

years of collective bargaining—and which necessitated the inclusion of Section 8(a)(2) in the NLRA, making it an unfair labor practice for an employer to “dominate or interfere with the formation or administration of any labor organization or contribute . . . support to it”—are largely a relic of history. Yet the Board in its infamous Electromotion case reaffirmed its interpretation of the statute’s broad definition of “labor organization” to include an enormous variety of workplace teams. Subsequent attempts to “clarify” its ruling only muddled the waters further.

Unfortunately, because of the Board’s holding in Electromotion, employers were forced to make a difficult decision. On the one hand, they knew they needed the assistance of their employees in order to be competitive, but if they acted on that need they opened themselves up to litigation. American firms in every sector of the economy continue to learn that to compete successfully in a global economy, they need to follow the lead of the high-tech sector by engaging the full talents of their employees as never before. Today’s employer-employee relationship is one of cooperation as opposed to the confrontational relations of previous generations.

The NLRB’s decision in Crown Cork & Seal reflects this cooperative relationship by adopting a common-sense approach. While protecting the prohibition against company unions, the Board has ruled that a workplace team is not a “labor organization” if all it is really doing is assuming a function that previously was performed by a manager. That, in a nutshell, is what employee involvement is all about.

This decision will allow for the growth of employee involvement, which will, in turn, lead to a sea of change in the structuring of the employer-employee relationship. Companies will now be comfortable implementing progressive human resources practices, because they know it will benefit both the company and its employees through open communications and by pushing decision-making downward within the organization.

In closing, Mr. Speaker, I’d like to congratulate the bipartisan Board that issued this ruling unanimously—Republican Chairman Peter Hurtgen and Democrats John Truesdale, Wilma Liebman and Dennis Walsh. We should all applaud them for rising above the partisan past of this issue. I sincerely hope that this landmark ruling points the way to a less contentious, more bipartisan approach in Washington in all of these areas where we need to upgrade laws that were passed in a previous century to apply to our workplace of today.

HONORING MICHAEL MARTIN
MURPHEY

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. McINNIS. Mr. Speaker, our country has undergone dramatic changes in recent years, including continued urbanization of the American West. I would like to thank Michael Martin Murphey for his leadership in the crucial movement toward the preservation of our Western heritage.

Michael is blessed with many talents, which he has applied to promote this cause. He is

best known for his extensive musical ability, which has earned him countless awards and fans. His Pop and Country music have made him an award-winning artist in those areas, and his American Cowboy Music is the top-seller of its genre. For example, Michael’s hit, “Wildfire” is one of the “most-played songs in the history of radio” according to the Murphey Western Institute of Oklahoma at Medicine Park. In addition, “he is a five-time award winner in The National Cowboy Hall of Fame,” and The Academy of Western Artists awarded him 1999 Best Album and Best Song. Michael conveys the essence of the West through his music, allowing his audience to experience the West, rather than only to read about it.

In addition to utilizing his musical ability, Michael has sprung into action using his relationship with Western land issues, his leadership skills, and his writing ability to get the word out about the preservation of Western heritage and culture. He is publisher of The American West magazine, for which he writes articles supporting his cause, and he is currently working on his first book. He also started what Country Music Magazine called “the best festival in the US,” the Westfest, located in Vail, Colorado. This festival celebrates “Cowboys, Indians, Country and Western music, Rodeo, Western Art and the world of the American West.” Michael understands the need to help people experience the West, empowering them to incorporate Western heritage into their own lives. Along those same lines, he recently established the Murphey Western Institute, a not-for-profit foundation “dedicated to the promotion, preservation and perpetuation of the culture and heritage of the American West through research, education, recreation and entertainment.”

Mr. Speaker, Michael Martin Murphey is a man of conviction, and a man whose tireless endeavors have reached millions. I would like to pay him tribute for all that he has done to preserve and promote the American West, a significant aspect of our nation’s history, and one of the most precious aspects of our American heritage.

COMMISSIONING OF THE COAST
GUARD CUTTER “GANNET”

HON. E. CLAY SHAW, JR.

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. SHAW. Mr. Speaker, this weekend I have the honor of attending the commissioning of the Coast Guard Cutter *Gannet*, whose sponsor is Mrs. Dorothy Fuller Kleiderlein, mother of the late Robert Fuller, who died earlier this year in service to the U.S. Coast Guard as an auxiliary. I am honored to be invited to such a ceremony, not only because the U.S. Coast Guard represents the best in public service and selfless sacrifice for our fellow Americans, but because I have always been a strong supporter of the Coast Guard’s vital mission.

The occasion: An occasion such as this serves to remind us of the important role the Coast Guard plays in defending our national security and protecting the public safety. Many have sacrificed for the benefit of protecting our shores, for the safety of those who travel to and from our coastlines, and for the general

support our law enforcement and maritime communities gain from key cooperation with the U.S. Coast Guard. But the commissioning of a new ship gives us more than a moment of reflection on the past. It is a call for renewal: renewed technology and modernized hardware, yes; but moreover, a renewed commitment to the mission, the ideals, and the goals embodied in the U.S. Coast Guard.

The Coast Guard’s important mission and traditions: “Group Miami” is one of the Coast Guard’s busiest and most active commands. Anyone who has resided in South Florida—or even visited—can see why. Search & rescue cases, counter-drug operations, migrant interdiction, and marine environmental protection are constant, ongoing demands. This new “Marine Protector” class coastal patrol boat, a state-of-the-art 87-foot cutter, the *Gannet*, will contribute to each of the duties we call on the Coast Guard to perform. We expect those who serve our country in uniform, in every service branch, to have the benefit of the best equipment and technology available. The *Gannet* is a renewal of that commitment.

Giving the best our best: The Coast Guard’s biggest asset is the people who serve, whether in active duty, as reservists, or as auxiliaries. The best people deserve the best equipment and technology we can provide. Sometimes, even the most modern support isn’t enough. We know the tragedy that befell Rob Fuller and Casey Purvis. We know that even with modern technology, the Coast Guard must constantly fight the elements of nature while striving to protect us all when nature—or in some cases, human nature—strikes. But their courage and that of their colleagues must be evenly met with our unwavering support for putting the best tools into the hands of those who risk their own lives to protect us.

That is why I am pleased to call myself a supporter of the United States Coast Guard and honored to be attending a gathering to commission the *Gannet*. If we are to continue to have a strong maritime industry, waters safe for recreational boating and streets safe from the scourge of drugs, we must put the resources where they matter most. I look forward to working with other leaders to make that vision a reality.

IN HONOR OF REBECCA WATSON’S
DEDICATION TO TEACHING

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. McINNIS. Mr. Speaker, today I stand before you to honor a woman that exemplifies the qualities that are greatly needed in the education system today, Rebecca Watson. A creative, caring and committed teacher, Rebecca has spent her entire teaching career shaping the minds of the students that have passed through the halls of Taylor Elementary School in Palisade, Colorado. For two consecutive years, Rebecca has been nominated for the Disney Teacher of the Year award, and although she did not receive the award last year, the compliment of a second nomination this year speaks volumes of her influence as a teacher.

Rebecca is a life long resident of the Palisade area; in fact she attended the same elementary school in which she now teaches.

She also attended Palisade High School where she participated in many activities, including spending three years as a Varsity Cheerleader. Rebecca was eager to continue her education, leaving for Fort Lewis College in Durango, Colorado the summer after graduation, while her future classmates stayed home. During the course of her college career, Rebecca participated in a unique program by spending the summer educating young women in the correctional facilities near Denver, Colorado. The program was a great learning experience, teaching both Rebecca and the girls lessons that they could carry with them the rest of their lives.

In the 26 years that Rebecca has been at Taylor Elementary she has taught a number of grades, but kindergarten is the grade level that she has grown to love. Rebecca continued to challenge herself and received her Masters Degree in Elementary education. In addition, she attends the Kindergarten Convention for elementary teachers every year. The minute you walk into her classroom you are sent back to being a five year old once again. The class is packed with colorful Sesame Street characters illustrating the alphabet or numbers. The irrepressible Cookie Monster is everywhere, reminding students that learning is fun. She is well respected among her peers and is often sought after for advice on classroom technique. Dee Crane, principal at Taylor, calls Mrs. Watson "a real star." She compliments Rebecca on her creativity, her love of the kids, and dedication. Rebecca is not only recognized by Taylor Elementary staff, but she also received the Mesa County School District Teacher of the Year Award in 1999. The nomination for Disney's Teacher of the Year was a surprise only to Rebecca. Although she was not chosen for the honor last year, she was asked to share her ideas from the "cookie class" on the Disney website. This year Rebecca was nominated for the honor again. It is inspirational to know at a time when our education system is under such critical attack that there are teachers going above and beyond to insure the students leaving there class have every advantage.

Mr. Speaker, as Rebecca's husband Allen, and daughters Kelly and Jodie, along with friends and colleagues wait to hear the final word on the Disney Teacher of the Year Award, I would like to wish her luck and thank her for her efforts. If all the teachers in this great Nation would follow Rebecca's example, the education system in the United States would benefit greatly. That said, I ask Congress to honor Rebecca Watson, she is truly an inspiration to not only her Colorado colleagues, but to teachers around the country.

**ELEVENTH ANNIVERSARY OF THE
AMERICANS WITH DISABILITIES
ACT**

HON. EDOLPHUS TOWNS

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. TOWNS. Mr. Speaker, I rise on the occasion of the eleventh anniversary of the Americans with Disabilities Act, which works on protecting our citizens with both hidden and visible disabilities from discrimination.

The Americans with Disabilities Act has been protecting citizens of this great nation for

the past eleven years. In fact, 52.6 million Americans live with some level of a disability. That translates into one in every 5 people. In fact, one in every eight U.S. residents has a severe disability.

This Act does not allow people to discriminate against people with disabilities and requires that necessary accommodations be made to assist the disabled. Commonplace amenities such as elevators and ramps in all new buildings were virtually unheard of before the passing of the 1990 act. What is now viewed as a regular feature in movie theaters and other venues, listening aids were once uncommon and unavailable. One of the most recent triumphs of the Americans with Disabilities Act has been the United States Supreme Court Ruling that a golf cart must be supplied to disabled golfer, Casey Martin, for his PGA Tournaments. The Americans with Disabilities Act also extends to non-physical and more often hidden disabilities, allowing at the most basic level accommodations to be made for students in schools nationwide as well as elected officials, many of whom would never have had an opportunity for public service without ADA.

Mr. Speaker, for the past eleven years the Americans with Disabilities Act has been an integral part of this nation. As such, the Americans with Disabilities Act is more than worthy of receiving our recognition today. I hope that all my colleagues will join me in commemorating this truly remarkable law.

**HONORING WILLARD ALLEN
MEYER**

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Mr. McINNIS. Mr. Speaker, it is with profound sadness that I now rise to honor the life and memory of an outstanding person, Willard Allen Meyer. As family and friends mourn his passing, we all will remember Will's talents and remarkable life.

Much of Will's life was spent educating himself. He received his B.A. in Economics from Southern Illinois University, becoming the first person in his family to graduate from college. He then continued his education at the University of Freiburg in Germany and the University of Massachusetts. After his formal schooling, Will taught economics at Allegheny College. In addition to his impressive academic career, Will was a proficient carpenter, mason, as well as a business owner, chef, civic volunteer, and community servant.

Will was also a well-traveled man. His love of new experiences drove him to live throughout the United States, Germany, France and Switzerland. Will never ceased forging new adventures, and he passed away while on a much anticipated vacation with his family in Paris, France.

Will held a strong belief that every citizen had a responsibility to try to make his or her community a better place. Throughout his civic career, he served as a Breckenridge town Councilman, as Boulder County Democratic Party's Treasurer, and as President of PlanBoulder. Will worked at the Colorado Legislative Council as a budget analyst for 12 years, serving until he passed away. He also

committed himself to the City Planning Board, City Parks and Recreation Board, and the Affordable Housing Task Force, among other organizations.

While his involvement with education and the community are to be remembered, Will's lasting legacy rests in his family. He was a dedicated husband to his wife, Lynne and a proud parent to his daughter, Virginia.

Mr. Speaker, Willard Meyer was a man who lived an accomplished life. Although friends and family are profoundly saddened by his passing, each can take solace in the wonderful life that he led. I know I speak for everyone who knew Will when I say he will be greatly missed.

**H.R. 7, THE CHARITABLE CHOICE
ACT OF 2001**

HON. DIANA DeGETTE

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 26, 2001

Ms. DeGETTE. Mr. Speaker, I voted against H.R. 7, the "Charitable Choice Act of 2001" because it is a fundamentally-flawed bill that would put in jeopardy one of the bedrock principles of the United States—the separation of church and state. Many religious organizations receive government funds to provide certain services under a carefully crafted and judicially-tested model and I believe these organizations have an important place in the social safety net. However, I have serious concerns about this "Charitable Choice" bill because it significantly deviates from the current system and permits religious organizations receiving federal funds to evade the Civil Rights Act and engage in employment discrimination based on religion. Also, it contains a major loophole that blurs the line between direct and indirect assistance to religious organizations and endangers important protections against governmental funding of religious organizations.

Religious organizations have been permitted to receive federal funds for social services since 1996 when the welfare reform bill was enacted into law. With the passage of the welfare reform bill came strict guidelines that serve to ensure the separation of church and state and the preservation of anti-discrimination laws. The current charitable choice model provides certain constitutional protections to ensure that religious activities are not supported by tax dollars. One of these provisions requires religious organizations to keep federal funds in separate accounts that are open to audit by the government. I believe religious organizations should be able to receive funds through the process in current law that protects the character of religious institutions while preserving the civil liberties of the general public. However, H.R. 7 would greatly expand current law and would break down the constitutional protections of the current system.

H.R. 7 would enable a religious organization to engage in discriminatory practices based on religion if an employee or potential employee does not practice the teachings and tenets of that religion. This creates a gaping hole in the civil liberties of many individuals including unwed and pregnant women, gays and lesbians, women who have had abortions, and divorced individuals. It could even reach people who use birth control or favor reproductive