

R E S O L U T I O N

WHEREAS, Cyrus S. Ching--an honest, humane and devoted American and a renowned negotiator--established as the first director of the Federal Mediation and Conciliation Service a firm foundation that led to the development of a truly independent and professional organization, and

WHEREAS, Cyrus S. Ching was devoted to, in his words, "assisting employers and unions in their dealings with each other in order that the national labor policy of collective bargaining may be realized," and,

WHEREAS, Cyrus S. Ching established as a philosophy for this agency that "in collective bargaining negotiations, the parties seek to enlarge the area of mutual understanding and agreement rather than the battlefield of potential conflict," and

"...It is essential to the effective performance of the mediator's duty, that his institutional and personal relationships be such that neither side will have its suspicions aroused, however unjustly, that he is answerable to another with a suspected partisan stake in the dispute." Now, therefore be it

RESOLVED: That this conference of the Director, the Regional Directors and other representatives of the Federal Mediation and Conciliation Service hereby pledge to carry out the objectives of Cyrus S. Ching and that we further

RESOLVE: That the primary National Conference Room of the Federal Mediation and Conciliation Service shall from this day forward, exist in the name of, and be a living memorial to, Cyrus S. Ching in honor of his understanding of, and his devotion to mediation as a peacemaking process.

WHEREAS, Cyrus S. Ching created this code which Federal mediators have ever since embodied:

"The mediator is a bridge between the parties. His strict impartiality and his freedom from coercion, intimidation, or influence from any source, together with his wide experience in industrial relations situations, earn him confidences, and a position as an advisor which makes him of great value to the disputants.

"He has no ax to grind; he is answerable to no superior who has more than a disinterested public concern in the outcome of the dispute. He is not necessarily wiser or more able than the representatives of the parties--but his middle position gives him the advantage of objectivity which they frequently do not possess.