

THE CAUCUS

The F.M.C.S. Retiree Newsletter

By Friends of FMCS History Foundation

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Retirees Reunion in Florida

The Fourteenth annual retiree gathering in Dundin, Florida drew to a close on April 30, 2015 with a discussion of what next. At this year's final event supper, Dick Deem and John Popular told the assembled retirees and guests that they would not conduct the event in 2016. Their remarks were met with great disappointment, but more importantly, with genuine expressions of thanks and admiration for the hard work and creativity, as well as their willingness to continue volunteering for 14 years.

The "what next" discussion ended with an understanding that a survey will be conducted of all those who have attended during the past 14 years, as well as all retirees who can be located. Armed with survey results, decisions will be made on future events.

Readers of this Caucus who have contact information for any FMCS retiree, please provide that information via email to the address below or to ron.collotta@live.com.

An Appeal for Your Help

This is an appeal from the Caucus editor and Founder of the Friends of FMCS History Foundation. As many readers know, in 2012, when the last of the archive was moved to GWU, that ended the \$650. monthly rent I was paying in Falls Church. Once I announced that, donations dried up significantly. Recently, I have been paying to improve the website (mediationhistory.org), and I am planning to add a new feature of oral history interviews that can be listened to on line. So please make a tax deductible donation to help this new effort. For a longer explanation for this need for money, check the email I sent recently to all readers on my Caucus email list and US Mail list.

THE CAUCUS

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Oral History Interviews

While in Kentucky recently, I recorded interviews with John Gray and Dan Judy. Having started interviewing in the early 1980s, I should reach interview number 200 in the next year or two. John's interview was number 185, and Dan's was 186. To see the interview list, visit the website (mediationhistory.org). The list won't include very recent interviews.

FMCS = Number Two

FMCS was ranked near the top in the just-released 2014 ratings of the Best Places to Work in the Federal Government. FMCS was ranked number two among the best small agencies to work in the federal government. Behind the Surface Transportation Board and ahead of the Peace Corps and the National Endowment for the Humanities. The rankings were announced by the Partnership for Public Service (PPS), a nonprofit, nonpartisan organization.

In Memoriam

FMCS retiree **Dale Cline** died in October 2014 in Hot Springs, Arkansas. Commissioner Cline was a Navy veteran, and after his military service, he returned to his home state of Arkansas and began his working life in an oil refinery, where he rose to lead his local of the Oil, Chemical and Atomic Workers Union (OCAW) as president. In 1971, he was appointed Arkansas State Director of Labor. After a successful term, he joined the FMCS in 1974 as a mediator. Cline served in FMCS until his retirement in 1998 after 24 years.

Sergio A. Delgado wrote with this sad news:

"I found out from our mediators in Atlanta that **Bob Baker** passed away a year ago (November 1, 2013). The sad part is that we were not notified by his family members. I really feel bad about that."

A fond recollection of Bob Baker's appreciation of irony: In the late 70s, Bob called my attention to his very handsome neck tie, and said he had paid as much for that tie as he had for the suit he bought in the early 60s to come to D.C. for his FMCS interview. On another occasion when we were interviewing mediator candidates, we got reminiscing about mediators we had known or knew who we saw as remarkable and memorable characters. We enjoyed listing the facts that made them characters, and soon we were speculating on the likelihood that being a character might be what made them good mediators. At that point, Bob said maybe that requirement should be added to the job description, and that is what we should be looking for as we interview candidates.

Retired mediator **Art Veach** died on March 28, 2015. He was Directing Business Representative for an SEIU local for thirty years. He was instrumental in the passage of the Kansas Public Employer/Employee Relations Act in 1972, and was appointed by seven Kansas Governors to the Kansas Public Employees Relations Board. Art secured a grant for Wichita Public Schools from FMCS in

1977. That school district was the first in the country to form a Labor Management Relations Committee, and that committee is still functions to this day. With FMCS, Art served in Kansas and Oklahoma.

Readers Write

Jerry: Greetings from Iowa! I have been following FMCS news and developments by reading a copy of The Caucus forwarded to me (pirated?) by a former associate who shall go unnamed. My financial support has been sporadic over the years but I am thrilled you appear to be determined to continue after what seemed to be a "swan song" in a previous issue. I have really enjoyed reading it (I much prefer it to the Washington Star) and will be sending a contribution to help in any way I can. I would still be honored and thrilled to sit down with you for an interview some time in Chicago if we can ever hook up. I am doing some ad hoc mediations in the winter/spring for the Iowa PERB and keeping busy with Meals-on-Wheels deliveries, playing my guitar at church and with some local folks, and serving for several years now on my condominium board, among other things. My wife, Mary, whom you may remember, is three years out now from a successful stem cell transplant for leukemia and is doing great. We have been sticking close to the U of I hospitals and clinics. I hope all is well with Rose and your family. I dearly miss FMCS and the good people I worked with, have at times been dismayed by the news out of Washington, but have kept the faith with regard to the importance of the work. Would love to receive The Caucus in the future at jfschepker@gmail.com.

Jim Schepker

Hi Jim: So good to hear from you, and to learn what's happening in your life. I am glad to have your email address. I will add you to my email list so you'll get the Spring 15 addition. If you haven't done it, I suggest you go to my website (mediationhistory.org) where you will find all of the back issues of the Caucus, as well as many other FMCS/USCS items. Also if you Goggle my full name (Jerome T. Barrett) you will find a list of the contents of my collection at GWU.

Hi Jerry: Thanks for the wonderful "Fall Caucus". I enjoy reading it and gain a lot more knowledge about FMCS history. Thanks again for all you do for the History of FMCS.

Peter Cheng

Peter: Congrats on your promotion!

Jerry, I did receive the fall caucus. It came as junk mail and I had to transfer to my in-box to see it (no big deal) I am going to retire on 12/31/2014, my personal e-mail after that date is gillfmcs@aol.com. I have had that for a number of years and will continue that e-mail. Thanks, hope life is treating you well.

Bill Gill

Hey Jerry: Thanks, once more, for the latest issue of *The Caucus*. It is always

fun reading about our former friends and colleagues, as well as learning about the new hires. Ira Lobel had a point regarding the minutes from the joint committee. FMCS survives, but in a different way. As long as we help people in conflict, and remain friends with our labor/management customers, who and where we mediate doesn't matter. I always take pride, when trying to explain to others what I did (and do) for a living, as I tell them we help people to help themselves, in solving problems. Keep up the good work.

Doug Hammond (740) PS I was never Acting Director.

Please Write

Let me hear from you. Write something interesting or not. I'll appreciate it, and use it if I can. Also, when you retire, please send your new email address. If you look back at the first issues of Caucus, you will see they were dominated by letters from retirees. Check that out on the website (mediationhistory.org)

Two Retired, Two Promoted

In January 2014, DMS **Tom Summers** and DMS **Sergio Delgado** retired. Tom led the Chicago sub-region for more than six of his 22 years with FMCS. Sergio headed the Southeastern sub-region from Orlando for nearly 19 of his 30 years with FMCS.

David Born has become the DMS in the Chicago sub-region, and **Peter Cheng** the DMS in the Southeastern sub-region.

An Easy Look at the FMCS/USCS Collection at GWU

Using Google, type in my full name: Jerome T. Barrett. Read the first, second or third items that come up. Click on the one that has my name and GWU and/or Gilman Library. Then, you'll be looking at the [Finding Guide](#) to the collection, which is 100 linear feet. Enjoy looking at the extensive list of items in the collection, realizing that the entire collection has not yet been entered into the Special Collections.

When you first click on my name, sometimes, farther down the list, you will find two other Jerome T. Barretts. One is an MD who discovered a throat condition that bears his name. The other is a lifer and murderer in a North Carolina prison. Also there may be photos of one or the other of them, but not me.

New Position Director of Field Programs and Innovation

Chicago Mediator **Javier Ramirez** was appointed to a newly created position in the National Office. Ramirez becomes Director of Field Programs and Innovation. The announcement of the new position describes Ramirez's duties as building systematic coordination between national office support services and the needs of mediators, making the best use of new, cost-saving technologies for improved service delivery, customer care, training, outreach, and special projects. Among his priorities will be creating better internal information resources and

communications tools for mediators. He will report to ADR/International Director **Lu-Ann Glaser** in her additional role as Manager of National Programs and Initiatives. National Director **Beck** announced, in expanding Lu-Ann's role, that she'll lead a center of creativity, innovation, and field support FMCS..

From Russia with a Question

From: Natalia Butyrskaya
<natalia_but@mediacia.com>

Dear Mr. Barrett,

I am writing to ask your permission to translate into Russian your article The Future of Alternative Dispute Resolution, which originally appeared on mediate.com, and publish it in our magazine Mediation and Law. Intermediation and Conciliation Mediation and Law. Intermediation and Conciliation, is the only Russian language periodical devoted exclusively to mediation. It is published quarterly since 2006. The magazine's mission is to introduce the basic principles of mediation to a wide readership, to put mediation into cultural context and to facilitate its becoming a part of everyday life of Russian society. We would be happy to include your article in the forthcoming issue of our magazine.

With best regards,

Natalia Butyrskaya, Manager for International Relations
Center for Mediation and Law, Moscow, Russia
www.mediacia.com www.mediationandlaw.ru

(On 5-15-15, I got two copies of her publication, and obviously, I couldn't read a word of it. But a neighbor looked at it and said it's reads like me. Jerry)

President Obama Reappointed Former Mediator

President Obama reappointed our **Edward F. Hartfield** as a member of the Federal Service Impasses Panel. This is Ed's second five-year appointment by President Obama. Also, Ed was appointed twice by President Clinton to the same Panel. So Ed is starting his 16th years on the Panel on his way to 20 years. While Ed admits, he is proud of his appointment, he also admits he's fallen short of his fantasy of being appointed Secretary of State.

I wonder if there has been any other FMCS mediator who has received a Presidential appointment. Please write if you know.

The Labor Movement's Rejuvenation or Transformation?

Is this what we've been waiting for? Here's what the publisher writes:

"Rebels at work are people who want to create positive change to benefit the organization, workers, and customers or clients. They have ideas for doing

the same thing in new ways—or for doing new things altogether. Authors Lois Kelly and Carmen Medina talked with hundreds of rebels over three years and found they were motivated ‘when their concerns grew so acute they were compelled to act.’ *Rebels at Work* offers ideas, techniques and advice on how to be a successful rebel at work. As one reviewer says, ‘It’s like a *Hitchhiker’s Guide to the Corporate Galaxy*.’ Whether you are a rebel at work or aspire to be, this book has helpful, practical guidance.”

A Labor Negotiations Classic Reaches 50

In 1965 Richard Walton and Robert McKersy wrote: *A Behavioral Theory on Labor Negotiations*. This fifty-year old study by two industrial relations scholars first raised the idea of an alternative to traditional collective bargaining. The timing of their study was premature because in the 1960s traditional bargaining was working very well. Those of us mediating during that period will recall the middle class and below was being served well by traditional bargaining, since it raised all boats.

In 1981, another book on negotiations appeared in a more friendly era in which disillusionment with traditional bargaining was beginning. *Getting To Yes*, a slim volume that was less scholarly and more prescriptive, gained immediate popularity beyond collective bargaining.

In 2002, three FMCS mediators wrote an article in a special FMCS edition of Pepperdine Dispute Resolution Law Journal. **George Buckingham, Carolyn Brommer** and **Steven Loeffler** wrote “Cooperative Bargaining Styles at FMCS: A Movement Toward Choices,” in which they sequenced the Walton-McKersy book to *Getting to Yes*, followed by the “PAST Model of Win-Win Bargaining” by Jerry Barrett. That placed me in surprisingly august company. I did spend virtually full time in 1989 and 1990 working on and introducing what became known as IBB to FMCS, while employed by the Department of Labor (DOL).

Thirty-third Annual L–M Conference in Kentucky

Lou Manchise and **Jerry Barrett** started an annual labor–management conference at Northern Kentucky University in 1982. At the time, Lou was a mediator in Cincinnati and teaching part time at NKU, and Jerry, recently RIF’ed by FMCS, had become a full time faculty member at NKU. Jerry left after two years to join DoL in Washington D.C. Lou continued to make the annual conference happen even after retiring from FMCS, and when he joined the NKU faculty. During all those years, FMCS has been a co-sponsor. Well done, Lou!

Two notable presentations at the conference were: 1. An amazing presentation by a UAW rep and the Ford Motors top negotiator in which they described their comprehensive cooperative efforts. 2. Speakers reported that employees not covered by a collective bargaining agreement were using Section 7 of T-H to

challenge discipline involving company policy on employee use of social media. Where a collective bargaining agreement exists, employees can challenge such discipline under the grievance procedure and arbitration.

Does anyone know of an annual labor-management conference co-sponsored by FMCS that has more seniority than thirty-three years?

At supper the evening before the conference, a group of mediators was sharing colorful stories when this one topped them all: A mediator, shortly before his retirement, was mediating all day and past midnight. During a long caucus with the union in an old Federal building, he realized no more progress was likely after 2AM, so he sent the union committee home, and he went home, forgetting the company in a nearby caucus room. About 6AM, a company rep called the mediator and woke him up at home.

Newly Hired Mediators

[Christy Yoshitomi \(1176\) Baltimore](#), David Huang (trainee) Wash D.C., Rozymn Miller, (trainee), Wash D.C., George Lovell, Portland, ME., Wayne Bucsko, Trenton, Walter Darr, Houston, Mary Stevens, San Antonio, LaTwana Williams, Wash D.C., David McIntosh, South Bend, Elizabeth Galliano, Chicago, Randall Mayhew, Wash D.C.

Newly Retired:

Timothy Germany, New York, Tim Bower, South Bend, Peter Cinquemani, Tucson, Gerald Hughes, Chicago, Daniel Hilbert, Milwaukee, William Gill, Grand Rapids, William McFadden, Baltimore, Tom Summers, Chicago, Roger Hendrix, St. Louis, Mitchell, Minneapolis, Lynn Sylvester, Wash D.C., Sergio Delgado, Orlando, John Harris, Houston, Stephen Fischer, Houston, Jenifer Flesher, Cleveland, Lavonne Ritter, Las Vegas.

Listening to Oral History

To preserve oral history interviews, originally recorded on cassettes, I bought and I've been using a program to digitalize cassettes. Recently, I digitalized **Martin Joseph O'Connell's** 1986 interview, when he was 102 years old. A remarkable man who served with both USCS and FMCS. He had a college degree in engineering and, with his brother, started the electric power company in Warrenton, VA. He told me that in those early years of electric power, electricity was only used for illumination, and no electricity was provided during the night with a full moon. With chuckle he said: "Just open the shades." I enjoyed listening to Martin again after twenty-nine years.