

THE CAUCUS

The F.M.C.S. Retiree Newsletter

By Friends of FMCS History Foundation

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FMCS Retiree REUNION in Florida

Please read the words below from John Popular and Dick Deem about the event they created and continued to do the work necessary to support it. I attended almost every year, and I want you to know it has been worth my time and money. So I hope we can get a strong showing of support for 2014.

Elsewhere in these pages is a list of eleven recent retirees. If you know any of them, contact them and tell them about the REUNION and the Caucus. Get their email and home address and send it along. Please do the same with mediators you worked with or who were your long ago classmates.

"The FMCS Retiree REUNION may be retiring in 2014". Dick Deem and John Popular initiated the FMCS Retiree Reunion in 2002 with 35 people attending the first event at Clearwater, Florida. Each year the reunion grew with attendance hitting 60 people. Five former FMCS Directors were together at the 2004 Reunion. A great deal of work goes into mailing invitations, getting food and drinks, dealing with the hotel and banquet facilities, lining up tee times for golf and making sure the bar is full with everyone's favorite beverages. Although the full cost of the 3 day reunion is \$70 per person, the folks that come agree the memories of good fellowship are "priceless". Here's the problem. Only 22 people attended this years Reunion.. We recognize that age takes it toll. People can't travel due to age and illness. So the issue is whether our retiree mediators still have an interest in continuing the Reunion, or there is no further interest. It's up to you. We decided to ask you to reply to Jerry Barrett's CAUCUS indicating whether you intend to attend a 2014 Reunion. It's up to you whether we continue." John J. Popular and Dick Deem

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From and About Readers

Sidney Perceful couldn't attend the mediator gathering in Florida this Spring so she mailed some old photos to John Popular, asking that he give them to me. The photos included shots of her fellow mediators from old region six (St. Louis), including: Jim Kelly, Rick Horn, Lou Solari, Tom O'Brien, Al Mille, and a few whose names I can't recall. There were also photos of Florida retirees gatherings. Thanks Sidney!

This heading would have more items in it if I heard from more of you.

New Mediators Hired in 2012

Jennifer Disotell, Seattle, 1/17/12
Shelley Pinckney, Seattle, 1/17/12
Jimmy Valentine, Glendale, 5/21/12
John Ambrogio, Erie, 5/21/12
Larry Passwaters, Baltimore, 6/18/12
Isael Hermsillo, Glendale, 7/16/12
Stephen Millen, 7/29/12
Tammy Poole, Louisville, 8/27/12
Lane Harstad, 9/9/12
Nadene Reid, Woodbridge, 9/4/12
Arthur Pealstein, Minneapolis, 9/4/12

Mediator Retirements Between October 2011 and March 2013

Jan Jung-Min Sunoo, 10/21/11
Thomas Putnam, 12/31/11
John Buettner, 12/31/11
Edward Jones, 7/31/12
Donald Ellenberger, 8/31/12
Glen Tarkowski, 8/31/12
Richard Terpinski, 11/30/12
Charles Lucas, 12/31/12
Robert Dillard, 12/31/12
David Weinberg, 2/22/13
Connie Weimer, 3/31/13

Any retiree who knows one of these recent retirees please attempt to make contact and tell him/her about the Caucus and the REUNION gathering in Florida. Then please send contact information to the Caucus.

Current FMCS Staffing

As of 1-31-13, FMCS had 239 employees with 59 in Washington D.C. and 180 in the field including 157 mediators in 67 field offices.

Does anyone remember what the corresponding numbers were in the early 1970s, during Director Bill Usery's era? I think during that period, that total FMCS employment exceeded 500 employees.

Looking at the Friends Collection

Virtually all of the Friends FMCS Archive is now at George Washington University in Washington D.C. Labor Archivist Tom Conners is overseeing the processing of the materials into their Special Collections system in the main library (Gilman). The processing is approximately $\frac{3}{4}$ completed. If you care to examine a list of the materials already processed, you can do so online by doing the following:

1) Go to GWU Gilman Library; 2) Click on Collections; 3) Click on Special Collections Research Center; 4) Click on Manuscripts. 5) Click on American Labor History, 6) Click on Labor History Topic page. 7) Click on Archive -- LAC0007; 8) Scroll through this extensive listing of FMCS materials.

The materials you see listed there are not physically in the GWU library. They are housed in an archive facility in nearby Maryland. If you wish to see and touch anything listed, you can request it at the special collection desk on the 7th floor of the Gelman library. Within a day or two, the material will be available for your use at the special collection reading room.

A small portion of the Friends collection is on display in the special collections area, which can be viewed without making a request. At any given time, there is at least one display case that features materials from the Friends Collection.

More easily accessible Friends materials have been available for several years at the Friends website: Mediationhistory.org. You will find papers on both FMCS and USCS, back copies of the Caucus, photos, documents and some oral history interviews.

Finally, as you look through either mediationhistory.org or the collection at GWU, please keep in mind that while the archive started long ago it is not static. It is open for additional material. So as you scan either collection and you're reminded of something you have in that box you brought home when you retired, send it to me.

My New Computer and a Problem

My seven year old computer was dying, so I upgraded to a Mac Air. In the process of transferring old files to the new computer, I lost some Caucus

email addresses. I was able to retrieve some retiree address from my general email file. But that only worked when the email address reveals the owners name, or at least gave a hint as to the owner. The result is the retirees who used puzzling address will not receive this Caucus. If you know a retiree with such an address, please send me their name and email address. Ron Collotta was asked to forward his Caucus to his email list, which may result in some duplication. If I have time, I will try to mail a hard copy to those for whom I don't have an email address.

Sure They are Flashy, But:

"Your department is interviewing candidates for a team to launch an ambitious new project. Among them is Darren, an energetic, confident extrovert of a guy bursting with a "can-do" attitude. Then there's Doug, who has the right experience but comes across as introverted.

"The choices seem obvious: Hire a team of go-getters like Darren, pass on Doug and others of his ilk, and the new project is a surefire success. Right?

"Wrong. Because the bright, shiny bubble of extroversion can implode in a team effort, while the introvert may perform way beyond anyone's expectations, according to new research by [Corinne Bendersky](#). An associate professor in the UCLA School of Management.

"What's going on? For extroverts, some of the very qualities that make them shine can tarnish in the glaring light of teamwork. And for introverts, traits that aren't very exciting turn out to be quite effective on the job.

"The core of extroversion is wanting to be the center of attention," Bendersky said. "[Initially], there's a very strong, intuitive assumption by others that the enthusiasm, outgoingness and assertiveness of extroverts is associated with being very strong, positive contributors to tasks at work. But extroverts like to talk more than to listen...

See full story at <http://today.ucla.edu/portal/ut/extroverts-v-neurotics-245761.aspx>

Editor's Note: I've done some editing here to serve my bias, having just read the book, Quiet: The Power of Introverts in a World that Can't Stop Talking, by Susan Cain.

The Caucus

This issue of the Caucus is the 28th. Jim Power and I started in May 2000. We initially thought we would produce two or three annually. That quickly became

two. Initially, we used U.S. Mail to distribute it, which was expensive and time consuming with folding, taping, stamping and addressing. It was a relief when we shifted to email as more and more retirees provided their email addresses. Since all retirees have not provided email addresses, printing, stamping, mailing etc. is still required.

I plan to continue to produce the Caucus, but if someone else would like the job, I'd be happy to hand it over. The job would be easier if readers would provide news and comments. Searching for news and other material is very time consuming.

The last Falls issue of the Caucus was devoted entirely to the history of the Friends Archive and a list of my writing on FMCS and conflict resolution. Therefore, it was an extra long issue, allowing no space for anything else. Interestingly, there was very little response from readers.

Bonnie Castrey Honored

This Spring Bonnie Castrey was surprised when she was given the Marian Bergeson Award as Outstanding Board Member in recognition of school board and community service on behalf of public education. In giving the Award, the Committee Chair noted Bonnie's role in preserving the visual and performing arts in the Huntington Beach High School District; as well as her efforts in promoting and maintaining a cooperative L-M Relationships in the District and her role in assuring students of a full range of career and technical education opportunities.

Bonnie was elected to the Board in 1985, and has been re-elected every four years since then. For a number of years, Bonnie represented her Board on the Coastline Regional Occupation Board.

Bonnie was delighted that Marian Bergeson, after whom the Award was named, was present at the Award ceremony, since Bonnie considered her a role model. Congratulations Bonnie for all you've done while at FMCS and since.

Clark Kerr, a famous labor economist, labor-management arbitrator and President of the University of California, said: "The president of multiversity is an officeholder, a caretaker, a consensus seeker, a persuader, and a bottleneck. But he is mostly a mediator." Harvard University lecture: "The Uses of the University" (1963)

A Walking Bill Board

Have you ever considered getting FMCS or the official seal tattooed on your arm, or anywhere else where it can be seen at the beach?

A New York real estate firm may have started a trend by offering its 800

employees a 15% pay raise if they tattoo the company's logo onto their bodies. The employer will also pay for the tattoo without a requirement as to where the tattoo is placed or its size. One employee placed her's on her ear lob. So far, nearly 40 employees accepted the challenge, and have reported getting admiration from co-workers.

Tattoos can cost up to \$300, but getting one removed costs a lot more. (Mine cost \$5.00 in 1953.) Maybe John and Dick can arrange for a group rate at the next REUNION in Florida.

FMCS: Who We Are: Our History

For some interesting reading, go to the FMCS website and click on the title above to see a version of FMCS history. This three page-plus history lists many important events in labor-management history, new laws impacting FMCS, new programs within FMCS, and dates new directors were appointed. Retirees can read what happened during their tenure.

An interesting reporting practice began in 2002. Starting that year with Director Hurtgen, and continuing with the next two Directors (Rosenfeld and Cohen), the history includes the disputes mediated by those three Directors.

Retirees before 2002 know that many earlier Directors often mediated disputes, but this version of FMCS history does not acknowledge that.

AFL-CIO President Looking for Ideas & A New School of Labor & Employment Relations: Glimmer of Hope or Kidding Our Selves

Most FMCS retirees have spent their retirement years watching with amazement as the institutions of collective bargaining and unionization significantly declined. The better world many of us spent our career building has been systematically disassembled, while we look on powerless.

Do two developments this month provide any hope?

The AFL-CIO is looking for advice. President Richard Trumka has announced, that after a through examination of itself, the AFL-CIO is asking for advice from members, non members, students, progressives, academics, and anyone who shares their values about a better future for working people. To that end, Trumka has created a website (AFLCIO2013.org) to discuss the future of work and a changing role for the AFL-CIO. He has arranged for academics, journalists and a cabinet member to facilitate an online discussion of these matters. These

discussions will provide ideas for the AFL-CIO's convention in the Fall.

Given the extensive experience of FMCS retirees, this provides a great opportunity to go online to listen and offer ideas.

Secondly, Professor Paul F. Clark announced that Penn State University has elevated the 70 year old Department in Labor Relations to a School status. The former Department will now be called The School of Labor Studies and Employment Relations. While this development may seem of little significance, it is a reversal of a strong trend in the opposite directions. At many universities, such programs have had their budgets and faculty reduced, or placed in a business school, for example, where little support or prominence is available.

Support from other labor-management programs around the country followed immediately after Professor Clark's announcement. High praise came from Rich Block of Michigan, Joel Cutcher-Gerchenfeld of Illinois, David Lewin of California, Bob McKersie of Boston, as well as others.

If you'd like to read a writer who continues to comment on the negative consequences of the decline in union membership and collective bargaining, look for Harold Meyerson's occasional column in the Washington Post and elsewhere. I served on a panel discussion with him at George Washington University on the Wisconsin legislative attack on public employee unions. Meyerson is the real thing. He's informed, articulate and passionate on the topic.

Other interesting articles are provided by two legal scholars, Ellen Dannin and Ann C. Hodges, who have written six papers, in the last two months, on worker rights, the NLRB and Federal Courts. You can Google their names or "Truthout" for more information.

FMCS Newsletter

The FMCS Newsletter is available. Just go to the FMCS website and sign-up to get the Newsletter online.

Can You Believe This?

For seven years, I've served on the Northern Virginia Community College Board of Directors. On May 20, the Board elected me Board Chairman. The College is the largest Community College in the US with six campuses and three centers. This Spring's Commencement included 7,500

graduates.

Note: If you received this Caucus via U.S. Mail and you received earlier issue via email, please send you email address to me at:

winjerwin@aol.com-

The Caucus

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