EXTENSIONS OF REMARKS

Mr. BOEHNER. Mr. Speaker, I am pleased to bring to the attention of the House of Representatives, a remarkable and unanimous ruling of the bipartisan National Labor Relations Board—known as Crown Cork & Seal, 334 NLRB No. 92 (July 20, 2001)—that resolves an issue that many of us wrestled with during the early 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 Electromation 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 Electromation, 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 focus the leader 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 Tucek, 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.

Mr. Speaker, Michael Martin Murphey is a man of conviction, and a man whose tireless endeavors have reached millions. I would like to thank Michael Martin Murphey for his leadership in the crucial movement toward the preservation of our Western heritage.

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.