

FEDERAL MEDIATION AND CONCILIATION SERVICE

Washington, D. C.

Remarks Accepting St. Regis Award

by

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University of San Francisco

Labor-Management School

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I AM HONORED AND DEEPLY MOVED TO BE AMONG THE RECIPIENTS OF THE ST. JOHN FRANCIS REGIS AWARD.

AS MANY OF YOU MAY RECALL, IT WAS ALMOST 30 YEARS AGO WHEN PRESIDENT HARRY S. TRUMAN CAME TO THIS CITY OF SAN FRANCISCO ON A MISSION OF PEACE. WORLD WAR II WAS DRAWING TO A CLOSE. THE OVERRIDING QUESTION TROUBLING MANKIND WAS HOW TO INSURE THAT SUCH WAR AND DESTRUCTION WOULD NEVER AGAIN OCCUR. THE ANSWER THEY CAME UP WITH WAS THE UNITED NATIONS.

"THE ESSENCE OF OUR PROBLEM," SAID TRUMAN, "IS TO PROVIDE SENSIBLE MACHINERY FOR THE SETTLEMENT OF DISPUTES...WITHOUT THIS, PEACE CANNOT EXIST."

THE UNITED NATIONS, AS WE KNOW,
HAS PROVEN TO BE LIKE MOST HUMAN INSTITUTIONS.
IT HAS NOT TOTALLY SUCCEEDED. AND IT HAS NOT
TOTALLY FAILED. IT HAS PROVIDED SENSIBLE
MACHINERY FOR SOLVING AT LEAST SOME INTER-
NATIONAL DISPUTES. AND WITHOUT IT, OUR
~~POOR~~ WORLD WOULD NO DOUBT BE EVEN MORE
SCARRED AND MORE BLOODY THAN IT IS.

IN ACCEPTING THIS AWARD, I WOULD BE
DECEIVING MYSELF AND YOU IF I DID NOT
ACKNOWLEDGE THAT THE CONTRIBUTIONS I HAVE
BEEN ABLE TO MAKE TO FURTHERING INDUSTRIAL
PEACE HAVE BEEN MADE POSSIBLE BECAUSE
SENSIBLE MACHINERY FOR THE SETTLEMENT OF
LABOR-MANAGEMENT DISPUTES EXISTS.

THE FEDERAL MEDIATION AND CONCILIATION SERVICE IS A LARGE PIECE OF THAT MACHINERY. IT IS MY GOOD FORTUNE AND HONOR TO BE ITS NATIONAL DIRECTOR. BUT IT COULD NOT DO THE JOB CONGRESS INTENDED WITHOUT THE HARD WORK AND DEDICATION OF ITS 450 EMPLOYEES--300 OF THEM MEDIATORS.

SO I AM ACCEPTING THIS AWARD ON THEIR BEHALF AS WELL AS MINE. FOR MANY OF THEM HAVE WORKED TIRELESSLY, IMAGINATIVELY AND ENTHUSIASTICALLY TOWARD THE GOAL WE ALL SEEK: BETTER LABOR-MANAGEMENT RELATIONS.

PEACE, LADIES AND GENTLEMEN, IS HARD WORK.

THE LAMB AND THE LION MAY LIE DOWN TOGETHER--BUT USUALLY ONLY ONE OF THEM GETS BACK UP.

WE DON'T CONDEMN THE LION BECAUSE HIS NATURE IS TO EAT SHEEP. AND WE SHOULDN'T CONDEMN HUMAN NATURE BECAUSE IT'S COMPETITIVE, CANTANKEROUS AND SOMETIMES DOWNRIGHT GREEDY.

IT IS THIS NATURE THAT HAS MADE POSSIBLE THE MATERIAL AND SPIRITUAL ACHIEVEMENTS OF OUR RACE.

INSCRIBED ON THE MEMORIAL CROSS ERECTED TO THE MEMORY OF CAPTAIN ROBERT FALCON SCOTT AND HIS MEN WHO PERISHED IN THE ANTARCTIC IS THIS QUOTE FROM TENNYSON:

"TO STRIVE, TO SEEK, TO FIND, AND NOT TO YIELD."

MANKIND'S AMBITION IS ITS STRENGTH. BUT WHEN IT BRINGS US IN CONFLICT WITH OUR FELLOW MEN, IT IS ALSO OUR WEAKNESS.

THE PEACEMAKER'S GOAL IS NOT TO SEEK WAYS TO REDUCE OUR COMPETITIVE NATURE, BUT TO FIND WAYS TO MAKE THAT COMPETITION MORE REWARDING.

THROUGHOUT HISTORY WE HAVE GROWN IN NUMBERS AND WE HAVE GROWN IN STRENGTH. THE INDUSTRIAL REVOLUTION HAS GIVEN US UNPARALLELED ECONOMIC POWER. BUT IT HAS ALSO MADE INDUSTRIAL PEACE MORE IMPORTANT THAN EVER.

SENSIBLE DISPUTE-SETTLING MACHINERY IS IMPORTANT. BUT IT IS NOT ENOUGH.

DEDICATED MEN AND WOMEN TO MAKE THAT MACHINERY WORK MUST BE FOUND.

IN 1947, CONGRESS PASSED THE TAFT-HARTLEY AMENDMENT TO THE NATIONAL LABOR RELATIONS ACT, AND IN SO DOING ESTABLISHED THE FEDERAL MEDIATION SERVICE AS AN INDEPENDENT AGENCY.

IN THAT SAME YEAR, THE UNIVERSITY OF SAN FRANCISCO BEGAN DRAWING UP PLANS FOR ITS LABOR-MANAGEMENT SCHOOL. THE FIRST CLASSES WERE HELD IN 1948.

THE COMMUNITY OF SAN FRANCISCO, THE STATE OF CALIFORNIA AND THE NATION AS A WHOLE HAVE BENEFITTED TREMENDOUSLY BECAUSE THIS SCHOOL EXISTS.

ITS CLASSROOM DOORS ARE OPEN TO MEN AND WOMEN IN ALL WALKS OF LIFE WHO WANT TO LEARN MORE ABOUT LABOR-MANAGEMENT RELATIONS SO THAT THEY CAN MAKE A POSITIVE CONTRIBUTION TO THE WORLD WE LIVE IN.

WE HAVE READ IN RECENT YEARS ABOUT SO-CALLED "FREE UNIVERSITIES," STAFFED BY VOLUNTEERS AND RUN SOLELY FOR THE BENEFIT OF STUDENTS.

BUT THIS SCHOOL--THE UNIVERSITY OF SAN FRANCISCO'S LABOR-MANAGEMENT SCHOOL--STOLE THE THUNDER OF THE "FREE UNIVERSITY" MOVEMENT LONG AGO.

CLASS FEES ARE NOMINAL. THE DOORS ARE OPEN TO ALL WHO WANT TO ATTEND. AND MOST OF THE LECTURERS DONATE THEIR SERVICES WITHOUT CHARGE.

AS I SAID EARLIER, I AM HONORED TO BE A RECIPIENT OF THE ST. JOHN FRANCIS REGIS AWARD, ALONG WITH JACK CROWLEY AND MAYOR ALIOTO.

THERE HAVE BEEN 15 OF THESE AWARDS PRESENTED. THEY HAVE BEEN GIVEN TO MEN AND WOMEN FROM MANY WALKS OF LIFE WHO HAVE MADE MAJOR CONTRIBUTIONS TO LABOR-MANAGEMENT RELATIONS. MEN SUCH AS AFL-CIO PRESIDENT GEORGE MEANY, JOE FINNEGAN, A FORMER NATIONAL DIRECTOR OF FMCS, OUR OWN GENE BARRY, SAM KAGLE, THE NOTED LABOR ATTORNEY, MARGARET O'GRADY OF THE STATE OF CALIFORNIA'S DEPARTMENT OF INDUSTRIAL RELATIONS AND OTHERS, INCLUDING THIS YEAR, JACK CROWLEY AND MAYOR ALIOTO.

NO MAN COULD BE LESS THAN HUMBLE IN RECEIVING AN AWARD IN THE NAME OF THIS FRENCH PRIEST.

HE WAS KNOWN AS A BLUNT AND FORTH-
RIGHT MAN WHO REJECTED FLOWERY PHRASES IN
HIS SERMONS AND PREFERRED INSTEAD TO SPEAK
HARD TRUTHS.

WE NEED MORE PEOPLE LIKE HIM TODAY.

BACK IN THE '50'S, ONE OF THE FIRST
RECIPIENTS OF THE ST. REGIS AWARD WAS
FATHER TOM McCULLOUGH. LONG BEFORE THE
PROBLEMS OF THE FARM WORKER GAINED NATIONAL
PROMINENCE, FATHER McCULLOUGH WORKED IN
THE FIELDS, LEARNING ABOUT THEIR PROBLEMS.
AND SEEKING ANSWERS FOR THEM.

HE WAS A WORKINGMAN'S PRIEST. HE COULD NOT ACCEPT THE FACT THAT THE DOORS OF THE CHURCH IN 17TH-CENTURY FRANCE WERE OPEN TO THE RICH, BUT VIRTUALLY CLOSED TO THE POOR AND THE IMPRISONED. AND HE WORKED LONG AND HARD TO CORRECT THESE INJUSTICES.

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TODAY THE PROBLEMS OF FARM WORKERS ARE STILL A LONG WAY FROM BEING SOLVED. FARM WORKERS ARE NOT COVERED BY THE NATIONAL LABOR-RELATIONS ACT. WHICH MEANS THE PROCEDURES FOR UNION RECOGNITION AND COLLECTIVE BARGAINING, WHICH APPLY TO STEELWORKERS, AIR LINE PILOTS AND TRUCK DRIVERS...MUSICIANS AND LABORERS...ARE NOT THERE FOR THE WORKERS WHO HARVEST THE FOOD WE EAT.

I BELIEVE THIS IS A CLEAR-CUT CASE WHERE THE SENSIBLE MACHINERY FOR RESOLVING LABOR-MANAGEMENT DISPUTES SIMPLY DOES NOT EXIST. BUT IT SHOULD.

BECAUSE UNTIL IT DOES, WE WILL CONTINUE TO HAVE CONFLICT.

LADIES AND GENTLEMEN WE, WHO ARE DEDICATED TO PEACE ARE NOT STRIVING FOR UTOPIA. THERE IS NONE.

THERE WILL ALWAYS BE STRUGGLE-- BETWEEN NEIGHBORS, BETWEEN NATIONS, BETWEEN THE EMPLOYER AND THE EMPLOYED.

WHAT WE ARE SEEKING ARE WAYS TO MAKE THAT STRUGGLE LESS DESTRUCTIVE.

WE MUST KEEP OUR MINDS OPEN TO NEW IDEAS. WE MUST APPROACH EACH CHALLENGE ENERGETICALLY AND INTELLIGENTLY. WE MUST BEAR IN MIND THAT THE FREEDOM THAT WE SO DEVOUTLY CHERISH IS THE SAME FREEDOM THAT GIVES TWO PARTIES THE RIGHT TO DISAGREE AND ULTIMATELY, IN LABOR-MANAGEMENT RELATIONS, TO STRIKE OR ENGAGE IN A LOCKOUT.

WE MUST RECOGNIZE PEACE FOR WHAT IT IS: A TEMPORARY CONDITION TO BE FOUGHT FOR AND RE-ESTABLISHED TIME AND TIME AGAIN.

FATHER McINNES, AS PRESIDENT OF THIS UNIVERSITY, AND FATHER BOSS, AS BOSS OF THE LABOR-MANAGEMENT SCHOOL, YOU HAVE MY ADMIRATION FOR THE FINE EFFORTS YOU HAVE MADE AND, I'M SURE, WILL CONTINUE TO MAKE IN THE CONTINUING SEARCH FOR LABOR-MANAGEMENT PEACE.

IF I CAN ADD ONE THING IN CLOSING, IT WOULD BE THIS.

BACK WHEN I WAS GROWING UP IN GEORGIA, ALL OUTSIDE ORGANIZATIONS, EVEN THE CATHOLIC CHURCH AND ITS INSTITUTIONS, WERE LOOKED ON WITH SUSPICION BY THE LARGELY CONSERVATIVE BAPTIST COMMUNITY.

WHY? I SUPPOSE BECAUSE IT WAS SOMETHING DIFFERENT.

MUCH OF THE CONFLICT THAT EXISTS-
IN ALL AREAS OF LIFE--CAN BE OVERCOME WHEN
WE FIND OUT HOW REALLY LITTLE DIFFERENCE
THERE IS BETWEEN PEOPLE, COMPARED TO HOW
MUCH WE ALL HAVE IN COMMON.

WHEN WE DISCOVER THIS, THEN IT IS
MUCH EASIER TO COMPROMISE OUR DISAGREEMENTS
AND WORK OUT PEACEFUL SOLUTIONS TO OUR
PROBLEMS.

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