This bill is an important step in our Nation's continuing and aggressive battle against international terrorism. It is especially important as relates to the latest and most alarming possibility, the nuclear terrorist threat.

Since the collapse of the former Soviet Union, we are all familiar with the many news reports of that region, and in Europe on the possible black market sale of cold war missile nuclear material. The most recent account involved the arrests of smugglers and the seizure of almost three kilograms—6.6 pounds—of highly enriched uranium in the Czech Republic last December. This is a new challenge that cannot be ignored by either our allies in the region, or ourselves.

The serious threat these new black market nuclear material sales pose, especially when made by common criminals, or organized crime figures from the former Soviet Union, possibly even to terrorists, or other unsavory individuals, is something to be taken seriously.

We, here in the United States must act now, in order to be prepared for this new and possibly deadly nuclear challenge, before it is too late. We need to give our U.S. law enforcement agencies all the tools and authority they will need to fight this emerging new nuclear material criminal threat.

The American law enforcement community needs new tools and statutory authority, especially following the collapse of the Soviet Union and the long-established strict state nuclear material controls, which once existed in the region. Controls and nuclear material stability, which today we can no longer take for granted or count on in many instances. The chances for trafficking in these nuclear materials is much greater today in light of these developments and the breakdown in traditional controls and state security arrangements in the region.

While there is no need to panic, we must be prepared to act responsibly to insure that the United States can meet any nuclear material criminal threat, especially from terrorists, if one were to materialize. I note that the Secretary of State Mr. Christopher himself in an interview with the Washington Times on January 17, 1995, addressed some of the concerns over the nuclear material problem in the former Soviet Union, and the terrorist threat. While noting that the military facilities in the region maybe relatively safe from nuclear proliferation problems, unlike civilian laboratories, he went on to say ''That's a problem for the entire world. It's a problem that we focus on in Russia because it has a great deal of this nuclear material.''

Accordingly, we must review and revise our own criminal laws directed at the threat from the newest nuclear proliferation, especially in this unstable black market criminal climate in Eastern Europe today, where everything and anything, may be for sale. We must meet these new circumstances and challenges, many have not anticipated, nor even scarcely envisioned, just a few years ago.

After review it is evident to me and others that there are some loopholes in U.S. criminal laws in this area that must be closed as soon as possible. In order to be prepared for such a new and more deadly threat, which no one could ever have imagined before the end of the cold war, we must act now and have our Federal criminal laws meet the new challenges.

The bill I am introducing today, starts the process. It makes needed changes to help address this whole unanticipated new area of the criminal law and activity involving the unauthorized trade in dangerous nuclear materials for criminal purposes, including possible terrorism.

This criminal threat, including this new phenomena of black market dealings in dangerous nuclear materials, requires even greater cooperation and international efforts by our law enforcement agencies in this post-cold-war era. Law enforcement both here and abroad, must be given the tools and authority in this new area of the criminal law to do the job, and protect all our citizens, whether at home or while they are abroad from a new nuclear threat.

The bill I am introducing today provides the Attorney General and the FBI the necessary long arm jurisdiction to reach nuclear based crimes targeted against Americans anywhere in the world if the victim is the U.S. Government, an American citizen, or an American company; or alternatively, if those committing the offense are either U.S. citizens or U.S. companies, they are covered as well. The location of the offense in such circumstances anywhere in the world should not be a bar to U.S. jurisdiction over these crimes that may well threaten international stability and order today. The threat in such cases justifies this extraordinary criminal remedy.

The bill also adds new forms of nuclear material to the coverage of our criminal laws as relates to prohibited transactions in explosives and dangerous materials, particularly nuclear byproduct material. It closes any possible loopholes under which those black market criminals might claim protection under U.S. law with regard to these dangerous nuclear materials, for example byproduct materials, including certain radioactive isotopes created in the operation of a nuclear reactor or accelerator, source, and/or other special nuclear materials.

If these criminals may be dealing in, or contemplating dealing in such dangerous nuclear related materials in this unstable and uncertain time in the former Soviet Union, they will be covered by United States law under my new bill. Any possible loophole, will be closed.

Accordingly I urge my colleagues to support this urgently needed legislation. I invite my colleagues to join me in helping American law enforcement take on the newest dangers from the nuclear terrorist threat, which we must face in this new and sometimes more dangerous, post-cold-war era.

I ask that the full text of this bill be printed at this point in the RECORD.

H.R. 730

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the ''Nuclear Terrorism Jurisdiction Extension and Control Act of 1995''.

SEC. 2. NUCLEAR TERRORISM JURISDICTION.

(a) EXTRATERRITORIAL JURISDICTION.—Paragraph (2) of section 831(c) of title 18, United States Code, is amended to read as follows:

''(2) one of the persons who committed, or is charged with committing, the offense is a United States person, or the offense is committed against a governmental entity or a United States person;''.

(b) DEFINITION OF UNITED STATES PERSON.—Section 832(f) of title 18, United States Code, is amended—

(1) by striking the period at the end of paragraph (3) and inserting ''; and''; and

(2) by adding at the end the following:

''(4) the term 'United States person' means.—

''(A) a national of the United States (as defined in section 101 of the Immigration and Nationality Act); or

''(B) a corporation organized under the laws of the United States, or of any State, district, commonwealth, territory or possession of the United States.''.

(c) CLARIFICATION OF COVERED TYPES OF NUCLEAR MATERIAL.—Section 831(f)(2) of title 18, United States Code, is amended.—

(1) by striking ''or'' at the end of subparagraph (C);

(2) by striking ''and'' at the end of subparagraph (D); and

(3) by adding at the end the following:

''(E) byproduct material, source material, or special nuclear material, as such terms are defined in section 11 of the Atomic Energy Act of 1954; and''.

INTRODUCTION OF TEAMWORK FOR EMPLOYEES AND MANAGERS ACT

HON. STEVE GUNDERSON

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. GUNDERSON. Mr. Speaker, one of the visible issues in the 104th Congress is how we as a nation can develop and maintain a competitive, motivated, and involved workforce. This is particularly important today because we now live and compete in the global market. As the global market has expanded, successful American companies of all types have learned that cooperation between employees and managers is vital to staying competitive both domestically and internationally.

Unfortunately, the employee involvement programs across the country are legally threatened. Under the National Labor Relations Act, employee involvement programs have been disbanded because of inconsistencies between the purposes of the act when written, and the realities of the modern workplace. Two recent decisions by the National Labor Relations Board in particular, the Electromation and DuPont decisions, refocused attention on the act, calling into question virtually every current employee involvement program in the Nation.

WHAT ARE EMPLOYEE INVOLVEMENT PROGRAMS?

Employee involvement [EI] programs have no set formula or structure, although they are referred to by many different names—quality circles, self-managed work teams, employee involvement committees, etc. Flexibility is essential. It allows employers and employees to construct a program which makes the most sense in the context of their particular workplace.

Through involvement programs, employees voice their opinions in the decisionmaking

process and therefore have a greater stake in the success or failure of the company. Likewise, managers receive vital information from the people who have the most knowledge about detailed workplace operations—the employees. These programs often drive decision-making down the lowest level possible and open up the flow of information in the workplace, creating much more cooperative atmosphere.

WHO USES EI

Currently, well over 30,000 companies are using some form of employee involvement structures, from large to small, unionized to nonunionized firms. A 1994 survey performed by four business groups found that 75 percent of employers responding had incorporated employee involvement to some extent. Among employers of 5,000 or more, 96 percent of surveyed companies used it. The survey also found that the most growth in EI occurred in small companies, defined as those with less than 50 employees, 60 percent of which had instituted their EI program within the last 3 years.

Two years ago, in a survey my office conducted of companies in my rural western Wisconsin district, we found that 40 percent of the more than 100 companies that responded used EI. Among the respondents using it were a drug store with 10 employees and a radio station with 26 employees.

DO EMPLOYEES WANT EI?

A survey just finished by the Princeton Survey Research Associates on behalf of Profs. Richard Freeman and Joel Rogers indicates that employees want more involvement in decisions affecting them in the workplace. For example, the survey demonstrates that employees believe that joint worker-management committees are the best way to increase employee influence. In fact, such committees are preferred to unions or union-like employee organizations by a 2-to-1 margin, and much preferred over additional legal mandates from Washington.

The survey indicates that the majority of employees also believe that by using Employee Involvement structures and pushing decisions to the lowest possible level, their company would be more competitive, the effectiveness of EI structures would increase; and the effectiveness of problem solving would improve.

WHY A CHANGE IS NEEDED

Employee involvement structures are a recent development relative to the passage of the original National Labor Relations Act, also known as the Wagner Act. The Wagner Act was written in the 1930's—a very turbulent time in labor-management relations. At that time, it was common for companies to create management-dominated or sham unions to prevent employees from forming independent unions. The National Labor Relations Act included a vary broad proscription on company dominated unions. There is no doubt this section worked—companies stopped creating sham unions. But the same section of the act which prevents sham unions, also acts as a barrier to legitimate workplace cooperation.

In the past 20 years, the use of employee involvement has expanded dramatically. Organizations from the most prestigious of the Fortune 500 down to the local drug store have successfully used cooperative programs to empower their employees. However, section 8(a)(2), the pertinent section of the Wagner Act, has never been amended, and it certainly did not contemplate managers and employees cooperating for mutual gain. At the present time, companies that have legitimate EI programs are always subject to sanctions by the National Labor Relations Board. In the wake of the Electromation decision, it has become painfully obvious that it is extremely difficult to apply a 1930's law to a 1990's workplace.

THE TEAM ACT WOULD FIX THE PROBLEM

The bill which will be introduced in the House and Senate today, the Teamwork for Employees and Managers Act, would amend the National Labor Relations Act by adding a provision to section 8(a)(2) to allow legitimate employee involvement programs. As long as the programs were not created for the purpose of collective bargaining or to establish a sham union, they would be presumed not to have violated the act. The bill leaves intact the prohibition against company dominated unions, and in no way reduces the right of employees to form a union.

CONCLUSION

America's greatest economic challenges will not be overcome in Washington. They will be met and overcome in American workplaces by the creativity of American workers and managers. Our task must be to nurture that creativity, not stifle it. I look forward to working with my colleagues on the other side of the aisle to move this initiative forward. Clearly, it is in the interest of our companies, our workers, and our competitive ability to pass the TEAM Act as soon as possible.

TRIBUTE TO MOLLY MERRY—COLORADO'S TEACHER OF THE YEAR

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. McINNIS. Mr. Speaker, I would like to take this opportunity to congratulate Molly Merry on the occasion of her being named Colorado Teacher of the Year. Her positive contributions on behalf of educating children have enabled her to win this award.

Molly is responsible for designing, planning, and teaching an alternative education program known as the Madison Exploratory School, located in Canon City. The curriculum at the school is designed for students who have not reached their full potential in traditional classrooms. Her lesson plan's increase the amount of time spent with hands-on projects to bolster traditional lessons.

When Madison Exploratory School opened 2 years ago, there were 30 fifth-grade students. The program has been such a success, in large part due to Molly Merry's work, that it has been expanded to include 82 students in grades fourth through sixth. Molly's ability to identify problems, build children's self-esteem and provide an encouraging voice make her the logical choice to receive Colorado's Teacher of the Year Award.

Molly Merry has not only met the criteria needed to win this award, but she has exceeded those expectations. Her dedication, professionalism, and selfless service to her students has not gone unnoticed.

Mr. Speaker, on behalf of my home State of Colorado, I respectfully ask that my fellow colleagues join me in saluting Molly Merry, Colorado's teacher of the year.

TRIBUTE TO THE HIGHBRIDGE-WOODYCREST CENTER

HON. JOSÉ E. SERRANO

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. SERRANO. Mr. Speaker, I rise to pay tribute to the Highbridge-Woodycrest Center, a community-based organization in the Bronx, which, at a ceremony tomorrow in the Cannon Caucus Room, will receive a $50,000 Women's Health Initiative grant from the Fannie Mae Foundation.

The Highbridge-Woodycrest Center is dedicated to educating AIDS-infected and HIV-positive women in shelters and prison to help them reduce high-risk behavior and seek appropriate health care support. In an expansion of its activities, the center is also creating a day treatment center for women with HIV and AIDS.

Mr. Speaker, more than 1,000 organizations from around the country applied for this grant. A national advisory committee of women's health experts selected the Highbridge-Woodycrest Center and nine other programs to receive this award under Fannie Mae's women's health initiative, which will provide $1 million over the next 5 years to support women's health services in underserved communities throughout the United States.

I ask my colleagues to join me in congratulating the Highbridge-Woodycrest Center, whose vital contributions to women's health have earned it the generous support of the Fannie Mae Foundation.

TRIBUTE TO VICTOR MELENDY

HON. JOHN JOSEPH MOAKLEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. MOAKLEY. Mr. Speaker, I rise today to pay tribute to a man who was a hero in every sense of the word. Victor Melendy was a firefighter in Stoughton, MA for 23 years. He died in the line of duty on January 28, and his courage will not be forgotten.

Victor Melendy's life represents all of the best qualities of the human spirit. His gift was to do ordinary things in an extraordinary way. Victor's courage was only surpassed by his compassion. Above all, he loved his family. Stoughton Fire Chief John Soave said it best when he described him as ''the best definition of the word firefighter''—a characterization to which all who served with him readily attest.

Victor Melendy led a life of public service. He served his country in the U.S. Navy and then his community as a member of the Stoughton Fire Department. As we reflect on his life, we can learn from his example. Victor's spirit will live on through his beloved wife