



# HTUP Alumni Association *NEWS*

**Summer 1993**

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**Report on the Class of 1993**

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*Violence touches Class of 1993*

## **Wife of South African TUP Assassinated**

**T**he wife of Nad Murugan, General Secretary of the Democratic Integrated Municipal Employees' Society (DIMES) in South Africa, was assassinated on April 30, 1993, one night before her husband was due to return home from Harvard. Rebekah (Rebbie) Murugan had come to Harvard to join her husband as he began as a participant with the TUP in January, but had to return home. Two weeks before she was killed she wrote the following prayer for a fellow colleague:

"My hope and prayer is that God Almighty, the giver of all comfort will deal graciously with those who mourn. I pray that you, Dear God will ring out the grief that saps the mind of those that we see no more and replace it with love for all mankind irrespective of wealth, poverty, color or creed.

*"I ask that you take away strife and replace it with nobler modes of life with sweeter manners and purer laws. I pray that you replace false pride, spite and civic slander with the love of truth, righteousness and the common love of good.*

*"Take the darkness from our land and bring us hope and peace - Peace to South Africa our Motherland. Let us be a loftier race for the world to see. With a flame of freedom in our souls and the light of knowledge in our eyes. May we as a Nation be*

*gentle, brave and strong to Spill No Drop of Blood but live as comrades free."*

*Rebekah Murugan 4/14/93*

There could be no better epitaph for one so loving and so loved. Condolences can be sent to the Family, Nad and sons Denver and Rennad at:  
P.O. Box 365  
Durban 4000  
South Africa



**Rebekah Murugan**  
Born, 10/20/56 - Died 4/30/93

From the Director

## A peek forward and a look back

by Elaine Bernard

*"It's with some pride that we note that Robert Reich, who taught in the TUP for many years, was appointed Secretary of Labor by President Clinton."*

The 1994 session of the TUP will start very early in the new year. It opens on Monday, January 3rd and ends on Friday, March 11th. We've moved the program so that it will regularly open earlier, getting started during the first week in January. Some changes that have taken place in the program content over the last few years, include the addition of two new seminar series: one on international comparative industrial relations and one on organizing. With growing trade with Mexico—with or without the passage of the North American Free Trade Agreement—we've welcomed the addition of Professor Jack Womack of the Harvard History Department, and the author of *Zapata and the Mexican Revolution*. Jack has developed a series of three seminars for the TUP on the Mexican labor movement and Mexican industrial relations.

As in previous years, the theme of the 1994 session will focus on strategic planning for unionists. We expect the specially developed text for this class, written by TUP faculty member and former TUP Executive Director, David Weil to be available for use by the class of 1994—and anyone else who would like to get a copy of this important book—due to be released January 1994 by Lexington Books of Massachusetts. For three years, we've used Xerox drafts of the manuscript and David is pleased to acknowledge the assistance given to him by TUPs. We all look forward to seeing the book in print in the new year.

Another new book added to the 1993 curriculum was *Negotiating the Future: A Labor Perspective on American Business* by Barry Bluestone and Irving Bluestone. In the words of President Bill Clinton, "*Negotiating the Future* rejects the zero-sum thinking of traditional labor-management relations in which two parties face each other as adversaries. In place of this 'them vs. us' system, the Bluestones offer a New

Covenant for labor and management based on participation, cooperation, and teamwork." Barry Bluestone is of course a long time faculty member of the TUP. In the 1993 session, shortly after the publication of *Negotiating the Future*, we were able to organize a forum at the Kennedy School of Government with Barry and his father, Irving, to celebrate the launching of their book and to discuss their proposals.

It's with some pride that we note that Robert Reich, who taught in the TUP for many years, was appointed Secretary of Labor by President Clinton. In addition, TUP founding faculty member and Lamont University Professor Emeritus at Harvard, John T. Dunlop has been appointed chair of the Commission for the Future of Worker-Management Relations. This ten person commission is an extremely important body for the labor movement—as it will deal with recommendations for labor law reform. Two other TUP faculty sit with Professor Dunlop on the Commission, Harvard Economics Professor Richard Freeman, TUP faculty co-chair, and Industrial Relations Professor Tom Kochan, TUP advisory committee member from the Massachusetts Institute of Technology. Also Harvard Labor Law Professor Paul Weiler, TUP faculty co-chair, has been appointed counsel to the Commission.

The HTUP Alumni Association News is a publication of the Harvard Trade Union Program Alumni Association.

Harris Baylen, Editor

Bob Cherry, Production

# Alumni Association Briefs

## Unions in the Yards

To commemorate fifty years of preparing unionists to become effective labor leaders, the Alumni Association has compiled a journal called *Unions in the Yard: The Harvard Trade Union Program's first Fifty years*. The journal contains a short TUP retrospective, class and faculty photographs and other memorabilia of the oldest University-based trade union program in the United States. Proceeds from the journal are earmarked for the Alumni Association Scholarship Fund.

All Alumni should own a copy. To reserve yours please place your order using the order form at the back of this newsletter. The number of copies being printed are limited, publication is schedule for late fall 1993.

Tom Adams

## Alumni Scholarship

The Alumni Association has established a special scholarship to help participants attend the Trade Union Program. At its meeting in July the Executive Committee established a new account for the scholarship fund and placed \$5000 in it.

We have all benefited from the Trade Union Program and in this spirit we are soliciting your help in extending these benefits to other worthwhile trade unionists. Your tax-deductible contribution would enable someone to attend the TUP who otherwise couldn't. We are enclosing a donation form with this newsletter and ask that you consider a contribution. Your gesture will not go unrewarded!

In addition to your direct contributions, the Executive Committee may also transfer money from the Alumni Association's operating expenses after regular expenses are met. We hope that you will consider a donation to the Harvard Trade Union Program's Alumni Scholarship Fund.

By Teddi Winkler

## An Offer You Can't Refuse

Now is the time to pay your \$25.00 annual Alumni Association dues to the Harvard University Trade Union Program. And for a limited time, an additional \$25.00 (instead of \$50.00) will buy you a name listing in the HUTUP 50th Anniversary Journal, *Unions in the Yard: The Harvard Trade Union Program's first Fifty years* - as well as a copy of the Journal.

If you are currently a member of the TUP Alumni Association (dues paid since January 1, 1993 - or a non-U.S. citizen who has previously paid their one time membership fee), and you want your name listed in the Journal, please send a check for \$25.00. If you have not paid dues for 1993 and you want a journal listing please send a check for \$50.00, for both the dues and the journal listing and your copy of the journal.

Checks should be made out to the Harvard University Trade Union Program and should be mailed to: Harvard University Trade Union Program, 17 Dunster Street, Suite 205, Cambridge, MA 02138. Remember, the Alumni Association membership year is January 1 - December 31.

By Frank T. Buress Jr. '91

## Newsletter Deadline

The Deadline for the Winter 1994 Alumni Newsletter is January 31, 1994. All submissions must be received by that day to be included in the first newsletter of 1994.

## Remember TUP in Your Will

*Have you considered remembering the Trade Union Program in your will or your trust? Setting aside money for either scholarship or endowment purposes is a wise and considerate use of assets. Details on how to structure your will or trust to provide for a bequest to the Program are available through the Trade Union Program Office (c/o Elaine Bernard, Director, 17 Dunster Street, Suite 205, Cambridge, MA 02138 Telephone 617-495-9265 or Fax 617-496-7359). Additional information on this topic will be in the next newsletter.*

### Calling All Tups

*In order to help keep track of TUP Alumni and to aid in the Alumni Associations goal of maintaining our network of Trade Unionists the Association needs a representative for each TUP class. Below is a list of classes for which there are currently no class reps. If you want to volunteer either call or write to the TUP Office. If your class is listed below, the TUP Needs You.*

1990  
1988  
1984  
Fall 1981  
Spring 1981  
Fall 1980  
Spring 1979  
Fall 1978  
Spring 1978  
Fall 1977  
Spring 1977  
Fall 1976  
Spring 1976  
Fall 1975  
Spring 1975  
Fall 1974  
Spring 1974  
Fall 1973  
Spring 1973

## HTUP Highlights

### Koreans Visit Trade Union Program

For the third time in the past twelve months, thirty Korean students have been treated to a two-day session at Harvard's Trade Union Program. The students, from both management and labor, are graduate students at Chung-ang University in Seoul, Korea. The students spend one day at Boston's IBEW Local 103 and one day attending courses designed to introduce them to U.S. style labor relations. Offerings included classes in Occupational Health and Safety, U.S. Labor Law. Further visits, facilitated by Dr. HWANG Kyu Mu (TUP '84) of Chung-ang University's Graduate School of Social Development, are anticipated.

### New Books by TUP Faculty

Arnold H. Zack  
*A Handbook for Grievances Arbitration: Procedural and Ethical Issues*  
ISBN-0-699-27975-7, American Arbitration Association, New York, NY

### HTUP Faculty Advisory Committee

Professor Paul Weidler, Co-Chair  
Harvard Law School  
Professor Richard Freeman, Co-Chair  
Department of Economics

Professor Linda Kaboofian  
Kennedy School of Government

Professor Thomas A. Kochan  
Massachusetts Institute of Technology

Professor Richard Murane  
Graduate School of Education

Professor John Dunlop, Ex-Officio  
Lamont University Professor, Emeritus

Dr. Elaine Bernard, Executive Director  
Harvard Trade Union Program

Ms. Margy Ryzdzynski, Program Coordinator  
Harvard Trade Union Program

### International Union Advisory Committee

Gerard McEntee, Chairman, President  
American Federation of State, County and Municipal Employees

Robert Haynes, Secretary-Treasurer  
Massachusetts AFL-CIO

John T. Joyce, President  
International Union of Bricklayers and Allied Craftsmen

John J. Sweeney, President  
Service Employees International Union

Lynn R. Williams, President  
United Steelworkers of America

William H. Wynn, President  
United Food and Commercial Workers

## HTUP Logo Items For Sale

<b>Sweatshirts (S-M-L-XL-XXL-XXXL)</b>	<b>\$20.00</b>
<b>T-Shirts (S-M-L-XL-XXL-XXXL)</b>	<b>\$10.00</b>
<b>Lapel Pins</b>	<b>\$5.00</b>
<b>Mugs</b>	<b>\$8.00</b>
<b>Hats</b>	<b>\$10.00</b>

**These items are available through the HTUP Office. Please enclose \$2.00 for postage and handling. The sweatshirts and T-shirts come in assorted colors. All other items come in Harvard Red.**

# Alumni Association News

## Constitutional Amendments approved

At the 1992 Annual meeting of the HTUP Alumni Association held on March 20, 1992 the Constitution was amended to help reinvigorate the Association. The amendments established terms of office and annual elections for all officers and members of the executive committee.

At the March 12, 1993 annual meeting the constitution was amended again. The number of members of the executive committee were increased from eleven to twelve.

In addition, the dues were increased to \$25.00 per year for United States citizens and U.S. residents. Foreign students continue to pay a one-time dues payment to join the Association.

Elections were held for new officers and the executive committee. All of the incumbents were re-elected and Janette Weatherall, class of '93, was elected to fill the newly created position.

## Alumni Association Officers

Mr. Thomas L. Adams, Jr., '89  
NHESO, NSO  
President

Mr. Harris Baylen '87  
AFSCME, District Council 37  
Past President

Mr. Robert Haynes '86  
Massachusetts AFL-CIO  
Vice President

Mr. Joseph Nigro '69  
IBEW  
Secretary-Treasurer

## Executive Committee

Mr. Frank Bures '91  
CTA, NEA

Mr. Bruce Burgess '80  
MTA (retired)

Mr. Shaun Cashman '85  
IUNA

Mr. Norman Hayman '91  
CSWA

Ms. Elaine O'Brien '79  
MTA, NEA

Mr. Claude Rioux '91  
ITPE-CNTU

Quebec, Canada  
Mr. Jan Saeger '87  
IUCF

Mr. Russell Sheehan '92  
IBEW, Local 103

Mr. Donald Strate '87  
IUCF

Mr. Evaristo Toledo '62  
Telephone Authority  
Puerto Rico

Mr. Fred Truston '91  
SEIU

Ms. Janette Weatherall '93  
AFSCME

Ms. Teddi Winkler '83  
MTA, NEA

## International Contacts

Mr. Robert Fielding '91  
Solidarnosc, Poland

Ms. Akiko Gono, 91  
ZENSEN, Japan

Mr. Keith Harvey '87  
Clerks Union, Australia

Mr. Klaus Kellner '87  
OTV (retired) Germany

## Calling all TUPS cont'd

Fall 1972

Spring 1972

Fall 1991

Spring 1971

Fall 1970

Spring 1970

Fall 1969

Spring 1969

Fall 1968

Spring 1968

Fall 1967

Spring 1967

Fall 1966

Spring 1966

Fall 1965

Spring 1965

Fall 1964

Spring 1964

Fall 1963

Spring 1963

Fall 1962

Spring 1962

Spring 1961

Fall 1960

Spring 1960

Fall 1959

Spring 1959

Fall 1958

Spring 1958

Fall 1957

Spring 1957

Fall 1956

Spring 1956

Fall 1955

Spring 1955

Fall 1954

Spring 1954

Fall 1953

Spring 1953

Fall 1952

Spring 1952

Fall 1951

Fall 1948

1947

1946

1945

1944



# CLASS OF 1991

- Gerold Avery, Steel Mill Workers
- Robert Baroni, International Union of Operating Engineers
- Garfield Bering, National Staff Organization of the National Education Association
- Zbigniew Brzajski, Solidarity, Poland
- Frank Burgess, National Staff Organization of the National Education Association
- Darron Caryl, Newspaper Guild
- Lawrence Childs, Labors International Union
- John Cole, ATSCM Council
- Clare Davidson, Service Employees International Union Local 504
- Dawn Decker, Bakery, Confectionery and Tobacco Workers
- Kathy Decker, Australian Workers Union
- Peter DeMarco, District Workers of America
- Robert DeLong, Solihull International Office, England
- Michael Eppel, Labors International Union of North America Local 574
- Tad and Elaine Ann, Alaska State Council of Laborers
- Robert Ford, International Association of Fire Fighters Local 493
- Virginia Fuller, Arlington Teachers Association, MIA
- MIA
- Huska Grawinkel, Food Processors of Western Australia
- Australia
- Arko Goro, ZENNSN, Devon, England
- Samuel Takeda, United Food and Commercial Workers, Japan
- Sheryl Gorden, ATSCM Council
- Norman Hyman, United Steelworkers of America District 7
- Timothy Leahy, United Food and Commercial Workers Local 881
- James "Duke" McVey, Plumbers and Pipefitters, Missouri AIA-CIO
- Terrance Mathison, New South Wales Public Medical Officers Association, Australia
- Kevin O'Connell, Indiana State Association of Fire Fighters Local 1511
- Gary Pebley, International Union of Operating Engineers
- Lawrence Phinck, United Food and Commercial Workers, Michigan
- Claude Rocco, C.S.N., Paper and Forest Workers, Quebec, Canada
- Saxel Sandow, United Food and Commercial Workers
- Henry "Burt" Schmidt, Electrical Trades Union, Australia
- Dorell Smetis, International Union of Operating Engineers Local 3
- Brooks Smetis, Communication Workers Local 3
- Samuel Takeda, United Food and Commercial Workers Local 1
- Peter Foggeson, National Staff Organization of the National Education Association
- Frankrick Truitt, Service Employees International Union Local 509
- Robert Ward, International Brotherhood of Electrical Workers Local 104



Heather K. Allen, Commonwealth Bank Officers' Association, Australia

John Andersen, Jr., International Association of Firefighters, Local 624

Patricia C. Bradley, British Columbia Ferry and Marine Workers Union, Canada

Thomas W. Chastain, International Brotherhood of Boatmakers

Michael R. Clark, United Food and Commercial Workers, Local One

Susan M. Costigan, Brockton Education Association, MA NEA

Leo D'Agostini, Labourers International Union of North America, Canada

Ronald G. DeJord, Combined Law Enforcement Association of Texas

Gregory J. Dornick, Shop, Distributive and Allied Employees' Association, Australia

Paul Gregory Finn, International Brotherhood of Painters and Allied Trades

Christopher J. Foster, United Food and Commercial Workers

Carol Ann Gurbina, American Federation of State, County and Municipal Employees

Akira Iida, Japanese Federation of Electrical Machine Workers, Japan

Carol Isen, International Federation of Professional & Technical Engineers

Arthur L. Joyner, Pacific Northwest Newspaper Guild, Local 87

William J. Kiboy, Jr., National Staff Organization of the National Education Association

Christopher Lane, Tasmanian Teachers Federation, Australia

Steven Paul Lopes, National Staff Organization of the National Education Association

Michelle Ann Martin, American Federation of State, County and Municipal Employees

Francis Melancon, United Steelworkers of America

Thomas R. Miller, International Union of Operating Engineers, Local 3

Yoshioe Mitsuda, All Japan Prefectural and Municipal Workers Union, Japan

James D. Narys, International Association of Firefighters, Local 279

Patrick James O'Neill, United Food and Commercial Workers Union Region 11, Pacific

Arthur R. Osborn, Jr., International Brotherhood of Electrical Workers, Local 1505

Vincenz A. Panvini, Street Menial Workers International Association

Patrick H. Perez, Association of Field Service Employees (AFSE, NSO)

Philip G. Pratt, Somerville Teachers Association, National Education Association

Nora Rameka, Public Service Association Trade Union Education Association, New Zealand

Frank Rodriguez, International Union of Operating Engineers, Local 3

Kenneth S. Ruth, Communication Workers of America

Singeru Saito, Japanese Federation of Electrical Machine Workers, Japan

Hideki Sano, Japanese Federation of Electrical Machine Workers, Japan

John Scott, Federated Liquor & Allied Industries Employees' Union, Australia

Russell L. Sheehy, International Brotherhood of Electrical Workers, Local 103

Mary Anne Tomowski, Maine State Employees Association, Service Employees International Union

Angela A. Verilake, United Food and Commercial Workers, Local One

Robert Young, United Steelworkers of America, Canada

## Class of 1992



## Class of 1993

Terrence J. Arsenault, Sheet Metal Workers International Association

John E. Barnes, Jr., American Federation of State, County and Municipal Employees

Dianne M. Bellard, National Staff Organization of the National Education Association

Barbara L. Blake, United Nurses Association of California, NUBIC/AFSCME

Judith C. Boyd, United Steelworkers of America

Michael S. Cannistra, United Food and Commercial Workers

Phyllis E. Carroll, Service Employees International Union of Canada

Robert O. Cherry, California Teachers Association, CTA-NEA

Robert E. Cook, Jr., Western Conference, International Union of Operating Engineers

Betty W. Dalton, Tennessee Education Association, NEA

Carolyn E. Deegan, California Teachers Organization, CTA-NEA

Warren S. George, Amalgamated Transit Union

Eric A. Gikhar, United Food and Commercial Workers

Ernzin (Grace) Grace, Trades & Labor Council of Queensland, Australia

Randall L. Hadley, United Food and Commercial Workers

Takuo Ishizuka, Japan Federation of Steelworkers's Unions (Tekko Roren)

James K. Jacobs, California Service Employees Association, SFCU

Patricia G. Johnson, Montana Education Association Staff Organization (MEASO)

Robert W. Johnson, International Association of Fire Fighters, Local 7124

Mark Lennon, Labor Council of New South Wales, Australia

Barbara I. Lehardt, Communication Workers of America, District 2

George G. Luse, Massachusetts Teachers Association, NEA

Francis X. Madden, Amalgamated Transit Union, Local 589

Joseph Maloney, International Brotherhood of Bookbinders, Canada

Jeffrey Merrow, Laborers International Union of North America, Local 511

Brian F. Mitchell, American Federation of State, County and Municipal Employees

Nad Murgan, Democratic Integrated Municipal Employ-

ees Society (DJMIES), South Africa

James J. Norwood, JR., Laborers International Union of North America

Jan C. O'Brien, The Newspaper Guild, Canada

Mark L. Robben, International Union of Fire Fighters, Local 1650

Thomas J. Scutto, National Association of Police Organizations & New York City Detectives Endowment Association

Timothy O. Sharp, Laborers International Union of North America

Warwick Tombris, Electrical Trades Union of Australia

Bill Watson, Vehicle Division, Automotive, Metals and Engineering Union, Australia

Larry D. Wats, Combined Law Enforcement Association of Texas

Janette Weatherall, American Federation of State, County and Municipal Employees



The class of 1993 again set a new record for the number of women in the program with eleven participants from around the world. This record surpassed the 1992 record of eight women and the 1991 record of five women. Steady progress.

## Remembering the Class of 1993

by Bob Cherry

In January of 1993, I was fortunate enough to be given the opportunity to attend the Harvard Trade Union Program. Several friends of mine had attended prior sessions, and their reports had encouraged me to apply. I had originally planned to attend in 1994. However, my employer decided that 1994 would not be a good time and asked if I was willing to go a year earlier. I jumped at the chance.

I won't bore readers by recounting the classes that I attended. What was most special to me about being at the Harvard TUP was the people that I met, both in and out of class.

Our class was the most diverse in the history of the TUP. It included more minorities (6) and women (11) than any other class. There were union people from Australia, South Africa and Japan. All types of unions were represented: construction, education, public employee, industrial. Most were AFL-CIO, but many were not. There were five people from National Education Association affiliates: one manager, three professional and one associate staff.

Some were very young, others were approaching retirement. I learned something from all of them.

As a group, we bonded very tightly by the end of the program. However, the closeness we felt at the end took some time to develop. Our dissimilar backgrounds, plus divisions of race and gender, meant that it took more effort to reach across our differences. It was kind of exciting because I think we were a microcosm of what is happening in the union movement. Our challenge was to bring everyone into the "House of Labor": women, minorities, white collar and blue collar. We succeeded to some extent, and failed to some extent, just as the rest of labor is doing.

I have bittersweet memories of the banquet the first night. I sat at a table with Nad and Rebekah Murugan and we had a very interesting conversation about racial politics in the United States and South Africa. Rebekah Murugan was very beautiful and vivacious that night. She was also extremely intelli-

*"I think we were a microcosm of what is happening in the union movement."*

*Continued on page 11*



Executive Director Elaine Bernard introduces the 1993 Commencement Speaker (seated left) Sigurd Lucassen, President of the United Brotherhood of Carpenters and Joiners TUP Professor Richard Freeman is seated on the right.

Continued on page 11

What broke many of those walls faced almost immediately. (One could see the walls going up all over the place.)

down over time was a combination of three things. First, the content of the courses challenged us to take a better view of our world and the meaning of unions. In classroom discussions, we learned about each other's unions. On prejudices began to give way to knowledge. It became evident that despite our differences, we had a consensus about what was needed for the union movement to move forward. That consensus

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gent and knowledgeable. When I think of it, I always feel for Nad's loss.

I met, or so it seemed, every laborer's International Union official in the United States. I met a number of Harvard faculty, who seemed quite nice despite their lefty reputations.

(Our first week of class was equally strange. It soon became apparent that most of us had brought quite a bit of baggage with us. Some looked down on the construction trades. The construction trades were equally dubious about my union credentials since I was "just a teacher." Issues of race and gender surfaced.

# Class of '93



Weatherall, and John E. Barnes, Jr.

# Class of 1993

*continued from page 10*

was very ably summarized by Tim Sharp in his graduation address. It was not exactly what the Harvard faculty thought we should want, but it was well and truly ours.

Secondly, we began to do things together. The group activities helped foster an atmosphere of camaraderie. The individuals who organized the activities helped to provide an atmosphere where we could "let our hair down" and relax from the tension of attending classes and reading. It also gave us a place to learn about each other.

**Australia Night** - The Australians treated us to a celebration of their national holiday. We got to try Australian delicacies like Vegemite sandwiches. We also got to hear a lot of Australian songs.

**Karaoke** - Several of our more adventurous souls discovered a karaoke bar in Cambridge one Thursday night. It became a regular event. The biggest kick was hearing our Japanese brother, Takuo Ichizuka, sing "Harbor Lights" in real crooner style. The night before



graduation, almost the whole class went for a farewell songfest.

**The Chill Cookoff** - We held a chill cookoff one night with entries from all corners of the U.S. and the globe. Arnold Zack even brought a pot. Frank McLaughlin was the judge. After we sampled the chili, Frank entertained us with Irish songs and stories.

**Pacific Northwest Night** - Tim Sharp, Alaskan, and Jan ("Bronx") British (Colombian) brought salmon from the Northwest. There was fresh salmon, smoked salmon, and salmon jerky.

**Nights at Nad's** - Nad Morgan invited us in small groups to his apartment which was not large to sample his homemade Indian cuisine. Afterwards he played his guitar and sang rock and roll songs. He had quite a repertoire of Led Zeppelin favorites.

The last day we all felt a tremendous bond. When we went outside to have our picture taken in the Ingrid New England something, we sang "Yellow Submarine," a karaoke favorite. I guess it was something you had to be there to appreciate. I'm glad I was



The Class of 1993 chose two TUPs to speak for them at their graduation: Ignacia "Grace" Grace, of the Trades and Labor Council of Queensland, Brisbane Australia; Timothy O. Sharp, of the Laborers International Union of North America.

## HTUP Alumni Notes

**Garfield Bright, Sr.** '91 introduced his son Garfield Bright, Jr. at the 1991 graduation, to his classmates, guests, faculty, and alumni. Garfield's son, a recent graduate of Howard University, is now a musical superstar, recording with the singing group SHA1. The groups first album "If I Ever Fall In Love" has just gone platinum.

**Harris Baylen** '87, the Past President of the Alumni Association has been elected as President of the New York City Chapter of the Industrial Relations Research Association (IRRA) for the 1993 - 1994 academic year. **Bruce Burgess** '80, a member of the Alumni Association Executive Committee, has been elected as Treasurer of the Boston Chapter of the IRRA... Professor **James Green**, who teaches the core Labor History course in the program, become a proud parent with his wife Janet Grogan in 1991. The new arrival is named Nicholas... **IN MEMORIUM - Morris Paladino** '42 died last year. Brother Paladino was a labor pioneer being one of the participants in the very first class of the Trade Union Program. **Mechtild Fulles** '84 from the DGB in Bochum, Germany died in August 1990. Sister Fulles had made several trips to Australia and published travel books in Germany... **Joseph J. Shantz** '78 was appointed by Lane Kirkland as the Director of the AFL-CIO Department of Organization and Field Services. Brother Shantz who comes out of the Firemen and Oilers Union, has served as assistant organizing director since January 1988. Prior to that, he was a federation field representative in the New England region for seven years... Professor **Richard Freeman**, Faculty Co-Chair of the TUP spent 1991 in New York City working hard at "thinking for the Russell Sage Foundation." Professor Freeman and his wife Alida also became also the proud parents of Morgan Terrance... **Johny Long** '90 in writing to Executive Director Elaine Bernard said, "I want to compli-

ment you for the job you are doing with the Trade Union Program. My involvement in the Harvard Trade Union Program will be remembered for many years, and I think this is the type of exposure labor leaders need."... Professor **Paul C. Weiler**, Faculty Co-Chair, has a new book out. *Governing the Workplace: The Future of Labor and Employment Law*, published by Harvard University Press, Cambridge Massachusetts... Professor Emeritus **John T. Dunlop**, has had published the book he had been using for the last few years in his course dealing with the structure and governance of labor unions. The book, *The Management of Labor Unions: Decision Making with Historical Constraints*, is published by Lexington Books, DC Heath and Company, Lexington Massachusetts... **Arnold H. Zack**, a long time members of the TUP faculty, has a new book published. The new book *A Handbook for Grievance Arbitration: Procedural and Ethical Issues*, is published by the American Arbitration Association, New York, New York and by Lexington Books, An Imprint of Macmillan Inc., New York, New York... **Mark Bishop** '88 from Western Australia sent a note to say "thanks for (the) *Alumni News*, which is enjoyable to read and a pleasant reminder of past days."

**Charles Goodlin** '46 is now the General Chairman of the Boilermakers Union. He has volunteered to help track down all of the members from the Boilermakers who have attended the TUP. The Alumni office and the Alumni Association has lost track of many of them. Former Acting Executive Director **Jenny Luray** got married and has moved to Detroit..

**Jan Saeger** '87 is working with the new Washington State Labor Center at Evergreen State College in his home town of Olympia, Washington. Brother Saeger has put out a call for assistance. The Center's library is looking for tapes

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*News and notes about HTUP alumni, faculty and staff.*