

THE CAUCUS

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

FEDERAL MEDIATION &  
CONCILIATION SERVICE

## Announcement: FMCS Commissioner Appointed New Agency Acting Director

*Federal Mediation and Conciliation Service sent this bulletin at 06/11/2018 10:51 AM EDT*

### New FMCS Director

**WASHINGTON, D.C.** -- FMCS Commissioner Richard Giacolone has been appointed by President Trump to serve as the Acting Director for the Federal Mediation and Conciliation Service (FMCS), effective immediately.

Mr. Giacolone began his mediation career at FMCS in the Chesapeake, Virginia field office in 1995. He was the former Director of the FMCS International/ADR Department and Special Assistant to the Director of FMCS. Prior to receiving his commission with FMCS, Mr. Giacolone was Labor Relations Advisor for the Department of the Navy and has an extensive background in labor relations representing management.

During his 23-year FMCS career, Mr. Giacolone mediated thousands of domestic labor and employment cases, comprising many cases of national significance, ranging from labor disputes involving multiple symphonies and orchestras to bus and transportation disputes and scores of cases involving shipbuilding and repair industries with national impact. He has also mediated numerous significant collective bargaining agreements covering nationwide bargaining units in the Federal sector. His international experience at FMCS includes both mediation and the development and delivery of dispute resolution programs in some fourteen countries.

Among his professional honors, Mr. Giacolone was awarded the Meritorious Civilian Service Medal for his contributions to the Department of Navy Labor and Employee Relations program and the Society of Federal Labor and Employee Relations Professionals Lifetime Achievement Award. He was elected National President of the Society of Federal Labor-Management Relations Professionals.

Mr. Giacolone holds a Bachelor of Science degree in Industrial Psychology and a Master of Public Administration degree from Old Dominion University in Norfolk, VA. He has served on the faculty and

THE CAUCUS 200 N. Maple Ave. No.212 Falls Church, VA. 22046 Email: [winjerwin@aol.com](mailto:winjerwin@aol.com) Website: <http://mediationhistory.org> -

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regularly lectured at a number of universities on topics such as collective bargaining and arbitration.

## **Some thoughts on This Appointment**

In the Spring 2018 Caucus, I reported: “The White House announced its intention to nominate Michael Stoker, a management labor lawyer from California. He has worked as a neutral for the California Farm Labor Law Board.”

Obviously, that didn't happen.

Richard Giacolome is the only FMCS mediator to receive a presidential appointment as Acting Director. Others have become Acting Director based on an outgoing Director appointing his Deputy as Acting Director. The list of individuals who became Acting Director via that route is long, including: Ken Moffett, Scott Beckenbaugh, Jim Searce, Bob Baker, Brian Flores, and Allison Beck. (Can you name anyone else?)

Two former mediators, Ken Moffett and Richard Barnes, received presidential appointments as Director. See my post on my website blog on this topic.

On September 6, 2018, I had a long conversation at the National Office with the new Director. I was pleased to learn that Richard Giacolome has a strong interest in FMCS History. That's got to be good from my perspective because not all Directors have shown such interest.

You will notice the FMCS Seal appears on page one of this Caucus. I hope the Seal there doesn't get me in trouble. After using the Seal on my website for a number of years, the FMCS General Counsel sent me a very stern warning about the consequence of misappropriating the Seal.

On his own initiative, my web designer had put the FMCS Seal on my website. When I told him of the warning, he removed, and replaced it with a more colorful one. Check it out at [mediationhistory.org](http://mediationhistory.org).

## **Two Obituaries**

Retired Commissioner Ansel Garrett passed away on May 1, 2018 at age 83. Ansel began with FMCS (1970-2001) as a field mediator in Birmingham and later Atlanta. He served as Assistant Regional Director in charge of training of New Mediators and PM for Mediators. Prior to joining FMCS, he was the Personnel Manager for Westinghouse. Commissioner Garrett was one of the founders of Georgia Labor Management Conference which promotes Labor-Management Relations. Ansel served in the US Army. He will be remembered for his wit, wisdom and kind, generous heart.

Retired mediator Constance (Connie) Weimer passed away on May 10, 2018. Connie joined FMCS in 1984 and served in Portland, OR and Minneapolis. Connie earned a BA at University of North Dakota and an MA at U of Minn. She taught high school and joined the Teachers Union. Later she worked for the American Nurses Association in Minnesota, Kansas City and Oregon. Connie returned to Minneapolis to work for the teacher's union, and ultimately was hired by FMCS. Connie made an

indelible mark as a public servant throughout her life and especially during her career at FMCS. She will be missed.

## Oral History Release Forms Signing

Release forms signed by the person interviewed are necessary so the content of an oral history interview can be used by individuals other than the interviewer. **To state that a different way: In common law, if I interview someone with their knowledge that I am recording our conversation, they are assumed to have agreed to my use of that interview.** Without a signed release, no one but the interviewer can use the content of the interview.

The following 18 retirees were interviewed for the oral history collection, and they failed to sign or I failed to ask them to sign an Oral History Release Form.

George Albu, Patsy Anderson, Jan Biggess, Lola Bradley, Gene Bralley, Hal Davis, Serigio Delgado, Dick Goggin, Herb Fetty, Jeanne Frank, Jean McKee, Gene Neill, Dan OLeary, Richard Scivetti, Bob Steiner, John Taylor, Lester Wolff, and Ben Youtsey,

Please help me contact them by providing their US mailing address, email or phone number. Thank you!

There are 58 other interviews with no signed release. However, these individuals are known or assumed to have died.

As of this Summer, I have completed 210 oral history interviews. A number of interviews can be read or listened to on my website.

**Note:** Jan Sunoo gave me permission to print his email below:

### Life after FMCS...

Mon, Oct 15, 2018 10:15 am

Jan S (jansunoo@gmail.com)  
To: you + 1 more Details

Dear Colleagues,

Some of you know that Brenda and I moved to our ancestral home several years ago (we're both 3rd generation Korean Americans) and currently live on Jeju Island, Korea most of the year.

Brenda is a photo/journalist and has documented our move and experiences building a traditional stone house here on the windy and beautiful rocky island that has been designated a UNESCO Heritage site for its natural beauty, lava caves, peaks, and its remarkable free diving grannies who have pursued their avocation for over 400 years. There are also some dark parts of history on this island involving war, politics and acts of violence after the Korean War.

Best-selling author Lisa See (NYTY bestselling author of *The Tea Girl of Hummingbird*)

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Lane, *Shanghai Girls* and *Snow Flower and the Secret Fan*) sums it up best in her review: "...This is a lovely book filled with wonderful encounters, moments of self-examination and spirituality. If you loved. *A Year in Provence* or the fictional *Stones for Ibarra*, *Stone House on Jeju Island* is a must-read".

Today, her book was published and can be obtained at the website below for anyone interested.

I thought that some of my retired FMCS buddies might be interested in what particular road we decided to travel after FMCS...

Hope you are all health, doing good things and taking pleasure in whatever diverse pursuits you have taken after our many years working together.

All best to you and stay in touch  
Jan

### ***Stone House on Jeju Island—Improvising Life Under a Healing Moon.***

Now available for online purchase for readers living in Korea/Asia (including Australia), Europe and the U.S..at:

[https://www.seoulselection.com/bookstore/default/product\\_view.php?part\\_idx=265&goods\\_data=aWR4PTEwNzA2JnN0YXJ0UGFnZT0mbGlzdE5vPSZ0YWJsZT1jc19nb29kcyZwYXJ0X2lkeD0yNjUmc2VhcmNoX2l0ZW09%7C%7C](https://www.seoulselection.com/bookstore/default/product_view.php?part_idx=265&goods_data=aWR4PTEwNzA2JnN0YXJ0UGFnZT0mbGlzdE5vPSZ0YWJsZT1jc19nb29kcyZwYXJ0X2lkeD0yNjUmc2VhcmNoX2l0ZW09%7C%7C)

For US-based readers wishing to buy through Amazon, preorder sales (delivery in December) can be done via:

[Amazon.com.#korea#jeju#journalist#stonehouse#authors#writerscommunity#architecture#island#artist#pen#art#photography#travelphotography](https://www.amazon.com/#korea#jeju#journalist#stonehouse#authors#writerscommunity#architecture#island#artist#pen#art#photography#travelphotography)

**Note:** The following is one of 40 Posts I've written and placed on the blog of my website.

### **FMCS Mediator Interns and Other Untypical Hires**

Traditional FMCS used its own hiring process separate from the Civil Service process that other Federal Agencies used, thus allowing FMCS to manage mediator hiring so as to fit the unique skill set required. For many years, new mediators were hired in groups based on minimum of seven years of labor-management experience at the GS-12 level.

Another more informal and less used practice existed in which less experienced individuals were hired who were viewed as having the potential to develop into a good mediator after an intern period of growth.

The following individuals were hired as interns or hired below the usual entry grade of GS12. They each would have their own unique hiring and training experience.

1. Herb Haber	1950	19. Jerry Ross	1968
2. David Tanzman	1950	20. Ed Passman	1968
3. Charlie Harding	1950	21. Nancy Fibish	1968
4. Charlie Rehmus	1953	22. Bill Carr	1970
5. Paul Yager	1953	23. Jack George	1971
6. Jack Winter	1953	24. Mike Nowakowski	1972
7. Ralph Fenton	1953	25. D. Scot Blake	1972
8. Ken Moffett	1961	26. Gerry Gomez	1973
9. Tom Colosi	1962	27. Malcom Maples	1973
10. Bob Callaway	1962	28. Ira Lobel	1974
11. Jack Donlan	1963	29. Joel Roskow	1976
12. Ken Evans	1964	30. Pam Gentry (DeSimone)	1977
13. Jerry Barrett	1964	31. Ed Hartfield	1980
14. Bob Householder	1965	32. Peter Swanson	1991
15. Bill Hobgood	1965	33. Lynda Myers	1994
16. George Vogl	1966	34. Lynda Gonzalez	1994
17. Nick Fidandis	1966	35. Andrea Strimling	1996
18. Hal Davis	1968		

No further information was available from FMCS.

My intern experience in the National Office in 1964 was so unplanned and left to my own initiative that I was able to spend hours in Old Department of Labor Library<sup>1</sup> where I learned about the USCS and the early history of FMCS. When I was transferred to Milwaukee, I carried a box of history material that I had copied in the DOL Library. That boxful became the beginning of my collection, which is now at George Washington University occupying 136 shelve feet.

After five years in Milwaukee, I left FMCS to head an office in DOL for three years where my boss reported to Bill Usery. I did several things that got Bill's attention, which I wrote about elsewhere. When Bill was appointed FMCS Director, he asked me to return to FMCS to head a new office of Technical Services. After he described the functions of the new office, he asked me if I had one thing I would like to accomplish at FMCS. I told Bill I would like to develop an intern program that would recruit, hire and train younger, minorities and female mediators. Usery, always fond of new ideas, agreed. The result of that agreement was:

Two mediator intern classes in 1975.

### **First Class: January 1975<sup>2</sup>**

George Buckingham (Became National Deputy Director)

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<sup>1</sup> At the time, the FMCS National Office was in the old DOL at 14<sup>th</sup> and Constitution NW.

<sup>2</sup> Oral history interviews recorded of George Buckingham, Bonnie Castrey, and Chris Merchant, by Jerry Barrett.

Ernie Bremer (was fired)  
Bonnie Castrey (Left to became an arbitrator)  
Julie Greer (started mediation program for school kids)  
John Healy (Died young)  
John Knight (Served in numerous field offices)  
Jim Schepker (Became a Manager in Chicago RO)

Second Class: July 1975<sup>3</sup>

Doug Hammond (Manager in Seattle RO)  
Eileen Hoffman (Became General Counsel and other N.O positions)  
Jerry McKay (Left to become an arbitrator)  
Chris Merchant (Wrote a book, became a professor)  
Mike Nowakowski (Long service in Detroit)  
Bob Stiener (Served in several field and NO positions)  
John Steppe (Became Deputy Assistant Secretary in DOL)  
Ron Sweet (Served in Milwaukee)  
Lois Vanderwaerd (resigned)

The case can be made that hiring five women mediator interns in 1975 opened the door for more women to join FMCS. Here is what happened:

Twenty-one years after its creation in 1947, FMCS hired the first woman mediator in 1968. Ten women mediators were hired at normal entry level between 1975 and 1977. In the 1980s, twelve more women were hired, and in the 1990s, twenty-one more were hired. By 2016, four of the ten FMCS Regional Offices were headed by a woman. The General Counsel and the Director were both women. In that year, twenty-eight percent of the 165 FMCS mediator staff were women.

## Final Thoughts

On December 29, I will be 86. Are there any readers older than that? Who are they?

At my age, I still enjoy writing and researching on FMCS history topics, but some encouragement and acknowledgement would be welcome. For example, I often write items that invite a response, but I get none. In the Spring 2018 issue for example, there were these opportunities to respond: An Offer to Interviewees, Remembering Mediators: A Quiz to Test Your Memory, Old AV Film Collection, Have You Heard How FMCS Recruits Mediators Currently? and Mediator Jokes and Sayings. I invite readers to find something in this Caucus to respond to.

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<sup>3</sup> Oral history interviews recorded of Doug Hammond, Eileen Hoffman, Chris Merchant, Bob Stiener and John Stepp by Jerry Barrett.

## **An Embarrassing and Amusing Mistake**

Near the end of the Spring 2018 Caucus, I reported on a Japanese man who said he used my ADR History Book to write his PhD dissertation. Later when he visited the US, we agreed to meet at a hotel in D.C. While I was waiting in the hotel lobby, a young Japanese woman approached me and asked if I was Doctor Barrett, and she told me her name was Masako Miyatake. Doesn't that sound like a guy's name?