

his outstanding courage and dedication to crime fighting. His efforts have truly made the town of Orange a better and safer place to live. I know his wife, Jacqueline, and his three children take great pride in Chief Rowley's exemplary record.

Mr. Speaker, I am proud to salute the leadership and selfless service displayed by Chief Rowley during his 36 years with the Orange Police Department. I join his friends and colleagues, who are honoring him on this evening of July 20 at the Racebrook Country Club, in wishing him a long and happy retirement.

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#### PERSONAL EXPLANATION

### HON. J. DENNIS HASTERT

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mr. HASTERT. Mr. Speaker, on the afternoon of July 12, 1995, I was unavoidably detained. Had I been present, I would have voted:

"Yea" on rollcall vote No. 494, final passage of H.R. 1905, a bill making appropriations for energy and water development for fiscal year ending September 30, 1996.

Please place my statement in the appropriate section of the permanent RECORD.

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#### HONORING THE SOUTH FLORIDA FOOD RECOVERY FOR CHRISTMAS IN JULY

### HON. CARRIE P. MEEK

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mrs. MEEK of Florida. Mr. Speaker, on July 4, 1995, South Florida Food Recovery celebrated our Nation's independence in unique fashion. A nonprofit organization which regularly provides food to our area's needy, South Florida Food Recovery provided joy to over 1,200 underprivileged children by sponsoring their first annual Christmas in July celebration.

Having begun the collection on Christmas Day 1994, over 4,000 toys were distributed to children on the day of the vent. Two fully-decorated Christmas trees served as the backdrop while volunteers dressed as Santa Claus handed out cookies, candy-canes, and other treats. The morning was truly heartwarming for all who participated.

South Florida Food Recovery has demonstrated that the Christmas spirit can be felt throughout the year. That they held Christmas in July in conjunction with Independence Day makes their efforts even more special. What a wonderful way for Americans to join for a July 4th celebration.

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#### LET'S DEBATE THE TEAM ACT ON ITS MERITS

### HON. STEVE GUNDERSON

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mr. GUNDERSON. Mr. Speaker, as U.S. manufacturers have reorganized to compete in

the global marketplace, they have turned more and more to employee involvement to motivate their work force and improve productivity. Employee involvement consists of a structure in which employees and managers seek joint solutions to workplace problems through co-operation. Employees and employers alike agree that involving employees in workplace decisionmaking has several positive effects, including giving employers a greater voice in workplace decisions and increasing productivity.

I have advocated employee involvement in all types of workplaces for over 4 years. However, this management approach is only legal in unionized workplaces under current law. Section 8(a)(2) of the National Labor Relations Act makes employee involvement in nonunion settings illegal. It is an ultimate irony that in nonunionized companies, the employer can dictate the safety clothing employees wear and even the type of food in the cafeteria, but employers and employees cannot address these issues and arrive at a consensus. This restriction may have made sense in 1935, but in 1995, when 88 percent of the work force is not unionized, it should no longer apply. As the recent study by Princeton Survey Research Associates shows, workers of all stripes prefer cooperation 3 to 1 over unions.

In January, I introduced the Teamwork for Employees and Managers [TEAM] Act along with BILL GOODLING, Chairman of the Economic and Educational Opportunities Committee, and HARRIS FAWELL, Chairman of the Subcommittee on Employer-Employee Relations. The bill makes a technical change to section 8(a)(2) to allow employee involvement in nonunion settings. The TEAM Act does not seek to eviscerate the representational role of unions, but to give nonunion employees the same ability to communicate with management as unionized employees. The business community has supported this bill through the TEAM Coalition, a group of many different employers and associations.

About a week ago, the International Association of Machinists and Aerospace Workers [IAMAW] sent a letter to several companies that are TEAM Coalition members and whose employees the union represents. The letter uses thinly veiled language to threaten ongoing employee involvement programs between the company and the union unless the company leaves the TEAM Coalition. I find such implicit threats appalling, contrary to the spirit of employer-employee cooperation, and detrimental to workplace harmony.

Instead of promoting employee involvement for all workers, one organization has threatened to end it for those workers who can legitimately cooperate with employers in the workplace. This raises opposition to a new level of absurdity. It makes no sense for the IAMAW to threaten the very programs that the union has helped and has itself sanctioned, in the only legal type of employee involvement available today. This action is truly antiworker because it only affects union members. These are the very programs that are empowering workers and providing them more control over their job, and over the direction of the company. I wonder what the reaction of line workers would be to this tactic.

Throughout the debate on the TEAM Act, I have tried very hard to promote the TEAM Act as a proworker initiative that expands legal employee involvement without being antiunion.

I have asked my colleagues to temper suggested legislative language. I have tried to be responsive while promoting legitimate employee involvement in nonunion settings.

The Economic and Educational Opportunities Committee has responded as well. When many in organized labor believed that the TEAM Act would allow employers to bypass existing unions, Representative TOM PETRI offered, and the committee accepted, an amendment to make clear that employers cannot circumvent existing unions when starting employee involvement programs. The companies must receive agreement from the union. The committee has also entertained other possibilities for improvement suggested by our Democratic colleagues. But organized labor continues to argue the TEAM Act is explicitly antilabor.

I would hope that companies and organizations that have joined the TEAM Coalition would resist pressure tactics such as the one raised by the IAMAW. Congressional action should be premised on honest debate over legislation. All interested parties should undertake vigorous and open debate on the merits of this legislation and let the chips fall where they may. But if pressure is applied to squelch one view, then the debate becomes a game of underhanded tricks. Employer-employee cooperation is very effective in union settings. Because a competitive work force is vital to U.S. economic success, we should at least investigate the merits of applying meaningful cooperation to the nonunion work force as well.

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#### THE MERCER COUNTY FLOOD RELIEF EFFORT

### HON. NICK J. RAHALL II

OF WEST VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mr. RAHALL. Mr. Speaker, I rise today to bring to your attention the outstanding coalition of organizations which has been the backbone of the relief effort to alleviate the effects of the severe flooding in West Virginia's Mercer, Mineral and Nicholas Counties. Mercer County, which is in my district, was the hardest hit by the floods. Instrumental in aiding the people of Mercer County carry out the arduous task of rebuilding and cleaning up has been, the Red Cross, the West Virginia National Guard, and a number of local volunteer fire departments and rescue squads.

Mr. Speaker, resident's homes, businesses, schools, and roads have been devastated by the high waters. Fortunately, no lives were lost. Sifting through the mud and debris, many have struggled to find the scattered remains of personal belongings and are in a sense of helplessness when assessing the structural damage to their homes. The businesses which the residents depend on so dearly for jobs and services have suffered heavy damages. There has been damage to city halls, police departments, hospitals, and other institutions vital to the surrounding communities. Schools have also fallen victim to the indiscriminate wrath of the flood waters. Thirteen bridges have given way to the mighty waters, and chunks of pavement have been severed from the roads. The total amount of damage is estimated to run in excess of \$7 million. Now, the citizens of Mercer County face the challenge of rebuilding their lives.