMCS Newsletters

Over the years, FMCS has issued a number of newsletters under different names. The first newsletter was issued on August 25, 1947, three days after FMCS came into being. It was called “Weekly Newsletter.” The “Weekly” was dropped, leaving just “Newsletter” with the May 29, 1954 issue, which was during the brief tenure of Director **Witney McCoy**. In March 1964, the name continued unchanged but the mast head became brown with “Newsletter” in white letters, which was during the **William Simkin** era. Exactly ten years later in March 1974, a new title began: “The Mediator” during the **Bill Usery** era That title continued for 22 years. The Fall 1996 issue began using the name “Mediation” during the **John Wells** era. “The Neutral Corner” newsletter appeared more recently, but when it started and how frequently it was issued, I don’t know.

In Memoriam

Dick Williams (477) died in November 2009, having been ill since August. One of his daughters wrote thanking me for sending him the Caucus for many years and, thus, helping him stay in touch with former colleagues and FMCS. Dick achieved an amazing number of firsts at FMCS. Dick began in 1963 as a mediator in Chicago and by 1973 he joined the

National Reps in the National Office. A year later, Dick became Regional Director in Chicago. In 1979, he moved to San Francisco as Regional Director. In all of these promotions, Dick was the first African-American to serve in the position. But there was one more step in 1984, Dick became the Deputy National Director in Washington D.C. Dick had a remarkable FMCS career.

Carmon B. Newell (702) died at 79 on August 16, 2010, ten days after celebrating his 56th wedding anniversary. Carmon began his FMCS career on August 19, 1974. Initial assignment to the Erie, PA Field Office, he transferred to Pittsburgh on January 29, 1978 where he remained until retiring on August 1, 1997. Prior to joining FMCS, Carmon worked for the United Steelworkers in various capacities in both New Jersey and Pennsylvania.

Robert Jackson (732) died on September 28, 2010. Born and raised in Newton, Iowa, Bob became a Marine immediately after high school, and served in the Pacific theater in World War II. Upon returning, he attended Grinnell College and later completed a master's degree at the University of Wisconsin. Bob worked for the Teamster's Union in West Virginia and was later a personnel manager for the U.S. Ceramic Tile Company in East Sparta, Ohio. He joined FMCS in 1974 and was assigned to the Kalamazoo office, where he remained until his retirement in 1996.

Notes arrived in the mail saying that **Bernie McMonigle** (826) a former mediator in California, and Ann Money a long time national office employee, had both died, but no details were provided. If anyone has information on either of them, please contact me.

Search for Common Ground

This peace-promoting organization (SFCG) uses this great slogan to underline its work: "Understand differences, and act in commonality." Those words could fit nicely on a bumper sticker.

SFCG is an international non-profit organization operating in 23 countries whose mission is to transform the way the world deals with conflict by moving away from adversarial approaches toward cooperative solutions. Headquartered in Washington, D.C., a majority of its 450 employees based in field offices around the world. SFCG has created independent radio programming, begun a newsletter that features articles on relations between the West and the Muslim world. They've brought together numerous conflicting groups to find ways to peacefully resolve issues. Check out their website.

From the Field

F. Donal O'Brien co-authored an article with Nancy Peace entitled "Interest Arbitration: Some Timely Thoughts." Their work appeared in Perspectives on Work: the Magazine of the LERA. Congratulations Don! When Don retired from FMCS, he moved to Rhode Island and started arbitration. In 1998, Don served as National President of the IRRA, now LERA.

Dean Sederstrom (817) reported in June, he has two new knees and now plays golf year-round -- Wisconsin in summer and Florida in winter.

Jerry Finley (484), reported that **Clarence Washington** (551) has cancer in his throat. After a tracheotomy, Clarence is mending, but progress is very slow. Thanks Jerry for the update, and all the best to Clarence from your many retired friends.

Jeff Clark (966) wrote expressing appreciation for my work on the Caucus.

Christel Jorgensen (972) sent her new business card, which indicates she is doing both mediation and arbitration from her address in Aurora, Colorado.

David Tanzman (256) reported being 91 years old, but still arbitrating and singing as Cantor in his Synagogue. David promised to speak to the new President of the UAW to see if he had any interest in the Friends archive.

Frank Fiore (753) reported feeling relieved at 89 to give up his home and moved to no-more-grass-cutting or snow shoveling in Dousman, Wisconsin.

Bob Householder (508) reported he applied for membership and was accepted by "the distinguished Pittsburg Athletic Association." I'd like to know more.

Ira Lobel (700) in a recent note mentioned just having returned from NAA conference. Doesn't that make some readers feel very old?

Bob Bennett (662) reported from his winter home in Florida that at 82 he an OF. Bob missed the retiree gather last Spring, but promises to make the next one.

Fred Reebals (688) reported still enjoying the Caucus and the John/Dick Spring event in Florida.

Al Mille (409) wrote about his annual summer drive to Maine – too many trucks on the road. He enjoyed **Sidney Perceful's** (824) story in the last Caucus.

Nick Fidandis (547) wrote a very gracious thank you for my work in creating and maintaining the archive, and he suggested, under the circumstances forced on me by FMCS, the Service should find space in the national office for the archive.

A few others reacted to my July 7, 2010 email, which explained the Friends finances and asking for advice on what to do with the archive. They included:

Lu Tanner, Bev Sanders, Josh Flax, John Knight, Jim Thomas, Jerry Gomez, Gerry McKay, John Wells.

Here is a summary in which most individuals favored more than one option. Five favored giving the archive to FMCS. A majority questioned FMCS interest in the archive. Five favored giving it to a university. Three favored my option number 10 – creating an archive at the George Meany Center and getting other Federal labor agencies to join. One favored a big website. One suggested that the lack of

interest in the archive is because ADR has become so popular and wide spread that the FMCS role in creating the foundation is largely unknown.

From the Editor

The financial problems facing the Friends and the discussion on how to dispose of the archive have been mentioned in several places above. My July 7, 2010 email resulted in mediators sending a number of very generous checks, for which I am very grateful. But the most interesting result, actually a delightfully shocking result, was, within a half hour of sending my email, I received an email from a mediator asking if the Friends had 501 c 3 status. I wrote back saying yes. A return email said the sender would give the Friends \$5,000. A check for that amount arrived a few days later signed by **Richard Barnes**, who most of you know.

Richard's generous donation will cover the archive rent long enough for me to carefully consider what to do with the archive. The front-runner is the Labor Union History Research Center at GWU. I have been in touch with the individuals managing that program for several years. I've watched it grow with solid support from GWU to develop into a place where the FMCS archive material will be safe, displayed interestingly, and be used. Located a few blocks from the national office and convenient to the Metro, it seems ideal. Personally, I want the archive to be easily available for me to continue writing. One thing I am sure about at this point is I will continue to produce the caucus, if for no other reason than that it gets some of our history into print.

A note primarily to readers who are NAA members: I am writing a paper tentatively titled: The USCS and FMCS Role in the Development of L-M Arbitrations, which basically makes the case that the mediation service is the only institution that has consistently promoted arbitration since WW1. I recently submitted my nearly finished paper to the NAA for their "invited papers session" at their May 2011 meeting. A committee, co-chaired by Richard Block, Michigan State, and Robert Bailey, U of Missouri, will make the decision on which paper to invite. So if you know either co-chair or anyone in NAA who can promote my paper, please use your persuasive power to help. The historic role of USCS/FMCS is recognized too little, and the longer that continues, the less likely it becomes that any attention will occur. If we don't promote our narrative, no one else can be expected to.

A History Quiz (something new)

These ten questions below represent a not very subtle effort to get more people looking at the Friends website. The questions come from the Friends website at mediationhistory.org -- The answers appear in earlier issues of the Caucus or other documents on the site. Email your answers to me at: winjerwin@aol.com --

The individual with the most correct answers will be recognized in the Spring 2011 Caucus, and be given an extra copy of the Caucus.

When did the Caucus begin? 2. Who started it? 3. How many issues were produced in the first year? 4. What year was the first Spring gathering of retirees in the Tampa area? 5. Who started that effort? 6. Bill Simkin served the longest as Director. Who served second longest? 7. How many Directors had a law degree? 8. How many Directors worked for a union before becoming Director? 9. Name the individuals who served as acting Director. 10. Name the first Arbitration office head who was not a General Counsel.

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