

THE CAUCUS

The F.M.C.S. Retiree Newsletter

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FMCS ALUMNI REUNION 2004

Mark your calendar! April 22 to 25, 2004 in Clearwater, Florida for the FMCS Alumni Reunion. John Popular and Dick Deem promise good weather for the event – they delivered good weather twice before on the third week in April. They have lined-up the Best Western Sea Stone Resort again with good prices on rooms and a hospitality suite for getting together. Leon Groves will be arranging golf opportunities including club rentals for those who want to leave their's at home. Those attending before found lots to do in the Tampa-Clearwater-St.Pete area. Look at earlier issues of the Caucus for details.

Watch your mail in January for details on the Reunion from John and Dick. If the mailman doesn't bring it, call John (727) 596-9924 or Dick (813)994-1524. They hope to make this gathering bigger and better than the earlier two. Be there!

Late Caucus Issue

Yes, this issue of is a month or two late. But there is a good reason, or at least a reason. The editor was meeting a deadline on a book manuscript, due December 15. It is in the publisher's hands now with a publication date of September 04. The book on the history of ADR will share little known facts with the reader, such as: George Washington had an arbitration clause in his will. Thomas Jefferson, while Secretary of State, mediated a dispute that moved the nation's capital from New York City to the Potomac River. The founder of Howard University, Union General Oliver Otis Howard, introduced arbitration during reconstruction to resolve disputes between former slaves and former slave owners. The patent for the steamboat was granted to the applicant who agreed to arbitration and denied the applicant who refused to arbitrate. Teddy Roosevelt earned a Noble Prize for mediating a settlement of the war between Russian and Japan. And many more.

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Ken Moffett wrote on November 12, 2003 mentioning lots of familiar names:

Hi Jerry:

Staying in touch is so much fun when you are retired. Since our last visit at your "FMCS Bunker" I have been playing Golf regularly each week with Former Director Bernie DeLury. Bernie has improved to such an extent that he now regularly is down the middle on almost all of his drives and just last week carded a 42 for nine holes at the Fairfax course we play regularly.

In August I made a swing through Western Pa. to play golf with former Pittsburgh Mediator Joe Biondo and his wife Italia. A grand two-day visit then onto Butler, Pa. to visit some Navy buddies and on to Cleveland to see other pals from my days in Cleveland.

In September, Mary and I visited former Mediator Howard Solomon in Bar Harbor, Me. for several days and also visited Al Mille and Eleanor in Harrington, Me. for a great lobster dinner for the six of us.

I spent an evening with Reggie Bravo who was attending a burial of a relative at Arlington National Cemetery. Don Doherty and I met in Fredricksburg, VA for a day of golf and lunch.

Norm Walker and I attended the Morrie Myers memorial Service in Gettysburg, Pa. this summer. Nick Fidandis and his wife were also there. Morrie got a great sendoff from his wife Betty and Morrie's children. We are looking forward to next year's FMCS Retirees gathering at Clearwater. I hope this finds you well, Ken.

Air and Space Museum Opens

Jim Power has loved airplanes since his years in the Air Force. Now he can talk about airplanes to interested museum-goers. The new, and long-awaited, branch of the Smithsonian's National Air and Space Museum near Dulles Airport in Virginia opened its doors this month. News reports on the place suggest it is a don't-miss-place if you visit Washington. Jim was selected from a large number of applicants and was trained to act as a guide at the new Museum. Way to go Jim! Watch for Jim when you get to the museum.

John Dunlop: Labor-Management Statesman

Professor Dunlop died in October at age 89. He was still active to the end. Someone once said that if you wanted to know the history of labor-management relations in the second half of the 20th century, you could find it on John Dunlop's Rolodex. Dunlop knew everybody who was a somebody, and many who only thought they were. Dr. Dunlop was a remarkable combination of a scholar and

practitioner. Long time DoL official Frank Kieller told this delightful story about Dunlop. In the early 1950s, while Frank was working for the chairman of the NLRB, his boss asked him to find an academic who could discuss and explain the building trades unions to the Board. Frank tracked down a young Harvard professor named John Dunlop and asked him to handle the assignment. A few weeks later when John was introduced to an audience at the NLRB, he asked the Board members to identify themselves. John was told that the Board members were busy, and that seated before him was the board's top staff, eager to hear his remarks. Without hesitation, John said he had prepared his remarks for the board members, and with that he handed a copy of his remarks to the nearest person and he left. Frank would end his story by saying, John has always had a lot of confidence. And so he did, with good reason.

John Dunlop has done it all and more. Secretary of Labor, Chair of the Cost of Living Council, War Labor Board, National Labor Relations Board Member, Equal Employment Opportunity Commission, Dean of Arts and Science at Harvard, Chair of the Harvard's Department of Economics, and most recently, Chair of the 1995 White House Commission on Future of Worker Management Relations, which became known as the Dunlop Commission --- and other boards and commissions too many to mention. He mediated in numerous major disputes in virtually every industry. Building trades was a particular favorite of his, surprising for a Harvard professor, but that was John Dunlop.

While Dunlop wrote a great deal, Professor Tom Kochan pointed out his greatest writing. The 1958 Industrial Relations System created the standard analytic framework for the industrial relations field in Kochan's view. John Dunlop's work lives on.

Former Director Barnes Moves On

Following the appointment of Peter Hurtgen to the Director job in August of 2002, Barnes moved back to the Deputy Director position. Last June, he moved on. He accepted a two-year detail to the position of Executive Director at the Usery Center in Atlanta. Good Luck Richard!

With Jan Jung-Min Sunoo on assignment to the ILO, doesn't that give-up two mediator positions? How does that work?

Ira Lobel Retired ?

Does the thought of Ira Lobel retiring make you feel old? Well, he retired in June. Ira and I worked together at the Department of Labor. When Bill Usery left DoL to become FMCS Director in 1973, he asked me to return to FMCS. When I agreed, I was asked if there were anything I'd like to take with me. I learned later, the question involved my desk, chair, a file cabinet or some DoL depression era art. Not understanding the question, I asked to take Silva Moore and Ira Lobel. So he

came and stayed 30 years. And from all reports, he did a great job. Continued good luck, Ira! (Excuse the first person. It's awkward to write the editor.)

Other New Retirees

Others also retired since the last **Caucus**, and more are expected late December and early January, a traditional time to leave. John Wines retired from Toledo and Dennis Celenica retired from Parkersburg. Both retired on November 28th.

Many of you will remember Robert Hughes, long-time national office Supply Clerk. He died in October after 40 years of service. May he rest in peace.

David Tanzman Called and Wrote

Dave wrote to suggest some items for the history calendar produced in 2001 and 2002. (There was no calendar in 2003, and there won't be one in 2004 because of book writing.) Dave has seen a lot of that history, having been assigned to Detroit in 1948. He is now 84.

Dave called to point out that the first recorded mediation was done by Abraham when he attempt to convince God to spare Sodon and Gomorrah. What do you think? Check it out at Genesis, Chapter 18, verses 16 to 33.

Sam Sackman's 80th Birthday.

In June, Sam Sackman's sons held a surprise birthday party for their dad's 80th birthday. Congratulations Sam! Invitations were extended to all his contemporaries at FMCS. The **Caucus** could have used a first hand report on the event, and any memorable or outrageous words by Sam.

Curt Counts' Family

Curt Counts was FMCS Director during the first Nixon Administration (1969 to 73). Last summer, Curt's daughter, Janice Counts Ocean, visited Washington D.C. from California with her children. She found the FMCS building and Dan Funkhouser showed them around, including the portraits on the ninth floor. Later Rich Hooper emailed Dan looking for more information on his grandfather's period at FMCS. A nice thought: an old mediator's children and grandchildren checking out how he earned a living thirty some years ago.

What's in a Name?

Have you heard that the IRRA is considering changing its name to reflect the times? Not sure what that means. What is the appropriate substitute for Industrial Relations in the 21st century? The issue will be debated and voted on at the winter IRRA conference in January 04. Do you remember when at least half of the IRRA chapters were run by a FMCS mediator? Is that the case any more?

Name changes are occurring at FMCS also. Director Hurtgen found it puzzling that non-labor mediation and training cases were labeled ADR but dispute mediation was not. He's right. Since all labor-management cases are ADR, FMCS can claim to be the largest ADR agency in government. The new terminology will replace Dispute Mediation (DM) with Collective Bargaining Mediation (CBM) and the mediation of grievances will be labeled Grievance Mediation (GM). One retiree wrote this about the changes: "I guess it is needed, but not as badly as actual labor disputes."

Remember another name change in the 1970s. Preventive Mediation became Technical Assistance, and later it became Preventive Mediation again.

A Settlement News Release

Most readers will remember the numerous news releases and news coverage of mediation settlements some years ago. Such announcements are rare now days. Not because there aren't mediated settlements, it is just that they seldom are considered newsworthy anymore. A recent, FMCS news release reported that Lou Manchise and Clifford Crum mediated a settlement in a two-month strike at Kroger supermarkets by the United Food and Commercial Workers. The strike involved 3,300 employees at 44 stores in West Virginia, Ohio and Kentucky. Good work guys!

FMCS Chicago LM Conference

Mark your calendar for June 2-4, 2004 – that's what the FMCS announcement said. The 12th National Labor-Management Conference will be held in Chicago. (Didn't Peter Regner start those?) The conference title is "Opportunities and Challenges for a Changing Global Economy." Check the FMCS web site for details at: (www.fmcs.gov). How many of you can name the mediator whose picture appears on the FMCS web home page?

FMCS hasn't had the likes of Norm Walker for a long time. In fact they haven't had a PR staff at all for several years. Recently John Arnold became the Director of Public Affairs. He can be reached at (202) 606-8100.

"Experience is not what happens to a person. It is what a person does with what happens to him."
Aldous Huxley

Home Land without Unions

From what the federal unions are saying, the unionized bureaus and agencies transferred to the new Department of Home Land Security are all in danger of being force out of the union. The unions are fighting a losing battle since the Bush administration wants to be union-free.

That reminds me of a story Wayne Horvitz liked to tell. A plant manager Wayne knew believed that if he was good to his family and didn't abuse his dog, one day he'd arrived a work and his secretary would greet him with these words: "The union is gone!"

For that plant manager, the union was there to punish him. Once he became more virtuous, the union would leave. So the question is has the Bush Administration demonstrated enough virtue to earn a union-free environment?

Others Retirees Heard From

Here are others who called, wrote or emailed since the last issue of the **Caucus**: Patsy Anderson, Tom Colosi, Ansel Garrett, Donna Hess (widow of Bart), Reggie Bravo, John Knight, Bruno Kozlowski (asking about the Retiree gathering in Florida), Don Mayne (reporting Hank Bell celebrated his 50th wedding anniversary), Dale Cline (recovering from 100 days in the hospital last year), Eleanor Vogl (widow of George), Ken Evans (busy choral singing and with grandkids), Bev Sanders (widow of Thurman), Larry Babcock (reporting Hank Meywes died), Steve Schlossberg (announcing his annual visit to D.C.), Bonnie and Bob Castrey (Christmas letter filled with travels), Ira Lobel (with Season's Greetings), and Sorine Preli (asking about the Fall **Caucus** and the name change by IRRA).

Thank you all for writing. If anyone else contacted the **Caucus** and was not mentioned, please accept this blanket apology and a reminder of old age.

You will notice a number of questions in this issue. All looking for answers from you. They are an attempt to hear from you. Ken Moffett's letter is another good example. Other retirees would like to know how and what you're doing. Please write, call or email.

Editor Honored

The **Caucus** editor received the Milestone Award at the October Buckeye Labor-Management Conference. The plaque from FMCS read in part: "for creating and promoting interest-based bargaining which advanced the process of collective bargaining in the U.S." In the late 1980s, the honoree had introduced his P.A.S.T. IBN model to FMCS which started their now extensive work with IBN. The honor included a very handsome plaque, a buckeye pen and pencil set (did you know buckeye is a tree native to Ohio?), free transportation and lodging, a delightful introduction by Lou Manchise, and the opportunity to give a speech to the conference. With room full of IBN enthusiasts, the editor admitted his commitment to IBN, but also how much he had enjoyed mediating in heavily industrialized Milwaukee in the 60s, long before Getting To Yes, when all we

knew was traditional bargaining. He also pointed out that as we talk negatively about traditional bargaining, we need to remember how long and hard unions had fought to get the right to bargain, how gladly trade unionists in the 1920s would have embraced any kind of bargaining.

Have you heard about the young labor relations student who thought LMC stood for Larry, Moe and Curly?

Editorial

During the book writing, some time was spent trying to explain what happened to collective bargaining and the labor movement during the 1980s. The recent media coverage of Walmart raises the specter of another blow to collective bargaining. It isn't just Walmart's shape practices with cleaning crews or their aggressive anti-union tactics featuring an assault force of union-free consultants descending on a store where the word union was said out-loud. Its their growing food business putting pressure on the unionized chains and their ruthless driving-down of prices on their suppliers, domestic and foreign. Someone has called it a race to the bottom where profits are the only concern.

It's the global economy, stupid! Old economics textbooks preached that: "A rising tide raises all boats." What about a falling tide? How's your boat doing?

Don't look to the labor movement for answers. They hasn't come-up with a coherent plan since they got laid-low by the 80s. Corporate campaigns and organizing public workers haven't done it.

What do you think?

HOPE TO SEE YOU IN FLORIDA IN APRIL!