

launched from the Cape in 1996, keeping Space Coast pads full for the year.

Fagan said the site simply can't support all the launches in upcoming years as more satellites are put into orbit to supply mobile phones, direct-to-home television and other communications services.

"The biggest (factor) is the overall need for more capacity," said Fagan, launch services acquisition manager for Hughes. "If you look at Atlas and Delta and the Cape in general, there's just more demand than they can satisfy."

However, with the advantages of Sea Launch also comes risks, including the company's use of an untested three-stage Zenit rocket.

Although a two-stage Zenit rocket has been used for years, the three-stage design that Boeing will use for Sea Launch never has flown. The new rocket will not have any test flights before its first liftoff.

Nonetheless, officials from Hughes and Sea Launch say the rocket is not that big a risk. "There are no real stretches technologically," Fagan said. "We're talking about all proven pieces. The real challenge is just fitting all the pieces together and making sure the system works as a whole."

"It's one of the latest developed rockets available, and we think it's the best," Olson added.

Fagan and other Hughes officials are so confident Sea Launch will work that they are calling on U.S. companies to consider building their own mobile launch platform for equatorial liftoffs.

"It may be something that's too new and too different, but if Sea Launch proves the concept, and I think they will, then the government and U.S. space industry might want to take a look at this," Fagan said.

One Cape customer—McDonnell Douglas—already is considering taking its business south and launching its rockets from a site 5 degrees north of the equator run by the European Space Agency in South America.

Such a move would be devastating to the Brevard County economy, space officials say.

Each launch of a Delta and Atlas mission infuses about \$10 million into the local economy from salaries and money spent on services needed to get the rocket ready, according to Florida Spaceport Authority.

But rather than focusing on an elaborate sea operation, it may be more realistic for Space Coast officials to look for ways to make the Cape more attractive to commercial customers.

For example, the Air Force may need to step back from its day-to-day role in overseeing the Cape's launch pads, said U.S. Rep. Dave Weldon, R-Palm Bay.

The Air Force runs the Eastern Range, the tracking system that monitors all rocket and shuttle launches from the Cape. Some observers say the government-run launches are encumbered by too much red tape and extra expense.

While the military is taking steps to make the Cape more competitive, more must be done, Weldon said.

"We're probably going to have to pick up the pace in the next few years as the competition gets more intense," Weldon said. "Especially as it relates to updating the range and redefining Air Force involvement as the operations become increasingly commercial."

"We need to bring the Air Force more and more out of daily operations if we're going to bring down the costs."

No matter what happens at the Cape, however, Sea Launch officials say the Florida launch site is not going to be hurt by their mobile platform—at least not now.

"There's enough business for everyone, there's just not enough launchers right now to take care of it all," Olson said.

Said Fagan: "The good news is that there's room for everybody. If the Cape were to modernize and streamline, I think they're going to maintain a significant portion of the market."

Sea Launch Co. at a glance:

Companies: Joint venture between Boeing, Russian space agency, and private companies in Norway and the Ukraine.

Launch site: Floating launch pad longer than a football field that will be stationed along the equator near Hawaii.

Rockets: Ukrainian Zenit rockets will be used to launch satellites in orbit.

First launch: Scheduled for June 1998. Fourteen other launches also are booked.

INTRODUCTION OF THE TEAMWORK FOR EMPLOYEES AND MANAGERS (TEAM) ACT

HON. HARRIS W. FAWELL

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Thursday, February 6, 1997

Mr. FAWELL. Mr. Speaker, today, I am joining with a bipartisan group of my colleagues to introduce the Teamwork for Employees and Managers [TEAM] Act. The legislation is designed to remove roadblocks in current law to workplace cooperation and increased employee involvement, while not undermining the ability of workers to choose union representation. My colleagues and I have come to the inescapable conclusion that today global competition demands that American workers and their employers work together. The Federal Government should not stand in the way of employees playing a meaningful role in addressing workplace issues. As we join to introduce the TEAM Act, it is our fervent hope that Members on both sides of the aisle will begin a dialog to develop a proposal that will provide the flexibility for employers and employees in nonunion workplaces to resolve workplace issues together, while continuing to protect and secure the rights of workers to choose union representation.

As the Congress considered the TEAM Act in the 104th Congress, it became clear to me that labor-management cooperation and employee involvement techniques are a means of structurally organizing a workplace that can empower employees with a broad sweep of decision-making authority both about production and worklife issues. I was struck by the testimony received by the Subcommittee on Employer-Employee Relations, which I chair, from employees of both Texas Instruments and FMC Corp. where they expressed how important employee involvement was to their job satisfaction. The clearest message I took from their testimony was that a return to the old way of doing business—in the words of one TI employee, a return to "just work, don't think"—was unfathomable. My concern is that our labor law has not evolved with the changes in the workplace and, unfortunately, it is presenting just such a roadblock to employee involvement.

As I look at the modern workplace, I see a system of labor law that recognizes two extreme versions of workplace organization. The first is the top-down management of yesterday—"just work, don't think"—where the employer holds all the cards and closely guards decision-making authority. We all recognize that in today's workplaces, where job respon-

sibilities are overlapping and interconnecting, a continuation of this form of management will place U.S. business at a competitive disadvantage. The other form of workplace organization that our labor law contemplates is the independently selected union as the exclusive bargaining representative of employees. My sense is that the TEAM Act deals with a hybrid form of workplace organization that may not have been considered when our labor law was written many decades ago. Employee involvement is bottom-up management which recognizes that the interests of labor and management are less often mutually exclusive than the reverse.

The TEAM Act attempts to clarify that employers and employees in nonunion workplaces may establish structures to address matters of mutual interest. I believe that the safe harbor created in the bill for employee involvement and cooperative labor-management efforts recognizes that these are forms of workplace organization that can serve as well both employers and employees, while specifically acknowledging that these structures should not, and cannot, interfere with the right of employees to select a representative of their own choosing who will serve as their exclusive bargaining representative.

Admittedly, in the last Congress, we were not successful in convincing the President that this was the case, and, unfortunately, to the detriment of both employees and employers, the bill was vetoed. Again, though, I reiterate our commitment to the enactment of legislation that will provide employers and employees in nonunion workplaces with the flexibility to resolve workplace issue together, while protecting the right of all workers to representation by a union should that be their choice. My colleagues and I will work with all Members who have an interest in achieving this goal.

I realize that it has become a cliché, but both managers and employees have convinced me that employee involvement is a win-win proposition. Investing employees with decision-making authority with regard to the most integral aspects of a plant's operations gives them ownership and a sense of control over their worklife. Employee involvement also drives management toward the recognition that is human resources are its most valuable asset as the input of employees with regard to the production process has positive impacts on the bottom line. The TEAM Act is good for workers, good for businesses, and good for the American economy. I urge your support.

HONORING JOHN J. BUCKLEY

HON. MARTIN T. MEEHAN

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Thursday, February 6, 1997

Mr. MEEHAN. Mr. Speaker, on Saturday, thousands of residents of Lawrence, MA, will pay a final tribute to the man who was known there as "Mr. Mayor" until the day he died—Mayor John J. Buckley. John J. Buckley served as mayor for 22 years, spanning three decades from the 1950's to the 1980's. During that time, he won the respect and friendship of President John F. Kennedy and countless other public figures who came in contact with this man who called himself "a mayor for all the people."