

MEDIATE THIS!

CONSTRUCTIVE CONFRONTATION MIGHT BE WINNING TICKET

BY STEVEN P. DINKIN

Dear Mediator,

My co-worker and I routinely buy lottery scratchers and split the purchase cost, so the investment is minimal for each of us. We do this with the understanding that if we win, we will split the rewards. I usually buy the tickets upfront and my co-worker promises to pay me, but he constantly lags at actually paying up and in fact still owes me for several past purchases. Last month I got a winning ticket for \$250. My co-worker was ecstatic, but I informed him I didn't plan on sharing the winnings with him. He didn't pay his part for the winning ticket and hasn't paid me what he owes. He only wants to pay now that he knows we have a winner. Am I correct in my logic?

Flustered in College Grove

Dear Flustered,

Congratulations on defying the odds for a win! Money is always a variable that muddies the waters of conflict resolution, simply because emotions can be heightened when there is a financial aspect to a dispute. This situation may appear to be about the money on the surface, but digging a little deeper may reveal other factors that have contrib-



GETTY IMAGES

This week's questioner usually splits lottery purchases with a friend, but the friend wasn't paid up when a scratcher paid off.

uted to this "jackpot" of a conflict.

From a neutral mediator's perspective, it appears there are two sides to this conflict, with both you and your co-worker being responsible for the situation that was created by the winning ticket. Given that there can be legitimate grievances on both sides, it would be helpful for you to utilize the mediation technique of constructive confronta-

tion when addressing your co-worker. Constructive confrontation is a structured, systematic approach that decreases conflict and increases accountability. Confrontation is not an inherently bad thing, as it allows you to express your feelings in a clear and direct way. Too often, though, confrontation is an expression of frustration, rather than an expression of true feelings.

In order to make this a constructive confrontation instead of a confrontational argument, make sure to choose the right time and place to talk about the issue, as you don't want your co-worker to feel blindsided. Once you've identified a safe place, start with affirmations and let your co-worker know that you are seeking a solution and want to avoid any hostility. Don't be accusatory; simply tell him how his actions made you feel. Avoid speaking in absolutes. Don't use words like "never" or "always." Explain that from your perspective it seemed like he wanted to play but didn't want to pay. Your co-worker undermined your lottery ticket partnership when he failed to reimburse you for the purchases. Confront him about this lack of responsibility in repaying his debts and inform him that had he paid promptly, you would have had no justification to withhold his share of the winnings.

Once you've stated your point of view, make sure to give your co-worker the respect of allowing him to express his viewpoint. Through years of mediation experience, we've seen that there are always two perspectives in a conflict, no matter how one-sided they may seem. Perhaps your

co-worker was not wrong to assume that the winning ticket purchase was made under the same circumstances as the previous purchases. Unless you expressed to him that you were making this purchase for yourself, separate from him, it is reasonable for him to assume that he still had a stake in the winnings.

Whatever you decide to do with the winnings is secondary to how you decide to carry out this confrontation. If not handled appropriately, you might receive the short-term gain of the money, but create a tense workplace in the long term. According to *Forbes*, the average person spends 90,000 hours at work throughout his or her life, meaning we spend more time with our co-workers than with our family. Make those hours enjoyable for yourself and your co-worker by confronting conflict constructively.

Steven P. Dinkin is a professional mediator who has served as president of the San Diego-based National Conflict Resolution Center since 2003. Do you have a conflict that needs a resolution? Share your story with The Mediator via email at mediatethis@nrcronline.com or as an online submission by visiting www.nrcronline.com/MediateThis. All submissions will be kept anonymous.

NOTEBOOKS

From Union-Tribune reporting staff

BOOKS: KAREN PEARLMAN

UCSD to celebrate new Seuss book

LA JOLLA

Theodor Geisel died in 1991 in La Jolla at age 87, but the books written under his better-known pen name of "Dr. Seuss" live on.

Geisel penned and illustrated more than 60 books during his lifetime. Now, UC San Diego's Library — renamed Geisel Library in 1995 — will celebrate the release of a never-before-published Dr. Seuss book with an event on Tuesday.

"Dr. Seuss's Horse Museum" is being released Tuesday by Random House Children's Books. The story is based on an unfinished manuscript and sketches by Geisel discovered in 2013, as completed by Australian illustrator Andrew Joyner.

The event is scheduled for 11 a.m. Tuesday at the UCSD Geisel Library, appropriately in its Seuss Room, at 9500 Gilman Drive in La Jolla.

"Dr. Seuss's Horse Museum" is the seventh Dr. Seuss book released posthumously. Others were "Daisy-Head Mayzie" (1995), "My Many Colored Days" (1996), "Hooray for Diffendoofer Day!" (1998), "The Bippolo Seed and Other Lost Stories" (2011), "Horton and the Kwuggerbug and More Lost Stories" (2014), and "What Pet Should I Get?" (2015)

UCSD's website gives a quick peek at the book. It says it includes cameos by classic Dr. Seuss characters, such as the Cat in the Hat and The Grinch, while featuring whimsical illustrations inspired by Dr. Seuss's

original sketches combined with full-color photographic reproductions of horse-themed artwork by Pablo Picasso, Jackson Pollock, George Stubbs and others.

Copies of "Dr. Seuss's Horse Museum" will be sold at the event by the UC San Diego Bookstore while supplies last. Book readings, live music and a coloring activity will accompany the book sales, the website says.

UCSD is also exhibiting "Boids & Beasties," selected original drawings and sketches from the library's Dr. Seuss Collection, through Oct. 6. "Boids & Beasties" was Geisel's own term for his creatures.

Beginning in 1991, the UC San Diego Library's Special Collections & Archives became the official home for the original works of Dr. Seuss. The collection now holds more than 20,000 items, including original drawings, sketches, manuscript drafts, books, notebooks, photographs and memorabilia.

A longtime resident of La Jolla, his personal collection of drawings, scrapbooks, sketches, and other works were donated to UC San Diego after his death in 1991, a gift of his widow, Audrey Geisel.

Also featured in the exhibition are some of Geisel's earliest childhood drawings, examples from decades of his work as an advertising and magazine artist, and political cartoons from the days leading up to and during World War II.

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THE READERS' REPRESENTATIVE: ADRIAN VORE

U-T cancels 'Mallard Fillmore' comic

The Union-Tribune is dropping the comic "Mallard Fillmore."

The decision is based on the Aug. 12 strip. In that strip artist Bruce Tinsley depicted Minnesota Rep. Ilhan Omar. Emailers and callers said the strip was anti-Semitic and dangerous given the recent violence directed at Jews, including the shooting at the Poway synagogue. (Readers can Google "Mallard Fillmore Aug. 12" if they wish to see it.)

"We don't want hate speech in the Union-Tribune," said Editor and Publisher Jeff Light. "Here's a definition: Targeting people, particularly marginalized people, based on their religion, ethnicity, nationality, race, color or sexual orientation. The 'Mallard Fillmore' strip was a blatant violation."

"In our news columns, we often have to cover upsetting events or ugly ideas. Then we face a dilemma about how much of the offending material to share with our readers. When does the harm from repeating hateful ideas or words outweigh the clarity that comes from complete, detailed reporting? We take these issues seriously. This is not something we will allow to be treated glibly or ironically on the comics pages."

Two emails from the readers' rep seeking comment from the strip's syndicate, King Features, went unanswered.

It's uncertain what will replace the strip and when the last strip will appear. The comics pages are set up about a week in advance of their actual publication day.

The strip primarily comments on current political issues from a conservative view. Not every strip has a political angle, however.

"Mallard Fillmore" came to the U-T from the North County Times. The U-T bought the North County Times in October 2012. The strip continued running in the U-T's North County edition. It did not run in the main U-T.

In May 2015, Tribune Publishing bought the U-T. Comics from the U-T and old North

County Times were later consolidated. "Mallard Fillmore" was dropped completely. Some North County readers loudly objected. In response, the U-T conducted a poll on the comics. Almost 3,500 readers cast votes for their favorites, and "Mallard Fillmore" received enough votes to remain, although at the low end.

"Mallard Fillmore" began a full run in the U-T in July 2015.

A description of "Mallard Fillmore" by King Features in 2009 to mark the strip's 15th year said it "continues to be one of the most highly contentious and celebrated comic strips, providing a unique conservative viewpoint to the funny pages. Mallard Fillmore has been a lightning rod for controversy ever since its launch in June 1994."

Over the years, many U-T readers have indeed found the strip controversial. The Aug. 12 strip received the most complaints in the five years I've been the readers' rep. Editors throughout the newsroom also took calls and emails.

"Using that language so callously when we have hate crime happening seemed so tone deaf to be insulting," said Shana Charles, a Ph.D. in the department of public health at California State University Fullerton, who emailed the U-T.

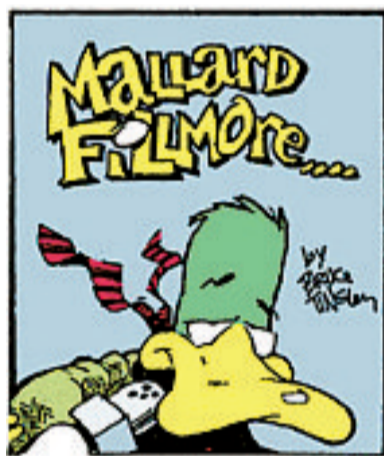
Charles said her mother in Sorrento Valley alerted her to the comic. "It's playing with fire when there is violence in the air," she told the readers' rep in a phone conversation.

She said the comic is "way too political for the funny pages."

"When I was little all I read were the comics pages," said Charles, who grew up in San Diego. "I can't imagine what I would have thought," she said.

Light said the two remaining strips that often deal with political themes, "La Cucaracha" and "Doonesbury," will be moved under a political heading on the comics page.

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KING FEATURES SYNDICATE

Labor Day closures

MONDAY

Federal, state and county offices: Closed.

City offices: Closed.

Courts: Closed.

Parking meters: Enforced in Del Mar. City of San Diego Parking Enforcement will patrol and enforce other parking violations in the beach communities.

Banks: Closed.

Post offices: Closed.

Schools: Closed.

Trash collection: One day delay from the day of the holiday.

Libraries: Closed.

Transportation: Sunday service for MTS Bus, Trolley, Express Routes, 20, 950 and Rapid Routes 201/202, 215, 225, 235. No service for Express Routes 50, 60, 110, 150, Rapid Routes 204, 237, Rapid Express Routes 280, 290, Rural Route 888 (will

operate Tuesday instead), 891, 892, 894, and Sorrento Valley Coaster Connection Routes 972, 973, 978, 979. No service for the Vintage Trolley. North County Transit District will operate a Saturday service schedule for Sprinter and Breeze and a Sunday service schedule for Coaster.

Landfills: Miramar Landfill will be closed. Otay and Sycamore landfills will be open.

FROM THE ARCHIVES

OCEANSIDE PIER SWIM TURNS 90

Oceanside's annual Labor Day Pier Swim begins and ends on the beach, with participants racing in the open water around the Oceanside Municipal Pier.

The event traces its roots back 90 years. In 1929 the Oceanside Athletic club, under the leadership of William P. Jensen, sponsored a number of amateur sporting events including a half-mile open water swim around the pier that was open to both men and women. A well-publicized half-mile rough water pier swimming contest under the auspices of the O.A.C. and the Amateur Athletic Union took place on the Fourth of July.

By 1931, The San Diego Union reported that 87 swimmers competed for 32 trophies in the annual Labor Day Pier Swim at Oceanside.

This was the first year that the Union reported on the winners of the Oceanside Labor Day Pier Swim. In the 1930s the race attracted world-class swimmers.

Austin Clapp, of the Hollywood Athletic club, won the 1931 contest with a time of 14:21 for the half-mile event. Norene Forbes, a Los Angeles Athletic club swimmer and former star of the Florence Chambers Swimming club in San Diego, took first place in the women's division with a time of 16:27. Forbes represented the United States at the 1932 Summer Olympics in Los Angeles.

In second place in 1931, Florence Chadwick, then just 12 years old, finished with a time of 16:54. Chadwick won the women's division outright in 1932 and again in 1933.

A San Diego native who grew up in Ocean Beach, Chadwick later gained international fame as a long-distance rough water swimmer.

In 1950 Chadwick beat Gertrude Ederle's 24-year-old record for swimming across the English Channel from Cap Gris-Nez on the French coast to Dover, England, by more than an hour. In 1955, she set an England-to-France record of 13 hours, 55 minutes and became the first woman to have swum the channel in both directions.

From The Evening Tribune, Tuesday, September 6, 1932:

BOOTH, FLORENCE CHADWICK WIN SEA SWIM

Old Records Slashed in Event Around Oceanside Pier; Bauer, Florence Chambers Are Second



Frank Booth, of the Hollywood Athletic club, and Florence Chadwick, pride of local waters, flashed to victory in the men's and women's divisions of the annual rough water swim at Oceanside yesterday. Both repeated their victories of the La Jolla sea swim held recently. Booth covered the half-mile around the pier in 12 minutes, 42 seconds, beating the record of 14:21 set last year by Austin Clapp.

Sixteen minutes and four seconds was the good time made by Miss Chadwick who was followed to the finish line 19 seconds later by the veteran Florence Chambers.

Erwin Bauer, tow-headed youngster from the San Diego club, paddled into second place to surprise the field. He finished but 18 seconds behind the winner. Robert Brown, late entry from the Los Angeles Athletic Club, was third, beating Ronald Schofield by the narrow margin of one second for the posi-

tion. Robert Erwin, of the San Diego Rowing club, copped fifth to complete the list of cup winners in the men's division.

Miss Chadwick, 13-years-old, did just as she was expected in winning the event. She not only won, but broke the old record of 16:27 set last year by Norene Forbes, another product of local waters. Both the second and third place victors Florence Chambers and Marjorie McGarrey, of the Florence Chambers swimming club, broke the old mark.

Junior open cups for boys were won by John Wills, Bimini club; Ken McNicoll, unattached, of Los Angeles and McNair Wright, San Diego Rowing club. Desiax Myers, jr., and Billy Kruse, of the Oceanside Athletic club, won the north San Diego county junior trophies. The north county junior trophy for girls was won by Alma Heltibridle, of Oceanside. C.C. Tripp and George MacHey, U.S. navy won trophies as veteran and service winners.

Results:
MEN'S DIVISION Name and Affiliation
.....Time Frank Booth (HAC)12:42 Erwin Bauer (SDC)12:60 Robert Brown (LAAC)13:23 Ronald Schofield (SDC)13:24 Robert Erwin (SDRC)13:34

WOMEN'S DIVISION Name and Affiliation
.....Time *Florence Chadwick (Una.)16:04 Florence Chambers (FCSC)16:23 Marjorie McGarrey (FCSC)16:23.2 *Harriett Werre (SDC)16:41 *Georgie Smiley (FCSC)17:25
*Indicates junior swimmer.

HISTORICAL PHOTOS AND ARTICLES FROM THE SAN DIEGO UNION-TRIBUNE ARCHIVES ARE COMPILED BY MERRIE MONTEAGUDO. SEARCH THE U-T HISTORIC ARCHIVES AT NEWSLIBRARY.COM/SITES/SDUB