

# THE CAUCUS

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

Volume 18, Issue 2

Fall 2008

## **PUT THESE DATES ON YOUR CALENDAR AND MAKE PLANS TO ATTEND**

**APRIL 28 - 30, 2009**

**THEY ARE THE DATES OF THE RETIREE REUNION IN DUNEDIN,  
FLORIDA AT THE BEST WESTERN YACHT HARBOR INN.**

Call John Popular (727-596-9924) or Dick Deem (813-994-1531) for more information on the Reunion. The events begin with a Sunset Reception on Tuesday evening at 6:PM with food and drinks. Wednesday is open for golf, shopping, catching up with friends and sightseeing. Thursday involves more hanging out or using John and Dick's list of places to go. That evening includes the hospitality room at 5: PM, followed by a banquet at 7:15PM. Each year, the Retiree Reunion gets bigger and better. Hope to see you there!! And thanks to Dick and John for keeping this tradition going.

### **Next Director of FMCS**

Have you heard any speculation about whom President Obama will appoint as FMCS Director? Does **Don Power** have a Michigan candidate this time? He has had them whether a Democrat or a Republican is in the White House. Does anyone think it should be another NLRB type? The two Directors under President Bush had come from the Board. While the NLRB and FMCS are often referred to as brother/sister agencies, the NLRB approach to collective bargaining is quite different from FMCS.

So let's hear some opinions before the appointment.

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### **THE CAUCUS**

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## **New Retirees**

Please welcome to our ranks the newest retired mediators: Michael Johaneson (Denver) 7/31/08 and Steven Lucht (Minneapolis) 8/30/08. We hope to see both recent Retirees at this year's Reunion in Florida.

## **Happenings at FMCS**

Two FMCS jobs were posted this fall: Director of Field Operations, and Director of Alternative Dispute Resolution and International Programs. If you are interested, the postings close near the end of November.

A New Mediator Class was hired this year. They are: Dennis J. Dougherty, Philadelphia -- Douglas Drake, Peoria -- Charles D. Evans, Chicago -- Teresa B. Phillips, Trainee, Chicago -- Richard A. Queer, Pittsburgh -- Daniel F. Hilbert, Milwaukee -- Rosa M. Tiscareno, Chicago -- Anthony J. Bauman,, Woodbridge, N..J. -- Matthew R. Cockroft, Cleveland -- Randall T. Larson, Rockford, IL. The National Office wisely purchased a copy of my book [A History of ADR](#) for each class member.

FMCS has decided to place interesting and historic photos on hallway walls throughout the National Office. To that end, photos from the Friends Archive were borrowed and copied to expand and enhance the show. Check it out when you're in D.C.

On the FMCS website, the agency provides a list of the conferences and trainings offered throughout the country. If you haven't seen that website, check it out. It is worth it. Go to the Friends website and click on the link FMCS.

Some retirees who mediated during the golden years of mediation and collective bargain wonder what FMCS mediators do now that there is so little collective bargaining. Here is one example:

Working with the University of Maryland, the University of Southern California and the University of North Texas, FMCS has developed a computer game designed to teach non-violence and conflict resolution skills to young school children. The computer game, called *Cool School: Where Peace Rules*, features animated school characters in situations that ask youngsters, ages 5 to 7, to select an action for resolving a potential conflict, such as others crowding in line, refusing to share or treating playmates disrespectfully. The premise of "*Cool School*" is in sharp contrast to violent and often popular commercial games that can inspire youngsters to emulate physically aggressive behavior. *Cool School* is now being made available for free downloading to teachers and families via the Curriki Web site. ([www.currki.org](http://www.currki.org)) . Check it out for your grandkids.

## **Proposed New Law Includes FMCS**

The Employee Free Choice Act is a bill unions hope Obama's election will pass into law. The new law would allow for union recognition based on a 'card check.' A less known provision of the draft bill authorizes FMCS to provide interest-based negotiations (IBN) training and assistance to parties negotiating an initial contract. That provision is reminiscent of the Clinton Executive Order promoting IBN and partnerships between unions and Federal Agencies. The E.O. produced major results during the Clinton years. Newly elected George Bush scrapped the E.O. immediately.

## **From the Field**

**Doug Hammond** starts his third career. We've all heard of his FMCS career, starting as an Intern and ending as a manager. After retiring, he worked as an arbitrator. While he was writing some comments on the Spring Caucus to the Editor, UPS delivered equipment for his third neutral career. Doug is now an umpire for high school and Connie Mack baseball. While trying-on his new equipment, Doug wondered "if this equipment could have helped us in our careers as Mediators? A mask to hide behind .... shin guards for those 'unacceptable' suggestions ... and a chest protector for those notebooks thrown our way when one side was especially unhappy with the process."

**Hank Bell** and his wife Billie didn't make it to last spring's reunion. Billie wrote saying they were packing-up at the time for their annual return to Minnesota for the summer. Probably to help Al Franken win his senate race.

**Bill Gill** and **Dan Curry** teamed up to help your Editor find Jim Mackraz. As a result, Jim wrote:

*"Hi, Jerry. Good to hear from you. Not much doing at this end. I retired in 1987. Arithmetic-wise, that's 21 years. (!!!). Sobering... When I joined the agency, in January of 1953 Clyde Mills told me that I was the youngest "commissioner" ever hired--I turned 30 two months later, in March. I never did check on this. Curry insists on advising me that I'm in good health. I believe him. He has noticed that at each of our monthly lunches I have just a bowl of bean soup, inferring thereby that I'm policing my diet. He's right, most of the time. The occasional arbitration cases I get keep me occupied. I won't be going to Florida; but I hope our trails will again cross sometime. Again, it was good to hear from you. Keep up your good work. Jim Mackraz"*

**"Don't worry about avoiding temptation. . as you grow older, it will avoid you." -- Winston Churchill**

**Clyde Mills**, who Jim Mackraz mentioned above, joined the USCS as a mediator February 2, 1942. He was transferred to FMCS in 1947 when the FMCS was created and USCS ceased. In 1950, he was appointed Special Assistant to Director **Cy Ching**. Later in the 1950s, he served two short terms as Acting

Director. His photo is in the FMCS History Calendar created by the Friends several years ago.

**Dan Curry**, as part of tracking-down of Jim Mackraz, reported he “had lunch with Jim Mackraz and **Ted Kieffer** yesterday. The once a month ‘retiree lunch’ began about two years ago. **Bob Jackson** met with them, and they later included me. As you may know, Bob is now in an assisted living facility in Pittsburgh. He is doing much better than he was a year ago following surgery. His hearing is very poor, but he does email ([GWENTH5@aol.com](mailto:GWENTH5@aol.com)).” Thanks Dan.

**Buford Thompson** (retired Kansas City) called me trying to track down **Gene Roche**. Buford and Gene had been office mates in Kansas City. Buford had managed to stay in touch with Gene during several of Gene’s address changes. The last contact with Gene came from South Dakota. Anyone with information about Gene please let Buford know.

**Arthur Pearlstein**, former General Counsel, conducted a workshop at the annual ACR conference called: “Pursuit of What? Lessons for the Field of Conflict Resolution from the Modern Study of Happiness.” Arthur is now Professor of Law and Director of the Werner Institute for Negotiation and Dispute Resolution at Creighton University in Omaha. In 2007, Arthur published an article entitled “The Justice Bazaar: Dispute Resolution through Private Ordinance as a Superior Alternative to Authoritarian Court Bureaucracy” in which he extensively quoted my book A History of ADR, appropriate credit.

**Tim Germany** also conducted a workshop at the annual ACR conference. Tim’s was called: “*Complexity Science Concepts for the Next Generation of ADR Practitioners*.” For the few of you who haven’t been exposed, Tim’s workshop listing explained: “*Concepts like emergence, patterns, self-organization, agents, containers, exchangers and differences help us deal with uncertainty at all levels.*”

Note: Can any of you imagine the reception Arthur’s or Tim’s workshop would have gotten from FMCS mediators in the 60s or 70s? Certainly, those were simpler times.

**Norm Lee** called with information about a newspaper story on **Roy Smith**. (That’s covered below.) On Norm’s annual trip to his second home in Arizona for the winter and golf, he will stop in Roseburg, Oregon because the Lumber and Sawmill Workers Local 2949 invited him to attend their Membership Award Ceremony. At that meeting, Norm will be honored for “being a member in good standing for 60 continuous years.” Remarkable! Congratulations Norm.

Beside his outstanding career with FMCS beginning in 1967, Norm was Business Manager for eight year of his union, and mayor of Winston, Oregon, as well as accepting several local public service appointments. All of Norm’s friends know

that he has been a very successful entrepreneur. In the 1960s, Norm and his wife owned and operated a Dairy Queen, which was the only DQ in the U.S. with a unionized workforce. A unionized workforce!!! How do you suppose that happened?

**Roy Smith** and his wife Peggy celebrated their 70<sup>th</sup> wedding anniversary on November 19, 2008 according to the Federal Way Mirror newspaper. The couple, both in their early 90s, explained the key to their long life together is “they both grew-up in a large family, where they never got their way very much and they learned to give as much as they took”, explained Roy. The newspaper also quoted Roy on his mediation work: “I like the challenge of trying to get people who are pretty well stuck on their opinion to bend a bit so they can come to an agreement. The job was darn interesting and pretty nerve-wracking.” After retiring, Roy arbitrated for several years. In 1986, I taped an interview of Roy on his career for the Friends oral history collection.

## **In Memoriam**

**Henry “Pete” Nichols** died April 10, 2008 in his home in Post Falls, Idaho, at age of 92. Born in Massachusetts, Pete earned degrees at Antioch and Cornell in industrial relations. During WW11, he served in both the Coast Guard and the Merchant Marines. Pete left the Merchant Marines in 1951 when he met and married Rachael, a practicing attorney in Washington D.C. Then Pete began his labor relations career representing a series of corporations. In 1960, he became a federal mediator, spending the next 25 years stationed in LA, Denver, San Francisco, Anchorage, and Seattle. Pete asked that no memorial service be held, preferred that “if anyone wants to take a moment and remember me kindly, that is all I ask for.” All retirees who knew Pete will do that.

**Thomas Washington** died on May 19, 2008 in Sewell, New Jersey. Tom served as a mediator for 30 years. He was hired in June 1974 and retired in January 2004, having spent his entire FMCS career in Philadelphia. Prior to FMCS, Tom worked as International Representative for District 50 of the Allied and Technical Workers. Earlier, he held every elected position in his local union, and taught union stewards for Cornell University. In Philadelphia, Tom served as President of the Federal Employees Credit Union for eight years, was active in his church and other civic groups. He had a large family with grand and great grand children. Remembering Tom, a long time friend said: “Tom was known for being a great kidder, full of good humor, comical, and would keep us all laughing with his often unexpected quips.”

## **From the Editor**

Buford Thompson, referred to elsewhere in this issue, mentioned he had heard of the Caucus but had never seen it. If you know of other retirees who are not getting the Caucus, please send their current address to the Friend’s address.

Any **Caucus** reader coming to Washington for Obama's swearing-in, please consider visiting the Friends Archive. It is a twenty minute Metro train ride from Washington D.C. and a very short (and cheap -- \$.50) bus ride from the East Falls Church Metro station.

We all know the economy is in big trouble, causing everyone to be worried and very cautious about spending. As a public service during this time of great concern, the following George Washington University appeal for Alum money is provided: "The Emergency Economic Stabilization Act of 2008 includes important tax incentives for charitable giving by donors who are 70 and a half years old or older. It extends until December 2009 a provision that permits you to make a gift using funds from your traditional individual retirement account (IRA) without undesirable tax effects."

This new law certainly applies to donations to the Friends of FMCS History since we have a charitable tax status. However, the Friends find great satisfaction in depositing even small checks. The rent continues to go up.

## **Contributors Since the Last Caucus**

Many thanks to the following individual who made contributions to the Friends since the Spring 2008 issue of the Caucus: Jack Healy, John Knight, Bob Dehaven, Scott Blake, Jack Buettner, Paul Chabot, Ron Collota, Pete Cinquemani, Gary Eder, Steve Fisher, Josh Flax, Bill Gill, Gary Hattal, Gerry Hughes, Mike Johaneson, Dale Johnson, Christel Jorgensen, Ken Kawamoto, Richard Kirkpatrick, Mary Kluzcki, Jim Leaphart, Jennifer Ortiz, John Pinto, Sharon Rafferty, Kurt Sanders, Joel Schaffer, Tom Summers, John Sweeney, Connie Weimer, Jerry Barrett, David Vaughn, Bob and Bonnie Castrey, Jim Searce, Harrell Mays, Norm Lee, Beverly Sanders.

**Maybe it's true that life begins at fifty ... but  
everything else  
starts to wear out, fall out, or spread out.  
Phyllis Diller**

### **How About These Items!**

The Annual National Meeting of Labor and Employment Relations Association (LERA, formerly IRRRA) will be in San Francisco on January 3 to 5, 2009. The conference promises to explain economic conditions confronting collective bargaining and how collective bargaining can succeed.

**Church and Mediators:** Those two words may sound odd together, but an Episcopal Church in southwest Michigan put them together. The sign announcing

the times of Sunday services listed the church name as: Episcopal Church of the Mediator. I had my photo taken standing next to it. That should probably be on the Friends website.

**Kevin Powers** continued his efforts to inform and amuse retirees by his emails. His coverage of the recently ended Presidential campaign was first class. His selection of humorous stuff to forward is delightful. A favorite during the high gas prices was a large sign proclaiming that since beer is less expensive than gas, therefore drink don't drive.

**From Moonshiner to Mediator:** Peter Obermeyer and I worked as Minnesota Assistant State Labor Conciliators in St. Paul in 1962, sharing the same office. Last summer, we met at the National Labor-Management Conference, and Peter told me about a newspaper interview of the former wife of another State Conciliator we knew in 1962. Vern Buck was a senior Conciliator when we knew him. Well maybe we didn't know him as well as we thought. Here is what the Minneapolis Star Tribune wrote in October 2007 in a feature on Prohibition:

"Yeah, we made booze, right there in our house." Linnea Gorden might be 98, but she retains vivid memories of the Prohibition era, when she and her husband, Vernon Buck, made and sold moonshine at her parents' house in the 4700 block of Nicollet Avenue S. in Minneapolis. Like many home distillers in the early 1930s, they did a thriving business and consorted with other underground characters, including the notorious Isadore Blumenfeld, aka Kid Cann.

"I suppose you could say Vernon was a gangster," said Gorden. "He made booze and sold booze and carried a gun wherever he went." The two eventually divorced, and Buck "went straight" or at least into public service, at one point becoming an assistant state labor conciliator. Weekends were particularly frenetic. They did a brisk business out of the house on Friday night and Saturday, and then headed north to the family cabin near Mille Lacs with more "hooch" in tow. "We had customers all day, and from all over the place." "But what about the long arm of the law?"

"Oh, coopers were our very best customers."

**The Caucus  
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