HAROLD Newman's CLOUDY CRYSTAL BALL

Glendower - "I can call spirits from the vasty deep."

Hotspur - "Why, so can I, or so can any man;
But will they come when you do call for them?"

KING HENRY IV (Act III - Scene I)
William Shakespeare

"Young Hotspur's coolly rational response to the boast of the Welsh warrior, Owen Glendower, is a magnificent put-down. I have striven through six years as PERB's Director of Conciliation to convince my Board that I can call spirits from the vasty deep and that in some way I make a very unique contribution to our work. The Board, made up of three men as rational as Hotspur, but more charitable, have rarely indicated that they don't believe me. Now, I fear, I am to be found out. For currently I am on sabbatical at Cornell, and Erwin Kelly sits in my place. Conciliation will, I suspect, run as well as ever it did!

"That Erwin Kelly does exist and function is PERB's good fortune and our publics'. All of you know that Kel is a high church Episcopalian of such blameless character and fierce morality that had he been brought up in Surrey or Devon, instead of Rensselaer County, New York, he could now have had a prosperous vicarage despite the disability of his Hibernian name. Indeed, he might have become an Anglican bishop or chaplain to her Majesty, the Queen. But, he is here and not in England. And during the period of my Ithacan exile, he shall steer Conciliation through its always stormy seas and he will steer it well.

"It should be understood, however, that Kel is not the only moral person in PERB and that the rest of us are refugees from the Cities of the Plain. I think, that after seven years of the Taylor Law, nearly all of our clients know that we carry out our responsibilities conscientiously and with total care not ever to display bias by word or deed. I was, therefore, somewhat disturbed by a recent event involving factfinding. We received a visit in Albany from a delegation of teachers who were bitterly critical of the first factfinding report involving one of the school districts in their county this year. I assured the teachers that even if I quarreled with the recommendations and I do not, I would never presume to advise a fact-finder in advance what I thought his recommendations should be. If I ever had the temerity to do so, I would expect the fact-finder to tell me 'à haute voix' what to do. A second factfinding report has now been issued in the county and it is a bit more generous in its salary recommendations than was the first one. Erwin Kelly has received a letter from the School Superintendent stating that he finds these salary recommendations too high, but is unsurprised because I was visited by a teacher delegation who protested the earlier report. The gentleman does not understand the relationship between PERB and panel. Further, he does not know or understand the role of the professional neutral any better than he knows the puberty rites of the Trobriand Islanders. O tempora! O mores!
"In connection with the factfinding process, it might be well for the panel to exercise caution when they attempt to mediate before formal factfinding. Obviously, this is to be done by the designated fact-finder with the consent of the parties. When it is done, it is important to cut off mediation immediately when it appears that the effort is failing. We have had some unhappy experiences this year (3!) when fact-finders have found it necessary to withdraw voluntarily because they felt that they had gone too far in mediation to be acceptable as fact-finders. Think back to the dangerous days of your youth when you would terminate a relationship before the romantic attachment became an incubus. Be so guided.

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"Again this year the PERB panel seminars will be held at Cornell. The attendees will stay at the Statler Inn on campus with its Lucullan food and excellent rooms and service. The emphasis this year will be on arbitration. (Our rights arbitration case load continues to rise and the police-fire amendment will give us substantial interest arbitration work.) The 2½-day seminars are scheduled tentatively to begin on December 1, December 8 and January 12. We look forward to greeting all the panel here at the Athens of the Finger Lakes during one of those weeks. In due course Muriel Gibbons will be sending you notices and invitations.

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"A letter from Bill Spenla to all members of our arbitration panel which I had directed be sent in light of the police-fire amendment has brought from Bertram F. Willcox (Professor of Law Emeritus, Cornell), the following response which I would like to share with you. It illuminates beautifully this delightful man who is the antithesis of the 'stuffy academician'. Professor Willcox is a legend at Cornell and the Willcox Library at the Statler which many of you have used to advantage on visits and seminars here is a gift of his father who lived to great age as an emeritus member of the faculty.

"We shall not honor Professor Willcox's request that he be stricken from our mailing lists. He will continue to receive our publications as a distinguished emeritus member of the PERB panels.

"Dear Harold,

The best reply to the most recent communications from you and Mr. Spenla is the attached bit of doggerel.

My head seems still o.k. fortunately, but my legs totter.

I suggest that you and Mr. Spenla strike my name from all panels. I regret deeply having to ask you to do this, as I have enjoyed working for PERB enormously.

It also seems reasonable to suggest that my name be removed from PERB's mailing lists. I have enjoyed keeping somewhat in touch, through them, with your exciting work - especially Harold Newman's Cloudy Crystal Ball. But recent lessons out of Washington teach that deference to the taxpayer's dollar should take precedence over private enjoyments.

Sincerely,

(Sgd/Bertram F. Willcox)
(Professor of Law Emeritus)
Thoughts on receiving, in my eightieth year, a sudden appointment from the State Mediation Board.

OZONE GARDENS (Long Island) AHoy!

Authorities of New York State
Now order me to arbitrate
Which workers are to do which works
Under their Contracts's murky quirks.

Although my legs aren't very strong
To OZONE GARDENS, Island Long,
I must now hobble with my cane
To hear the parties both complain:

Not at each other but at me!
What must their wild reactions be
On seeing that the Board has sent
A superannuated gent

Who seems to lack a balance such
As arbitrators need so much.

So I'll say no, I will not go
I'll just say no, no no no

Bertram F. Willcox
Ithaca, New York
July 19, 1974

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"Rodney Dennis, former administrative director of the Division of Extension and Public Service of the New York State School of Industrial and Labor Relations at Cornell University, will be assuming new responsibilities effective September 1, 1974. He will be devoting his full attention to developing and implementing training programs for the parties involved in public sector labor relations. Rodney is an active panel member with broad experience in the field. Panel members may wish to contact Rod if they have any ideas on seminars, workshops, training programs, etc."

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Teacher Salary Schedule Increases
Negotiated in 1974 for the 1974-1975 School Year
New York State

<table>
<thead>
<tr>
<th></th>
<th>Step 1</th>
<th>Increase in</th>
<th>Average Increase</th>
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<tr>
<td></td>
<td>BA</td>
<td>Step 1, BA</td>
<td>in Schedule/1</td>
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<tr>
<td>All Districts Received to August 29:</td>
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<tr>
<td>New York State (115 Districts)</td>
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<td>$581</td>
<td>$ 786</td>
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<tr>
<td>New York Metropolitan Area (24 Districts)</td>
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<td>Upstate (91 Districts)</td>
<td>8,144</td>
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/1 - Change at 1st, 7th and highest consecutive step on BA, BA+30 and BA+60 columns (exclusive of increments)