

THE CAUCUS

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

Volume 22, Issue 2

Fall 2011

The Friends Archive Moved

The Spring 2011 Caucus told the sad story of the Friends declining finances that was forcing the archive to move to a less expensive site. The next chapter can now be told.

Discussions with the George Washington University Library, Special Collections Research Center resulted in their agreement to accept the entire Friends Archive. I spent the entire month of July in the archive, with some hired clerical help, sorting, organizing, labeling and packing materials. On July 29, a GWU truck picked-up 150 boxes from the large room of Friends archive.

Some readers may know that in 1964 I began gathering materials for what became the Friends archive while serving as an intern at FMCS national office in the old DOL building. I spent a lot of time in the DOL library learning about and copying documents on the USCS and early FMCS. During the 47 years since, as the content of the archive grew, I became attached to the materials. So as the GWU workers removed the 150 boxes, leaving the 18 by 20 room completely empty, I felt a loss similar to my sons leaving home.

I kept the smaller 8 by 9 archive room, which is packed, floor to ceiling, leaving only space for one chair. The good news is the monthly rent declined from \$625. to \$150. I want to thank those readers who donated money, in large or small amounts, to keep the Friends archive going since 1995 when I moved it from the basement of my house to rented space.

It will be months before the 150 boxes of material at GWU will be completely processed, cataloged and ready for researchers and displays.

THE CAUCUS

200 N. Maple Ave. No. 212
Falls Church, VA 22046
e-mail: winjerwin@aol.com
website <http://mediationhistory.org>

Subscription: \$50. Annual support of the Friends
Published twice yearly, Spring and Fall
Editor: Jerry Barrett (489) Friends of History:

The contents of the small remaining room will eventually be given to GWU, probably late next year. In the mean time, I will finish sorting, organizing and packing materials, as well as continuing to write.

FMCS Alumni Annual Reunion

Good news: **Dick Deem** and **John Popular** are planning for next year's gathering of retired mediations. The dates are: April 24 –26, 2012. 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 near Tampa. Mark your calendar now, make plans to attend and encourage others to attend.

The first evening, 4-24, begins with food and drinks at John Popular's beach-front home at Indian Rock. The next few days shift to the Best Western in Dunedin where Dick Deem arranges drinks and snacks in the party room both evenings. On the final night, we all gather for a banquet. The daylight hours offer golf, shopping, sightseeing, catching up with friends, walking or running the beach, pool sunning or swimming, and anything else you want to do. If you are so inclined, you can sit with me for an hour and record your recollections of your time with FMCS. During trips to Florida reunions, I've recorded at least a dozen retirees' recollections.

I've been going through the remaining files in the Friends archive. In the photo files, I've found a number of duplicate photos. I will bring those to the Reunion in April for everyone to see how young and handsome we once were. You will be invited to take as many as you want for souvenirs. The collection will include: individuals: Bill Hobgood, Dave Vaughn, Ken Moffett, Wayne Horvitz, Gene Barry, Jim Power, Leon Grooves, Maurice Chagnon, Phyllis Cayse, Louis Solari, Nick Fidandis, Gayle Winrighter, Jim Sceace, Paul Yager, Norm Walker, Dan Fitzpatrick, Herb Fishgold, Larry Babcock, John Grimes, Ray Marshall, Tom O'Brien, Sidney Perseful, Earl Leonhardt, Regie Bravo, Bill Abner, Jim Williams, Scott Cruse, Brian Flores, Dale Johnson, Bob Bowling, Mrs. Horvitz, Sam Marshall and others. Also group shoots and negatives. I will also bring along extra copies of newsletters.

National Office News

Director **George H. Cohen** and Deputy Director **Scot Beckenbaugh** have gotten much media coverage on their mediation efforts with National Basketball Association and NBA Players Association. This media coverage, and that following their work on the National Football League negotiations, is very positive for FMCS. That it particularly true when contrasted with the negative attention the NLRB is getting.

On May 25, 2011, Director Cohen issued the following statement to the FMCS staff:

As you know, ever since Executive Order 13522 was promulgated In December 2009, I have been actively engaged in a program emphasizing the various types of assistance FMCS mediators can offer to help achieve labor-management collaboration throughout the Federal Government. The first phase of our activity was focused on conducting training sessions together with the Federal Labor Relations Authority in which our mediators jointly trained Agency representatives and their union counterparts concerning the nuts and bolts of how to establish labor-management forums and then to utilize them on a collaborative basis. To date, we have conducted more than 200 training sessions with at least 50 mediators participating. Thanks to your efforts, I have received uniformly positive responses from the numerous federal agencies and their bargaining representatives concerning this aspect of our activities.

I am now pleased to report the next innovative phase: at our behest, the National Council on Federal Labor-Management Relations has announced the creation of a "Training the Trainer" program. The program is being designed so that upon the joint request of an agency and its bargaining representatives the FMCS will provide a mediator to conduct training in which the parties are jointly instructed on how they, in turn, can train other members of their respective organizations in how to conduct the forums. This is a much-needed development as it will expand the pool of available trainers and help facilitate training of the extraordinarily large number of local labor-management forums, particularly at agencies with multiple bargaining units. In anticipation of this important new initiative, Heather Butler, Director of Education and Training, has established an e-room so that mediators assigned to conduct the training will have access to the latest training materials.

Two Very Interesting Papers

Those mediators who have been retired ten or more years probably have little understanding of what current FMCS mediators do on the job. The Director's statement above will inform you a little. However, two papers authored by the Director can open you eyes to FMCS 2011. See:

Advancing Student Achievement in the U.S. Public Schools Through Labor-Management Collaboration: the FMCS's Evolving Role in Education Reform.

A New Model for Managing Labor-Management Conflict with Early Third Party Intervention.

To view these papers go to the FMCS website at:

<http://www.fmcs.gov/internet>

Once on the website, click on “Resources” on the menu bar and go to “Speeches and Presentations.”

I hope some readers check out these papers, and then send me comments to share.

A Look at the Past for Contrast

I’ve been going through a file drawer of old FMCS newsletters with various names. I’ve selected the headlines of the lead story from three issues, August 1966, August 1970 and March 1971.

Here are the headlines:

FMCS NOW SETTLING 150 DISPUTES PER WEEK

FMCS AIDS SETTLEMENT OF PRO FOOTBALL PLAYERS STRIKE

PUBLIC SECTOR CASELOAD RISING RAPIDLY IN 1971

Contributors Since the Spring 2011 Caucus

Since the Spring 2011 Caucus, the following individuals have made one or more contributions to the Friends: **Robert and Bonnie Castrey, Pat Hart, Gary Hattal, Jerry Ross, Bill Gill, Fred Rebals, Barbara Wood, David Tanzman, Ward Wilson, Hal Gold, Jerry Finley, Jack Buettner, Al Mille, Ron Collotta, Dick Deem, Fran O’Brien, Gale Wineriter, Tom O’Brien, John Wagner (senior), Bob Ditillo, Herb Fetty, Bob Householder, Bob Bennett, Don Hampton, Gerry Gomez, Norm Lee, Jim Schepker, and Connie Weimer.** Thank you all for your support of the Friends.

Contributions came from: Bill Heekin, a friend of mine, Arbitrator from Cincinnati and founder of Arbitration and Mediation Service (AMS), which has a panel of Labor-Management neutrals. John Higgins served in many positions and for many years at the NLRB, including unofficial NLRB historian, He now teaches law at Catholic University. Fern Shackelford, Dick Williams daughter, made a contribution as an expression of appreciation for a copy of Dick’s interview, which I sent her.

A surprise contribution of \$1,486.52 came from a 501 C 3 account created years ago by a long time friend named Hugh Jascourt. The account was forgotten after Hugh’s death several years ago. The accounting firm of Robinson and Lukens, which had been handling the account for years, contacted Hugh’s widow saying they wanted to get the account off their books. Because the account was a 501

C3, it could only be given to another 501 C3. So she suggested the Friends, and I was glad to accept the money.

New Hires

In September FMCS trained a mediator class of eleven, includes: Ted Bantle; Kevin Brahaney; Ramona Buck (D.C.), Nicole Davis (D.C.), Shane Davis; Mark Ellis; John Gray (Cincinnati), Thomas Olson (Minneapolis), Laura Poppendeck; Joe Trejo (Denver), and Jim Tuecke.

From the Field

Gerry Gomez, while attending an LERA event in D.C. visited George Washington University Library with me to see the space where the Friends archive materials will be displayed and housed.

Former FMCSer **Pete Swanson** sent the following comment: "Thanks for your excellent work and commitment Jerry, as usual. It is indeed unfortunate that the agency has not realized that even calling its neutrals "mediators" is simply a position, and not an interest. By calling them mediators it confines their work to the world of conflict. The strength of the neutral party is not in mediating or resolving conflict, but in making connections between people. By doing that, they open up a huge new vista of possibilities --- more akin to the PM work, but even much broad, maybe they will have a Director one day to push them there."

Ward Wilson reports he had a heart valve replaced, got re-married two years ago, and is doing just fine in Parkersburg, WV.

John Wagner senior wrote wondering if at age 93 his is the oldest FMCS retiree.

Jim Schepker wrote just after the Spring Caucus, and five months into his retirement. At the time, he and his wife were both experiencing some health issues. Hope their health has improved since.

David Tanzman wrote saying as long as he sends a check each year, I can't stop producing the Caucus. He also reports being 92 years old and married 70 years.

Short notes from **Don O'Brien**, **Gayle Winerighter**, **Herb Fetty**, and **Bob Ditillo** accompanied their much welcomed checks. If they had written more, it would be included above.

Bob Bennett wrote expressing his appreciation of the efforts of John Popular and Dick Deem providing the opportunity for Florida retiree gathering.

Bob Householder wrote explaining that while taking a break from arbitrating, he has been watching the “insider game” on Wall Street while his shares declined. Very likely, many readers can relate to his experience with the market.

After lunch last month with **Jerry Ross, Nick Fidandis, Tom Colosi** and myself, Jerry Ross reminded us of a **Dave Tanzman’s** training tools. Some readers will remember Dave’s “nine dots” exercise, which encouraged out-of-the-box thinking. Jerry showed us Dave’s illustration of why labor-management cooperation must involve not just labor and management, but employees as well. The illustration starts with an equilateral triangle with the word labor, management, and employees each written near one of the angles. The illustration shows each party equal distance from the other two, but when two parties move closer together without moving closer to the third party, the shape of the triangle changes to the detriment of the third party. Dave’s point is balance is significant in relationships.

Retirees

Sue McMEnamin, HR Specialist, retired in early September 2011 after 35 years of Federal Service.

Marikay Batrus, HR Support Program Technician, retired 9-11 after many years.

Jon Numair, Mediator, Denver, Colo., Retired 7/01/11.

Ken Kawamoto, Mediator, Honolulu, Hawaii, Retired 7/31/11.

Rosemary Hayes, Mediator, Retired 9/30/11.

In Memoriam

In October 2011, former Commissioner **Buford G. Thompson** died. Buford was a mediator in Kansas City from October of 1975 until he retired in January 1996. With his wife of 65 years, Buford had six children and seven grandchildren.

Karen Kline, age 52, died on July 6, 2011. For five years, she served as Deputy General Counsel and as a mediator in Baltimore.

On April 8, 2011 former Commissioner **Al Kapner** died at age 87. He initially served in Chicago and later in Philadelphia. Two daughters, a son, and seven grandchildren survive him.

Former Commissioner **Jack Healy** died on April 3, 2011 at age 61. Jack spent 30 years with FMCS in Boston and Worcester, retiring in 2006. Healy began his career as a intern.

On September 12, 2011, former Commissioner **Dave Thorley** died at age 74. He joined FMCS in 1975, serving in Cleveland and Akron, retiring in 1999. Dave had four daughters, ten grandchildren and five great grandchildren.

On December 31, 2010 former Commissioner **Floyd Wood** died. Floyd's FMCS service included Regional Director in Los Angeles and Deputy National Director.

On June 21, 2011, Commissioner **Clarence Washington** died at age 85. He joined FMCS in 1965 and served in the San Francisco area until retiring in 1995.

In June 2011, former Commissioner **Tim Sullivan** died at age 89. He served as mediator in California.

John Truesdale began his career in 1948 with the NLRB as a Field Examiner in Buffalo, and rose to become Executive Secretary of the Board for 20 years. He also served several times as a Board Member. Mr. Truesdale died at age 89 on July 3, 2011. He is included in the Caucus because he played an important role in gathering FMCS history. He interviewed Cy Ching, the first FMCS Director, a task that involved nineteen sessions between 9-29-1965 and 12-13-1967. Copies are in the Friends Archive now at George Washington University.

A History Quiz (something new)

If John Wagner senior is not the oldest FMCS retiree, who is?.

Can anyone name an FMCS National Director who mediated without the help of a staff mediator?

In the past, FMCS has had three pairs of father and son mediators, including the Wagners, Allens and Carrolls. Are there any others, currently or in the past?

How Things Have Changed or Have They

In the early 1960s, my oldest brother got elected Recording Secretary of Local 36 of IUOE in St. Paul, Minnesota. His predecessor gave him the meeting minutes beginning with the local's first meeting in May 1900. My brother loaned the minutes to me to read. After reading them, I wrote a published article based on them.

One of the most interesting stories I discovered in the minutes involved a local member who was charged with keeping a non-union horse in his barn.

The accused was ordered to appear at the next membership meeting to answer the charge. He attended and admitted a non-union horse was in his barn, but he explained that horse once belonged to him, and when he could no longer afford to feed the horse, he sold the horse to his neighbor, a non-union teamster. But, because he loved that old horse, he allowed the horse to continue to stay in his barn where he could visit the horse. A membership vote found him guilty and fined him a box of cigars, to be delivered to the chairman at the next union meeting.

The minutes do not provide any hint of members' soul searching over their vote to convict and the prospect of a free cigar.

**The Caucus
200 N. Maple Ave. #212
Falls Church, VA. 22046**

FIRST CLASS MAIL