

FMCS/USCS HISTORY CALENDAR

History in Small Bites

From Friends of FMCS History Project

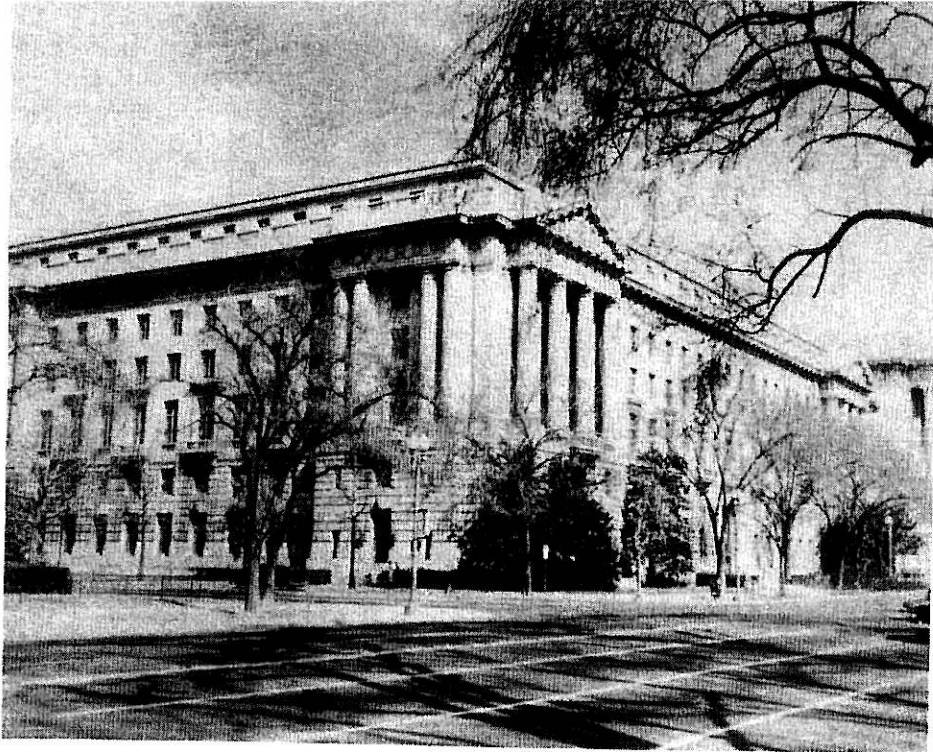
The Federal Mediation and Conciliation Service, an independent federal agency responsible for mediating labor-management and other disputes, was created in 1947, as the successor to the United States Conciliation Service, which was established in 1917 in the U.S. Department of Labor. This Calendar is dedicated to the supporters of the Friends of FMCS History Project. The Friends, a non profit organization, is affiliated with the National Heritage Foundation for tax and accounting purposes. In 1991, Jerome T. Barrett started the Friends to gather, preserve and publicize the history of both the USCS and FMCS. Historic materials, gathered and preserved in an archive in Falls Church, Virginia, include over 200 taped interviews of mediators, transcripts, voice tapes, annual reports, studies, bulletins, budgets, letters, files, notes, speeches, Congressional hearings, cartoons, phone directories, organizational charts, briefing books, newsletters, biographies, memos, manuals, books, dissertations, mediator class photos, photos, news releases, news clips, flyers, training agendas, films, videos, slides, projection equipment, and other memorabilia. This calendar represents another effort by the Friends project to publicize the FMCS/USCS history. More than 100 important and/or interesting events are noted throughout the calendar and a list of history papers written by Barrett appears on the back of the calendar. Tax deductible donations can be made to, and will be appreciated by, the Friends of FMCS History at: 200 N. Maple Ave. No. 517 -- Falls Church, VA 22046.



U.S. Conciliation Service

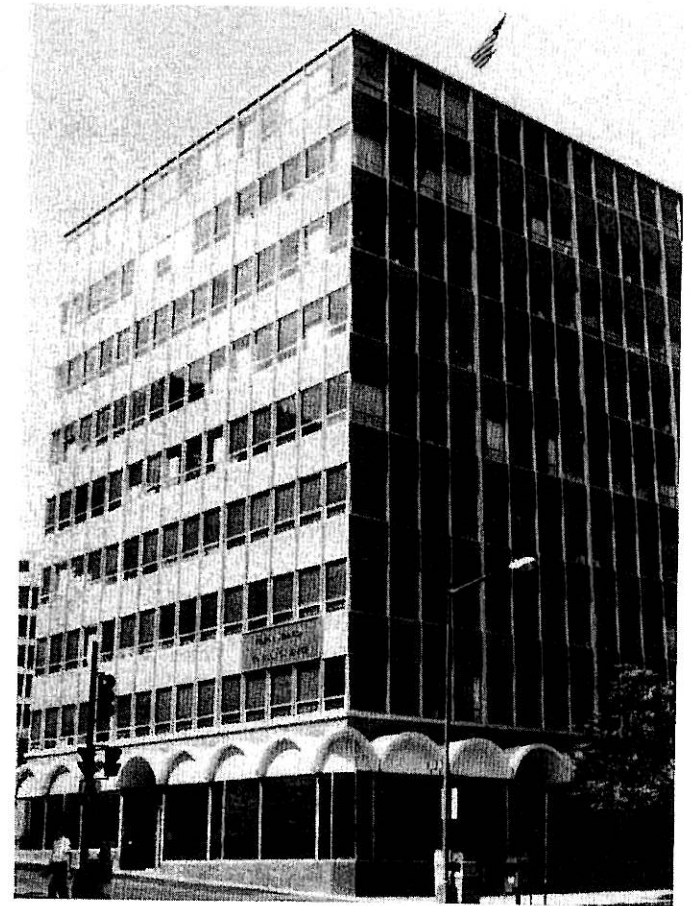


Headquarters Buildings



The Department of Labor Building at 14th and Constitution N.W., part of the Federal triangle, is one block from the historic mall in Washington, D.C. The Labor Department occupied the building from 1935 to 1976. The USCS and later FMCS had their national office in this building until 1976.

The present FMCS headquarters is in the Washington D.C. business district at K and 21st N.W. When FMCS moved to this site in April 1976, the agency occupied the entire 9 floors and three levels of parking. Presently, the FMCS occupies about half the building.



JANUARY 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	1974 - Pres. Nixon added Special Assistant to Pres. to Usery's FMCS title. 6
7	8	1972 - Seminar celebrated FMCS 25th year. 9	10	11	1982 - Ken Moffett appt'd Dir., reinstated 20% RIF of 10-9-81 set aside by settlmt agremt on 11-30-81. 12	13
1989 - First IBN Training and Facilitation. NAV/Com Defense and IBEW -- El Monte, CA. 14	15	16	1981 - Congress provided first grant funds = \$1 million under 1978 L-M Coop. Act. 17	1975 - An early & largest RBO in Calasis, Maine. Georgia Pacific & 5 unions 18	1962 - Kennedy EO recognized Fed. EE rep. rights; start of FMCS major Fed. Sector role. 19	20
21	22	23	24	25	26	27
28	29	30	31			

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY



“We Got A Settlement!”

Anyone who has mediated a tough dispute knows the feelings expressed in this photograph of FMCS's top mediators during the 1960s. They are: Walter Maggiolo, Director Office of Mediation, Maggiolo's assistant Gil Seldin (in background) and FMCS Director Bill Simkin.

While Mediators Got the Attention, Others Also Served!

Pearl Smith, for example, served 37 years. She began her service at USCS in 1938 as secretary to Howard Colvin (see April). When she retired in 1975, she had become an institution having been Executive Secretary to every Director from Ching to Usery, as well as, Edgar Warren, the last USCS Director.



FEBRUARY 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1953 - St. Louis mediators, Nick Fillo & Charlie Harding, given Director's Award for making the first Audio Visual program for Labor & Mgt. training. Their basic program was used for next 20 years.		1970 - Pres. Nixon Proposes law to transfer RR/airlines mediation from NMB to FMCS. Congress did not agree.		1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
1946 - USCS opened 1st office devoted to one industry, rubber in Akron, Ohio. 18	19	20	21	22	23	24
25	26	27	28	1890's Beatrice Webb labled and defined collective bargaining.	1997 - Vol. 1, Issue 2 of <u>The Mediator Voice</u> from the FMCS Asso. of Fed. Mediators.	1951 - National Academy of Arbitrators adopted a code of ethics with input from FMCS.

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY

USCS Period 1913 to 1947

John R. Steelman 1937 - 1944

John Steelman was appointed USCS Director in 1937 by Labor Secretary Perkins after serving as a mediator for one year, and as the Secretary's special assistant for a year. Steelman remained Director until November 25, 1944. Prior to his USCS service, he had been a college professor in Alabama. Following his USCS service, Steelman became a special assistant to President Truman. From that position, he continued mediating major disputes. (For more on Steelman, see Dec. 2000 Caucus.)

No Picture available

Hugh Kerwin was appointed the first Director of USCS by the first Secretary of Labor, W.B. Wilson, in 1917. From the Department's start in 1913, Wilson assigned other DOL staff on a case by case basis to mediate disputes. (See May 24 below.) In 1917, given the war time needs of WWI, Wilson decided mediation needed permanent staffing, and so he created the USCS. Kerwin had been Wilson's personal secretary while he was in Congress and while Secretary. Kerwin remained Director until his death in 1937, serving under four Labor Secretaries and five Presidents.



MARCH 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1933 - new Labor Secy Frances Perkins learned the 35 USCS conciliator jobs were not under Civil Service, were seen as political plums by Members of Congress and union leaders, and USCS was not well managed. She immediately moved to improve the management process.				1	2	3
1913 - Pres. Taft, as last official act, signed law creating DOL. 4	5	1978 - Pres. Carter used Taft-Hartley Emergency Proces in Coal. (35th time since 1947) 6	1976 - Cms. Bonnie Grazyk & Cms. Bob Castrey married. Probably a first. 7	8	9	10
11	12	13	14	15	16	17
18	1941 - National Defense Board created by E.O. to help USCS. 19	1996 - 1st "Putting It Back Together" PM program -- WCI Steel & USWA, Warren, OH. 20	21	22	23	1953 - Pres. Eisenhower created Atomic Energy L-M Panel under FMCS direction. 24
25	26	1913 - Birthday of Gil McCutcheon - joined USCS 1942, retired FMCS 1982. Last USCSeer to retire. 27	28	29	30	1981 - Congressional Study concluded FMCS had power to mediation State & local government disputes. 31

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY

Edgar L. Warren 1945 - 1947

Edgar Warren served on the staff of the War Labor Board prior to his appointment by Labor Secretary Schwellenbach as the third Director of the USCS in September 1945. Warren resigned on August 21, 1947, the last day of USCS. Because of changes he made during his tenure, several influential members of Congress expressed strong reservations about him becoming director of FMCS. (For more information about Warren see: The Origin of Mediation: The United States Conciliation Service in the U.S. Department of Labor.)



Howard T. Colvin November 1944 - September 1945

Howard Colvin joined USCS as a mediator in 1931. He served as Acting Director from November 1944 to September 1945, and as Associate Director during the last two years of USCS. President Truman appointed him acting Director of FMCS the day FMCS was born, August 22, 1947, until Cy Ching arrived on September 5, 1947.



APRIL 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1976 - National Office moved to 21st & K St. from Constitution and 14th. 1	2	3	4	5	6	7
1918 Pres Wilson created, 3 party, Nat. War Labor Board, for WWI labor disputes. 8	9	1974 - Dick Williams first African-American to become Regional Director. (Later, Dept. Dir.) 10	11	12	13	14
15	16	17	18	19	20	1947 - New Congressmen & future Pres. Kennedy & Nixon debated need for Taft-Hartley Bill in western Penn. 21
22	23	24	1980 - FLRA denies mediator union recognition, finding mediators administrators of the Statute. 25	26	27	28
29	30	1975-76 from Nov. thru April, FMCS mediated 182 disputes for Iowa's newly created PERB, which couldn't handle teacher disputes.	1947 - Dir. Warren reported Senate restored some House budget cuts, but retained House requirement to lay off specifically named staff.	1913 - Wm. Wilson, first Labor Secy, appointed Hugh Kerwin his scrcety. In 1917, made him first Dir. of USCS.	1947 - Congress held hearings on Taft-Hartley Bill.	

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY

FMCS Period 1947 to Present

David L. Cole 1952 - 1953

Dave Cole was nominated October 1, 1952, as the 2nd FMCS Director. Cy Ching and John Steelman persuaded President Truman to make the nomination based on Cole's experience as an arbitrator and mediator of numerous national disputes and service with the War Labor Board. The Senate refused to approve Cole, preferring to allow the newly elected President Eisenhower to make his own appointment.



Cyrus S. Ching 1947 - 1952

Appointed by President Truman, Cy Ching was sworn in as the first FMCS Director on September 5, 1947, just two weeks after FMCS's official birthday. John Steelman persuaded him to take the job based on Ching's work with the War Labor Board and as head of labor relations for U.S. Rubber. (For more on Ching see: The First Director of FMCS: An 'Interview' of Cyrus Ching.) Born in Canada, Ching came to the U.S., worked for the Boston Transit while earning a degree in a night law school. He wrote: Review and Reflections: A Half Century of Labor Relations after five years as director.



MAY 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	1974 - Nixon's Nat. Coms. for Industrial Peace, urged a larger role & funds for FMCS 3	4	1972 - Revision No. 187 to <u>Commissioner Handbook</u> . The end? Replaced by <u>Directives Manual</u> in 76. 5
1987 - First Partners-in-Change, PM program for City of Royal Oaks, Mi and SEIU. 6	7	8	9	1953 - Revision No. 27 to <u>Commissioner Handbook</u> . (See 5-5-72) 10	11	12
13	14	15	16	17	1948 - Truman used T-H Emergency Process on AT&T Strike. One of 7 in first year of T-H. 18	19
20	1876 - Cyrus Ching's birthday in Prince Edward Island, Canada. 21	22	23	1913 - 2 month old DOL assigned BLS Chief Statistician to 1st mediation request. (see June 2) 24	25	1961 Kennedy E.O. created dispute program at Space & Missile sites, with major FMCS role. 26
27	28	29	30	31		

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY



Whitney P. McCoy 1953 - 1954

Nominated by President Eisenhower, Whitney McCoy became the 3rd director on July 9, 1953. Except for his tenure as Director, McCoy spent his entire career as a law school professor and arbitrator. He wrote several books on labor relations and arbitration. McCoy resigned after 16 months when the Eisenhower White House did not support him in a dispute with Labor Secretary James Mitchell. McCoy had an AB degree from Dartmouth, and an LL.B. from George Washington University.

Joseph F. Finnegan 1955 - 1961

President Eisenhower nominated Joe Finnegan to become the 4th Director in February 1955. After earning an AB degree from Columbia and an LL.B from Fordham, Finnegan served as a U.S. Attorney for three before starting a private law practice. He had been Secretary Mitchell's lawyer before they entered government service. He also served as an arbitrator in over 200 cases as a panel member of FMCS, AAA and the New York State Mediation Board. Finnegan and all his predecessors were lawyers, and none of his successors were lawyers.



JUNE 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1947 - Organizing meeting of National Academy of Arbitrators with key roles played by Edgar Warren of USCS and Wit McCoy, later FMCS Director.			1938 - Year-end data showed 86% of agreements mediated included clause to resolve grievances without a workstoppage.		1	1913 - BLS Chief Statistician mediated first dispute settlement. (See May 24) 2
3	4	5	1953 - Admin of arbitration roster moved to General Counsel from Asso Director. 6	7	1937 - Hugh Kerwin first Director USCS died in office at age 64. 8	9
10	11	12	13	14	15	16
17	18	19	1947 - Pres Truman vetoed T-H amend to NLRA, delaying creation of FMCS for two months. 20	21	22	1947 - Republican Congress overrode Truman veto of Taft- Hartley Act. 23
24	25	26	27	28	1921 - Budget listed USCS Dir. salary = \$5,000. Four clerks = \$1,600 to \$2,400. 18 Comissioners = \$15. - \$ 8./day. 29	1982 - First FMCS visit to South Africa; the start of what became IMSSA. 30

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY



J. Curtis Counts 1969 - 1973

Nominated by President Nixon, Curt Counts became the 6th Director on January 31, 1969. For the six prior years, he had served on the National Labor-Management Panel which advises the FMCS Director. He had 25 years of labor relations experience at numerous levels of Douglas Aircraft, including Vice President of Employee Relations. Counts graduated from the University of California at Los Angeles.



William E. Simkin 1961 - 1968

President Kennedy appointed Bill Simkin the 5th Director on March 31, 1961. He was reappointed by President Johnson. After graduating from Earlham College and economics studies at Columbia University and the University of Pennsylvania, he joined the faculty at the latter, and began to arbitrate as an associate of the famous George Taylor. He spent several years on the War Labor Board staff before becoming a full time arbitrator, and later president of the National Academy of Arbitrators. He wrote several books including Mediation and the Dynamics of Collective Bargaining. With almost 8 years as Director, Simkin had the longest tenure; he was the first non lawyer and Democrat.

JULY 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1943 - USCS arbitration awards totaled 1009, a 100% increase over 1942. 1	2	3	4	5	6	7
1982 - FMCS proposed fees for using arbitration roster. 8	9	10	11	12	13	1999 - John Steelman, former USCS Director, died at age 99. 14
1973 - Admin. of arbitration roster moved from Gen. Counsel to new Director of Arbitration. 15	16	17	18	19	20	21
22	23	1978 - Dept. Dir. Moffett informed of budget cuts requiring RIF/reassignmt of non-mediators. 24	25	1974 - Nixon signed Health Care Amend to T-H, requiring mandatory med. & allowing BOI. 26	27	28
29	30	31	1975 - Two classes of 8 mediator-interns each were hired, 11 male, 5 female, 2 African-Americans. Only 2 left FMCS unsuccessful. Three became regional managers, one the General Counsel, one the Deputy Director. Four left before retirement to become successful 3rd parties, including an Asst. Secy of Labor. Three were elected President of SPIDR. After 25 years, 8 remain in FMCS.			

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY

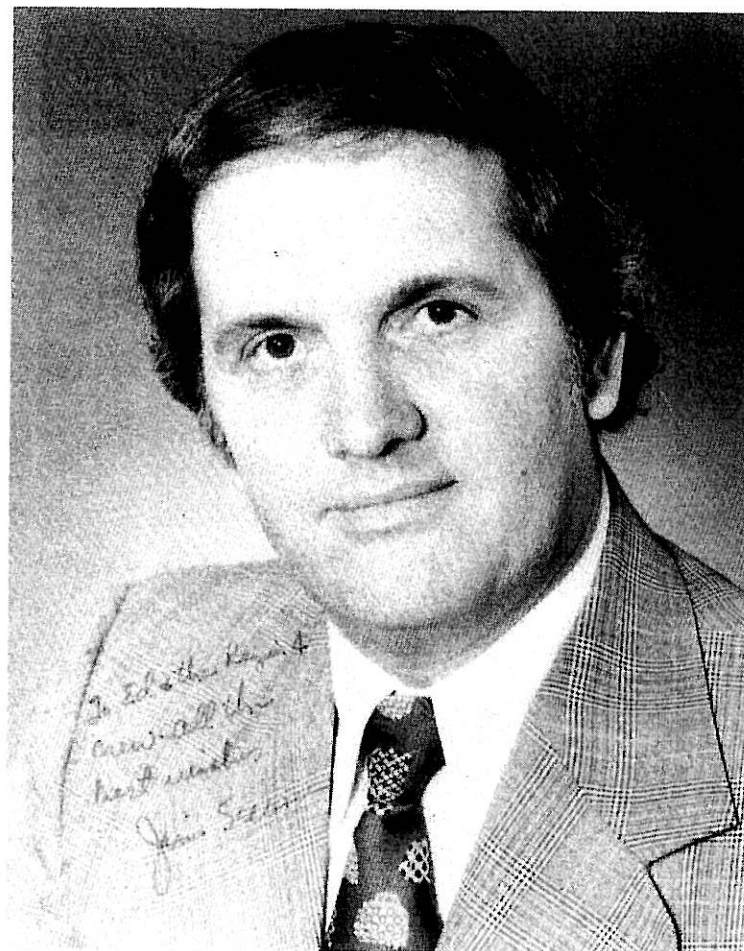


William J. Usery 1973 - 1976

President Nixon nominated Bill Usery to become the 7th Director on March 15, 1973. Nine months later, President Nixon gave Usery the additional title of Special Assistant to the President for Labor Relations. Usery held both titles until his appointment as Labor Secretary in February 1976. Prior to his directorship, Usery spent four years as Assistant Secretary of Labor. Following three years in the Navy during WWII, Usery attended Georgia Military College and Mercer University. His labor relations experience included 15 years as an IAM Grand Lodge Representative.

James F. Searce 1976 - 1977

Nominated by President Ford, James Searce became the eighth FMCS Director on March 26, 1976. Prior to his appointment, Searce served as FMCS Deputy Director. Following a year as labor advisor to the EPA Administrator, Searce was Special Assistant to the Assistant Secretary for Labor-Management Relations at DoL. Searce did labor relations for NASA and Douglas Aircraft at the Kennedy Space Center. A University of North Carolina graduate, Searce has a masters from Florida State University.



AUGUST 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1947 - Arbitrators, who gained experience during WWII with War Labor Board and USCS, formed the National Academy of Arbitrators.	1947 - From Jan. to Aug USCS staff cut by 42 to 381 via Congressional attacks on Director Warren.		1	2	1981 - Air Traffic Controllers' Strike began. Reagan replacing strikers started new collective barg. era. 3	4
5	6	7	8	9	10	11
1970 - Postal Reorganization Act gave FMCS fact-finding, med & arb roles. 12	1979 - Dir. Horvitz notified of budget cut reducing staff 25 over 2 years. (540 to 515) 13	14	15	1913 - D. Roadley's birthday. Mediator USCS 37 - 42, & FMCS 64 - 70. Oldest living USCS mediator? 16	17	18
19	20	1947 - Ed Warren resigned as USCS Dir, on day before start of FMCS. 21	1947 - Birthday of FMCS. USCS ends with transfer of personnel to FMCS, including two female mediators (Rose Forester & Anna Weinstein). 22	23	24	1947 - Acting Dir. Howard Colvin issued first "Weekly News: FMCS." 25
26	27	28	29	30	31	

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY



Wayne L. Horvitz 1977 - 1980

Nominated by President Carter, Wayne Horvitz became the 9th Director on May 10, 1977, following extensive labor-management experience with General Cable, Matson Navigation, and as a consultant and arbitrator. He worked closely with FMCS as Chair of the Retail Food Committee for three years. Horvitz was Matson's VP for government affairs, and a member of the National Commission on Productivity and Quality of Working Life. Growing up the son of a famous arbitrator who did adjunct work for the USCS, Horvitz met many USCS mediators. Horvitz holds degrees from Columbia University and MIT.

Kenneth E. Moffett 1981 - 1982

Ken Moffett was nominated as 10th Director by President Reagan during a congressional recess after serving as Acting Director for one year. The nomination provided him authority to reinstate a 20% staff RIF instituted while Acting Director the previous October. His nomination was not sent to the Senate for confirmation; instead the White House nominated Kay McMurray. Appointed a mediator in 1963, Moffett served in Cleveland, as national trouble shooter, Office of Mediation Director, and Deputy Director. He earned a degree at the University of Maryland.



SEPTEMBER 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1964 - FMCS and State Mediation Agencies adopted "A Code of Professional Conduct for Labor Mediators" -- drafted with FMCS Director Simkin's leadership.				1894 - Labor Day holiday created by Congress as first Monday in September.		1
2	3	4	1947 - On Friday before Labor Day, Cy Ching sworn in as first FMCS Director. 5	1946 - USCS Dir. Warren formed 7 Regional L-M Advisory Committees. 6	7	8
9	10	11	12	13	1980 - Dir. Horvitz approved labor agreement with FMCS & NAGE for Nat. Office clerical staff. 14	1952 Pres. Truman accepted Ching's resignation after 5 years as Director. 15
16	17	18	19	20	21	22
23 30	24	25	26	27	28	29

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY

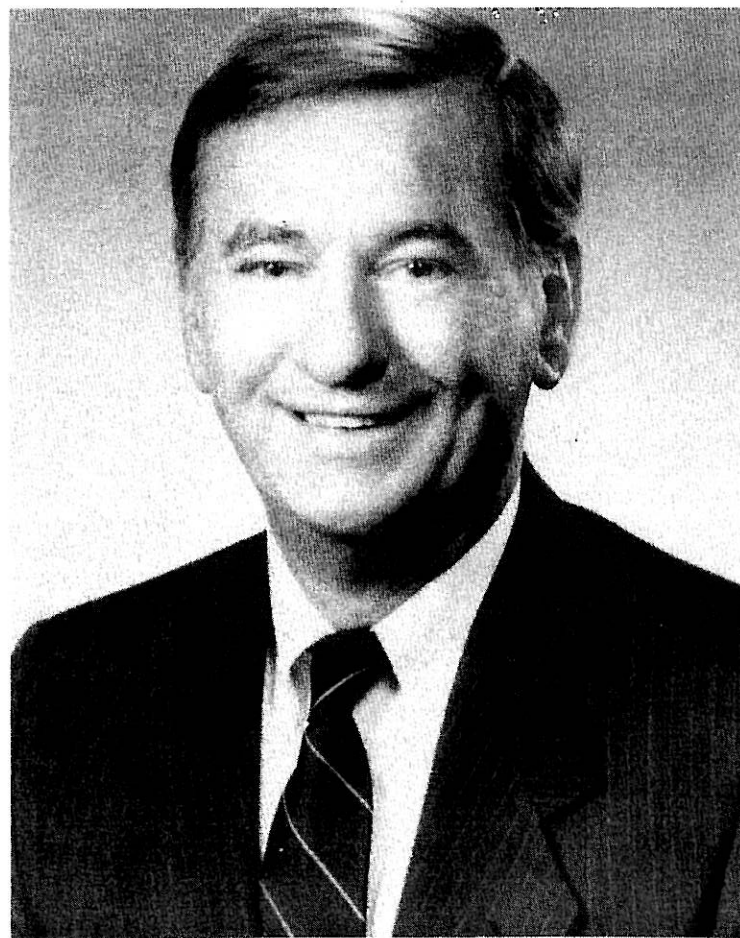


Kay McMurray 1982 - 1989

Nominated by President Reagan, Kay McMurray was sworn in as the 11th Director on July 22, 1982, and served until January 1989; making him the second longest serving Director. From 1972 to 1977, he was an NMB Member, serving part of that period as Chair. As a United Airlines pilot, McMurray achieved the rank of Captain, and later served as Executive Administrator of the Airline Pilots Association for 18 years. McMurray graduated from Stanford University.

Bernard E. DeLury 1990 - 1993

Nominated by President Bush, Bernie DeLury was sworn in on April 27, 1990, as the 12th Director. A former U.S. Assistant Secretary of Labor and New York State Labor Department official, DeLury had been a journeyman building tradesman. His corporate labor relations experience includes Vice President of labor relations for Sea Land Corporation. DeLury has a degree from St. John's University and a masters from C.W. Post College.



OCTOBER 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1974 - First BOI in Health Care case. Mediated to settlement in Rochester, NY. 1	2	3	4	1993 - Clinton E.O. on L-M Partnership in Fed Gov't. Directed agencies to form L-M partnerships & use interest-based negotiations. 5	6
7	8	1981 - Acting Dir. Moffett sent RIF Notices to 75 employees. 9	1938 - Pearl Smith became Secy. for Howard Colvin at USCS. Secy. to all Dirs. 1944 thru. 75. 10	1979 -- U.S. Civil Service Reform Act enacted, creating statutory collective bargaining rights, and providing FMCS assistance in Federal Sector. 11	12	13
14	1980 - First LMC meeting of FMCS and NAGE Local R-3-118 (N.O. clericals). 15	16	1959 - Eisenhower used Taft-Hartley ending 116 day strike of 500,000 steelwks. 17th use since 1947. 17	18	19	20
21	22	23	24	1972 - Thirty-four individuals signed Charter inaugurating SPIDR, including 7 current & former mediators, and 15 Arbitrators on FMCS roster. 25	26	1978 - Labor-Mgmt Coop Act signed by Carter, supporting coop & giving FMCS grant authority. 27
28	29	30	31			

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY

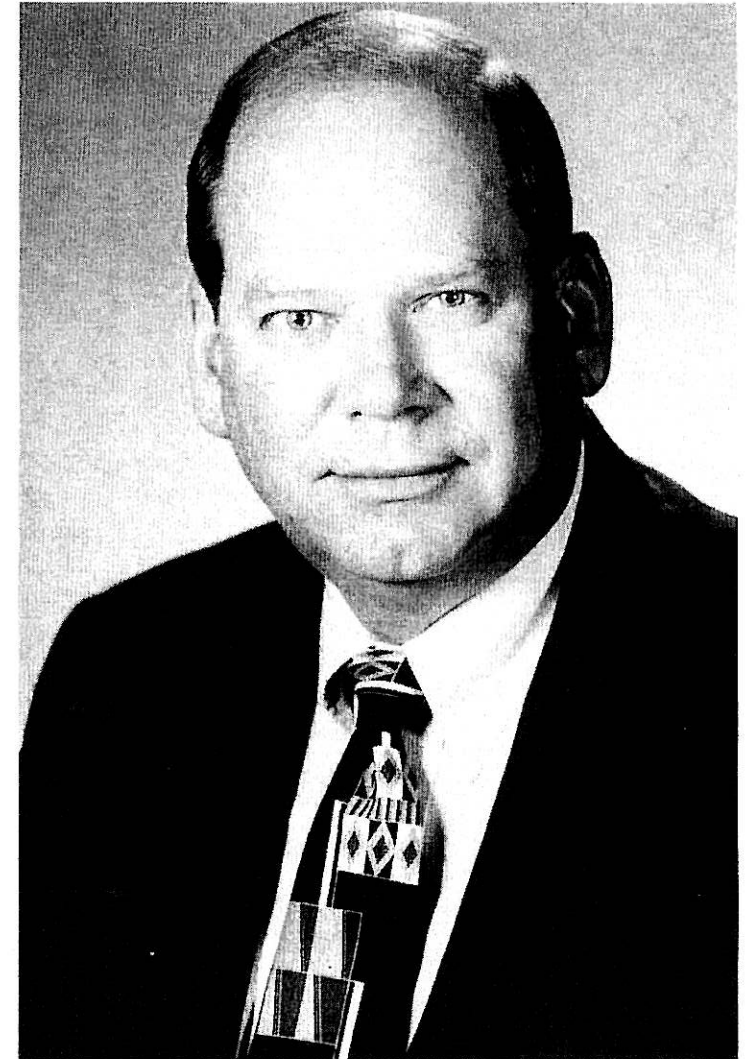


John C. Wells 1993 - 1998

A Nominee of President Clinton, John Wells became the 13th Director in November 1993. A former Secretary of the Kentucky State Labor Cabinet, where he held other leadership positions, Wells earned a PhD from Rutgers University, where he taught for two years. Wells has conducted research at Harvard and been a special assistant to Senator Wendell Ford. Just prior to his appointment, he served as President of the John Gray Institute in Texas and as a labor-management consultant.

Richard Barnes 1998 - Present

Nominated by President Clinton, Richard Barnes became the 14th Director in January 2000 after being Acting Director from May 1998. He had previously been an FMCS mediator, District Director, Regional Director, and Deputy Director. Barnes joined FMCS in August 1987 following a long tenure with the Laborers International Union. He and Ken Moffett are the only two FMCS mediators to become Director. Barnes earned a degree from Antioch University.



NOVEMBER 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1963 - Former Pres. Truman visited Cy and Mrs. Ching in their D.C. apt. in late Nov. Truman noted his enjoyment of the visit in 12-63 letter.	1945-46 - Between Nov. 45 & Spring 46, nationwide strikes occurred in steel, auto, coal, meat packing & electrical mfg. Largest number of strikers in U.S. before or since.			1	1975 - Pres. Ford talked by phone to entire staff at 17th Annual FMCS Nat. Seminar in New Orleans. 2	3
1943 - For \$3500. yearly, Walter Maggiolo reported to Coms. trg, per J.Steelman telgm 10-16-43 4	1945 - Truman's Labor-Mgmt. Conference met to address labor policy in adjusting to peace time. Found little in common except support for USCS. 5	6	7	8	9	10
11	1997 - First meeting of FMCS Partnership Council. 12	13	14	15	16	17
18	1979 - NAGE certified as bargaining rep. for non-super & non-prof in FMCS National Office. 19	20	21	22	23	24
1944 - John Steelman quite as USCS Dir. Soon became Assistant to Pres Truman 25	1997 - FLRA RD Decsion on Asso. of Fed. Mediators found no ULP by agency. 26	27	28	29	30	1948 - FMCS guidance issued on "Last Offer Ballots" re: Sec. 203(c) NLRA.

FMCS/USCS HISTORY CALENDAR from FRIENDS of FMCS HISTORY



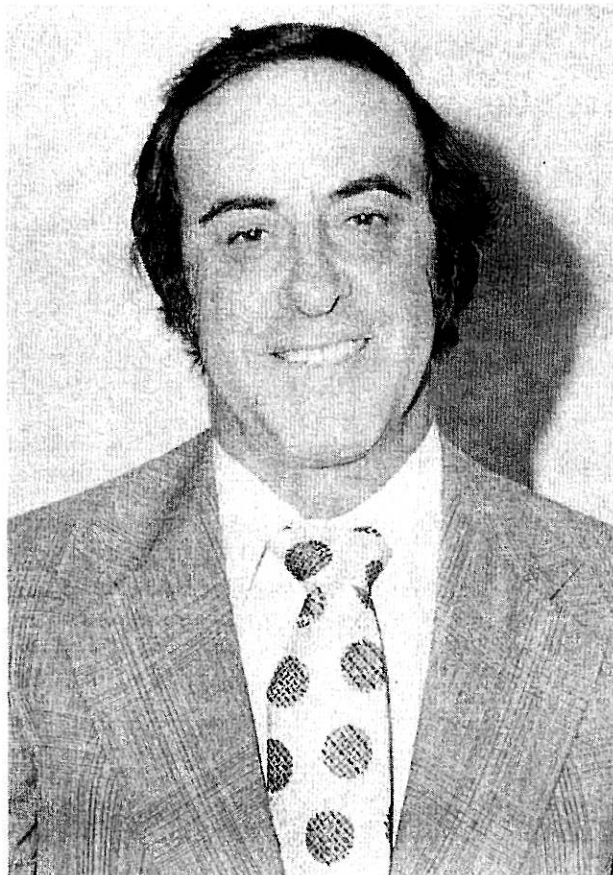
Clyde M. Mills **May 1, 1953 to
July 16, 1953;
Dec. 1, 1954 to
February 6, 1955.**

Clyde Mills joined USCS as a mediator in 1942 after experience with the Typographical Union, War Labor Board, National Recovery Administration and Wage and Hour Division of DOL. After several administrative positions with USCS, he was special assistant to the Director of FMCS and Assistant Director, and Acting Director for two brief periods.

Acting Directors

Robert P. Baker **February 1, 1989
to May 15, 1990**

Bob Baker joined FMCS as a mediator in 1962 after representing the Metal Trades Council and Operating Engineers in Lake Charles, Louisiana. Before serving as Acting Director for more than a year, Baker was assistant regional director and regional director.



Brian L. Fores **September 1993
to November 1993**

Brian Fores joined FMCS as a mediator in 1977 following a career with Washington D.C. newspapers and as Administrative Officer of the Washington-Baltimore Newspaper Guild. At FMCS, he was Regional Director in New York and Deputy Director for Director Bernie DeLury.

DECEMBER 2001

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1975 - Pearl Smith retired after 37 years with USCS and FMCS. She was Executive Secretary to eight FMCS Directors, plus the last USCS Director.		1971 - Pres. Nixon used Taft-Hartley Emergence Procedures five times in one year. The most since Pres. Truman in 1948, first full year under Taft-Hartley.		1974 - Ching Room Dedication: "The primary Nat. Office Conference Rm of the FMCS shall from this day forward exist in the name of, & be a living memorial to, Cyrus S. Ching in honor of his understanding of, & his devotion to, mediation as a peacemaking process."		1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
1953 - AFL and CIO merged, creating the AFL-CIO.	1946 - 1st L-Mgt Advisory Comite created by USCS to aid collective bargaining and mediation.	1947 Truman aptd. Nat. L-M Panel to advise FMCS, includes Pres. AFL and CIO, Charles Wilson of GE.		1974 - Dir. Usery & Ms. Ching dedicated Cy Ching Memorial Conference Rm. in FMCS Nat. Office. (See above)	1974 - Congress directed FMCS to mediate a 100-year-old land dispute in Arizona between Hopi & Navajo Nations. 85% was resolved by 1977.	16 17 18 19 20 21 22
23	24		1947 - Dir. Ching aptd first FMCS non-statutory bd in Western Union Teleg. dispute	1967 - Cy Ching died at age 91.		1948 - 1st of many memos of agreemt between BLS & FMCS for regular exchange of information.
30	31	25	26	27	28	29

Regional Directors

Charlies Alsip
Bob Baker
Gene Barry
Lee Bowen
Paul Bowers
Frank Brown
C.K. Call
Bob Donnahoo
Ken Evans
Nick Fillo
Brian Flores
Maureen Labenski
Norm Lee
Tally Livingston
Rex Marlow
Jack McDermott
Lowell McGinnis
Jim Macpherson
Ed O'Brien
Tom O'Brien
Harry O'Connell
Bernie O'Keefe
Dan O'Leary
Bill Peirce
Billy Rose
Sam Sackman
Ed Scott
James Spillane
Jan Sunoo
Art Viat
Bill White
Dick Williams

**National Representatives
(Paratroopers)**

Paul Bowers
Don Doherty
Nancy Fibish
Nick Fidandis
Bill Hobgood
Joe Kirkham
Walter Maggiolo
Gil McCutcheon
Bill Meagher
Harold Mills
Ken Moffett
Harry O'Connell
Ralph Patterson
Dave Roadley
Jerry Ross
Earle Schwieger
Gil Seldon
Jim Williams
Dick Williams
Gayle Wineriter
John Zankanaro

**Deputy Directors and
Associate Directors**

Bob Baker
Richard Barnes
Duan Buckmaster
Howard Colvin (Asso.)
Brian Flores
Jim Greenwood (Asso.)
Jack Johnson
William Margolis (Asso.)
Lowell McGuinnis
Jean McKey
Clyde Mills (Asso.)
Ken Moffett
Bob Moore (First Deputy)
Tom O'Brien
Jim Searce
Carl Schedler (Asso.)
Dick Williams
Floyd Wood

Editor's Note: The individuals listed under the three job titles above held these prominent positions in FMCS history. Is anyone missing or listed inaccurately? Please let me know. In the early years, the number two position in FMCS was the Associate Director. That was changed with Bob Moore who was number two during the Simkin era (1961-1968).

**WHY ARE FMCS MEDIATORS CALLED
'COMMISSIONER'?**

**BECAUSE OF THIS LANGUAGE
IN THE ORGANIC ACT WHICH
CREATED THE U.S. DEPARTMENT
OF LABOR LABOR IN 1913.**

**"....(T)he Secretary of Labor shall
have the power to act as mediator
and to appoint commissioners of
conciliation in labor disputes
whenever in his judgement the
interests of industrial peace may
require it to be done"**

How Big Has FMCS Been?

Total FMCS Staff by Decades

Decade	Low	High	Average
1950s	334	379	355
1960s	336	446	399
1970s	414	534	472
1980s	313	496	331
1990	281	317	297
Average	335	434	370

Papers on USCS and FMCS History from the Friends of FMCS History

1. "An Historic and Descriptive Study of the Joint Labor-Management Training Programs of the Federal Mediation and Conciliation Service. (1984)
2. "A Study of the Non-Labor-Management Dispute Resolution Work of FMCS." (1984)
3. "The FMCS Contribution to Non-Labor Dispute Resolution." (1987)
4. "The FMCS at Age 40." (1987)
5. "The Origin of Mediation: The United States Conciliation Service of the U.S. Department of Labor." (1995)
6. "The First Director of FMCS: An 'Interview' of Cyrus Ching." (1996)
7. "Showing FMCS Itself." (1996)
8. "Searching for the Roots of Mediation." (1996)
9. "Peace Among Mediators." (1996)
10. "The Birth of FMCS." (1997)
11. "SPIDR Abner Award Named for Former FMCS Mediator." (1998)
12. "In Search of the Rosetta Stone of the Mediation Profession." (1999)
13. "A Brief History of the Department of Labor's Conciliation Service." (1999)
14. "Labor-Management Dispute Resolution is Not as Neanderthal as You've Heard." (2000)
15. "John Steelman: Super Mediator Plus." (2000)
16. "A Note from FMCS History: Remembering Directors' Eras." (2000)
17. "The Evolution of Joint Labor-Management Training: The Mediation Service Role." (2001)

Editor's Note: The research, fact checking, writing and editing for this Calendar, as well as finding photos, required over 235 uncompensated hours. I hope the reader will feel it was worth the effort. Your comments, suggestions and other feedback will be appreciated. Jerome Barrett -- 200 N. Maple Ave. No. 517 -- ...Falls Church, VA 22046 -- 703-241-3854 -- email: winjerwin@aol.com.