

partmental management positions at such Department that bears the same relationship to the amount appropriated for the programs referred to in paragraph (1) as such amount relates to the total amount appropriated for use by such Department.

(b) REDUCTIONS IN THE DEPARTMENT OF HEALTH AND HUMAN SERVICES.—Notwithstanding any other provision of this Act, the Secretary of Health and Human Services shall take such actions as may be necessary, including reductions in force actions, consistent with sections 3502 and 3595 of title 5, United States Code, to reduce the full-time equivalent positions within the Department of Health and Human Services—

(1) by 245 full-time equivalent positions related to the program converted into a block grant under the amendment made by section 103; and

(2) by 60 full-time equivalent managerial positions in the Department.

SEC. 4803. REDUCING PERSONNEL IN WASHINGTON, D.C. AREA.

In making reductions in full-time equivalent positions, the Secretary of Health and Human Services is encouraged to reduce personnel in the Washington, D.C., area office (agency headquarters) before reducing field personnel.

Subtitle H—Miscellaneous

SEC. 4901. APPROPRIATION BY STATE LEGISLATURES.

(a) IN GENERAL.—Any funds received by a State under the provisions of law specified in subsection (b) shall be subject to appropriation by the State legislature, consistent with the terms and conditions required under such provisions of law.

(b) PROVISIONS OF LAW.—The provisions of law specified in this subsection are the following:

(1) Part A of title IV of the Social Security Act (relating to block grants for temporary assistance for needy families).

(2) Section 25 of the Food Stamp Act of 1977 (relating to the optional State food assistance block grant).

(3) The Child Care and Development Block Grant Act of 1990 (relating to block grants for child care).

SEC. 4902. SANCTIONING FOR TESTING POSITIVE FOR CONTROLLED SUBSTANCES.

Notwithstanding any other provision of law, States shall not be prohibited by the Federal Government from testing welfare recipients for use of controlled substances nor from sanctioning welfare recipients who test positive for use of controlled substances.

SEC. 4903. REDUCTION IN BLOCK GRANTS TO STATES FOR SOCIAL SERVICES.

Section 2003(c) of the Social Security Act (42 U.S.C. 1397b(c)) is amended—

(1) by striking “and” at the end of paragraph (4); and

(2) by striking paragraph (5) and inserting the following:

“(5) \$2,800,000,000 for each of the fiscal years 1990 through 1995;

“(6) \$2,520,000,000 for each of the fiscal years 1997 through 2002; and

“(7) \$2,380,000,000 for the fiscal year 2003 and each succeeding fiscal year.”.

The following further amendment, reported from the Committee of the Whole House on the State of the Union, was agreed to:

Subsection (o) of section 6 of the Food Stamp Act of 1977 (7 U.S.C. 2015), as added by section 1033(a), is amended—

(1) in paragraph (2)—

(A) by striking “, during the preceding 12-month period,”,

(B) by inserting “after the effective date of this subsection” after “received”, and

(C) by striking “4” and insert “3”, and

(2) in paragraph (5) by striking subparagraph (B) and making such technical and conforming changes as may be appropriate.

Section 1033 is amended by striking subsection (b) and making such technical and conforming changes as may be appropriate.

The bill, as amended, was ordered to be engrossed and read a third time, was read a third time by title.

Mr. TANNER moved to recommit the bill to the Committee on Budget with instructions to report the bill back to the House forthwith with the following amendment:

In section 408(a)(8)(A) of the Social Security Act, as proposed to be added by section 4103(a)(1), insert “cash” before “assistance to a family.”

After debate,

By unanimous consent, the previous question was ordered on the motion to recommit with instructions.

The question being put, viva voce,

Will the House recommit said bill with instructions?

The SPEAKER pro tempore, Mr. ARMEY, announced that the nays had it.

Mr. TANNER demanded a recorded vote on the motion, which demand was supported by one-fifth of a quorum, so a recorded vote was ordered.

The vote was taken by electronic device.

It was decided in the { Yeas ..... 203 negative ..... } Nays ..... 220

90.17 [Roll No. 330] AYES—203

- Abercrombie Doyle Klink
Ackerman Durbin LaFalce
Andrews Edwards Lantos
Baesler Engel Levin
Baldacci Eshoo Lewis (GA)
Barcia Evans Lipinski
Barrett (WI) Farr Lofgren
Becerra Fattah Lowey
Beilenson Fazio Luther
Bentsen Fields (LA) Maloney
Berman Filner Manton
Bevill Flake Markey
Bishop Foglietta Martinez
Blumenauer Ford Mascara
Bonior Frank (MA) Matsui
Borski Frost McCarthy
Boucher Furse McDermott
Brewster Gejdenson McHale
Browder Gephardt McKinney
Brown (CA) Geren McNulty
Brown (FL) Gibbons Meehan
Brown (OH) Gilman Meek
Bryant (TX) Gonzalez Menendez
Bunn Gordon Millender-
Cardin Green (TX) McDonald
Castle Gutierrez Minge
Chapman Hall (OH) Mink
Clay Hall (TX) Moakley
Clayton Hamilton Mollohan
Clement Harman Montgomery
Clyburn Hastings (FL) Moran
Coleman Hefner Morella
Collins (IL) Hilliard Murtha
Collins (MI) Hinchey Nadler
Condit Condit Neal
Conyers Hoyer Oberstar
Costello Jackson (IL) Obey
Coyne Jackson-Lee Olver
Cramer (TX) Ortiz
Cummings Jacobs Orton
Danner Jefferson Owens
Davis Johnson (SD) Pallone
DeFazio Johnson, E. B. Pastor
DeLauro Johnston Payne (NJ)
Dellums Kanjorski Payne (VA)
Deutsch Kaptur Pelosi
Dicks Kennedy (MA) Peterson (FL)
Dingell Kennedy (RI) Peterson (MN)
Dixon Kennelly Pickett
Doggett Kildee Pomeroy
Dooley Kleczka Poshard

- Rahall Skaggs
Rangel Skelton
Reed Slaughter
Richardson Spratt
Rivers Stark
Roemer Stenholm
Rose Stokes
Roukema Studts
Roybal-Allard Stupak
Rush Tanner
Sabo Taylor (MS)
Sanders Tejada
Sawyer Thompson
Schroeder Thornton
Schumer Thurman
Scott Torres
Serrano Torricelli
Sisisky Towns

NOES—220

- Allard Frisa Myers
Archer Funderburk Myrick
Armey Gallegly Nethercutt
Bachus Ganske Neumann
Baker (CA) Gekas Ney
Baker (LA) Gilchrest Norwood
Ballenger Gillmor Nussle
Barr Goodlatte Oxley
Barrett (NE) Goodling Parker
Bartlett Goss Paxton
Barton Graham Petri
Bass Greene (UT) Pombo
Bateman Greenwood Porter
Bereuter Gunderson Portman
Bilbray Gutknecht Pryce
Bilirakis Hancock Quillen
Bliley Hansen Quinn
Blute Hastert Radanovich
Boehlert Hastings (WA) Ramstad
Boehner Hayes Regula
Bonilla Hayworth Riggs
Bono Hefley Roberts
Brownback Heineman Rogers
Bryant (TN) Herger Rohrabacher
Bunning Hilleary Ros-Lehtinen
Burr Hobson Roth
Burton Hoekstra Royce
Buyer Hoke Salmon
Callahan Horn Sanford
Calvert Hostettler Saxton
Camp Houghton Scarborough
Campbell Hunter Schaefer
Canady Hutchinson Seastrand
Chabot Hyde Sensenbrenner
Chambliss Inglis Shadegg
Chenoweth Istook Shaw
Christensen Johnson (CT) Shays
Chrysler Johnson, Sam Shuster
Clinger Jones Skeen
Coble Kasich Smith (MI)
Coburn Kelly Smith (NJ)
Collins (GA) Kim Smith (TX)
Combust King Smith (WA)
Cooley Kingston Solomon
Cox Klug Souder
Crane Knollenberg Spence
Crapo Kolbe Stearns
Creameans LaHood Stockman
Cubin Largent Stump
Cunningham Latham Talent
Deal LaTourette Tate
DeLay Laughlin Tauzin
Diaz-Balart Lazio Taylor (NC)
Dickey Leach Thomas
Doolittle Lewis (KY) Thornberry
Dornan Lightfoot Tiahrt
Dreier Linder Torkildsen
Duncan Livingston Vucanovich
Dunn LoBiondo Walker
Ehlers Longley Walsh
Ehrlich Lucas Wamp
English Manzullo Watts (OK)
Ensign Martini Weldon (FL)
Everett McCollum Weldon (PA)
Ewing McCreery Weller
Fawell McHugh White
Fields (TX) McInnis Whitfield
Flanagan McKeon Wicker
Foley Metcalf Wolf
Fowler Meyers Young (AK)
Fox Mica Zeliff
Franks (CT) Miller (FL) Zimmer
Franks (NJ) Molinari
Frelinghuysen Moorhead

NOT VOTING—10

- de la Garza McDade Schiff
Forbes McIntosh Young (FL)
Lewis (CA) Miller (CA)
Lincoln Packard

So the motion to recommit with instructions was not agreed to.

The question being put, *viva voce*,

Will the House pass said bill?

The SPEAKER pro tempore, Mr. ARMEY, announced that the nays had it.

Mr. SHAW demanded a recorded vote on passage of said bill, which demand was supported by one-fifth of a quorum, so a recorded vote was ordered.

The vote was taken by electronic device.

It was decided in the { Yeas ..... 256  
affirmative ..... } Nays ..... 170

190.18

[Roll No. 331]

AYES—256

Allard	Fawell	Lightfoot
Archer	Fields (TX)	Linder
Armey	Flanagan	Lipinski
Bachus	Foley	Livingston
Baessler	Fowler	LoBiondo
Baker (CA)	Fox	Longley
Baker (LA)	Franks (CT)	Lucas
Ballenger	Franks (NJ)	Manzullo
Barr	Frelinghuysen	Martini
Barrett (NE)	Frisa	Mascara
Bartlett	Funderburk	McCollum
Barton	Furse	McCrery
Bass	Gallegly	McHale
Bateman	Ganske	McHugh
Bereuter	Gekas	McInnis
Bilbray	Geren	McIntosh
Bilirakis	Gilchrist	McKeon
Bishop	Gillmor	Metcalf
Bliley	Gilman	Meyers
Blute	Gingrich	Mica
Boehlert	Goodlatte	Miller (FL)
Boehner	Goodling	Molinari
Bonilla	Gordon	Montgomery
Bono	Goss	Moorehead
Brewster	Graham	Morella
Browder	Greene (UT)	Myers
Brownback	Greenwood	Myrick
Bryant (TN)	Gunderson	Nethercutt
Bunning	Gutknecht	Neumann
Burr	Hall (TX)	Ney
Burton	Hamilton	Norwood
Buyer	Hancock	Nussle
Callahan	Hansen	Oxley
Calvert	Harman	Parker
Camp	Hastert	Paxon
Campbell	Hastings (WA)	Peterson (MN)
Canady	Hayes	Petri
Castle	Hayworth	Pickett
Chabot	Hefley	Pombo
Chambliss	Heineman	Porter
Chenoweth	Henger	Portman
Christensen	Hilleary	Pryce
Chrysler	Hobson	Quillen
Clinger	Hoekstra	Quinn
Coble	Hoke	Radanovich
Coburn	Holden	Ramstad
Collins (GA)	Horn	Regula
Combest	Hostettler	Riggs
Condit	Houghton	Roberts
Cooley	Hunter	Roemer
Cox	Hutchinson	Rogers
Cramer	Hyde	Rohrabacher
Crane	Inglis	Roth
Crapo	Istook	Royce
Creameans	Johnson (CT)	Salmon
Cubin	Johnson (SD)	Sanford
Cunningham	Johnson, Sam	Saxton
Danner	Jones	Scarborough
Davis	Kasich	Schaefer
Deal	Kelly	Seastrand
DeLay	Kim	Sensenbrenner
Deutsch	King	Shadegg
Dickey	Kingston	Shaw
Doolittle	Klecicka	Shays
Dornan	Klug	Shuster
Doyle	Knollenberg	Sisisky
Dreier	Kolbe	Skeen
Duncan	LaHood	Skelton
Dunn	Largent	Smith (MI)
Edwards	Latham	Smith (NJ)
Ehlers	LaTourette	Smith (TX)
Ehrlich	Laughlin	Smith (WA)
English	Lazio	Solomon
Ensign	Leach	Souder
Everett	Lewis (CA)	Spence
Ewing	Lewis (KY)	Stearns

Stockman  
Stump  
Talent  
Tate  
Tauzin  
Taylor (MS)  
Taylor (NC)  
Thomas  
Thornberry  
Tiahrt

Torkildsen  
Traficant  
Upton  
Vucanovich  
Walker  
Walsh  
Wamp  
Watts (OK)  
Weldon (FL)  
Weldon (PA)

Weller  
White  
Whitfield  
Wicker  
Wolf  
Young (AK)  
Zeliff  
Zimmer

Strike out all after the enacting clause and insert:

**SECTION 1. SHORT TITLE.**

This Act may be cited as the "Teamwork for Employers and Managers Act of 1995".

**SEC. 2 FINDINGS AND PURPOSES.**

(a) FINDINGS.—Congress finds that—

(1) The escalating demands of global competition have compelled an increasing number of employers in the United States to make dramatic changes in workplace and employer-employee relationships;

(2) such changes involve an enhanced role for the employee in workplace decision-making, often referred to as "Employee Involvement", which has taken many forms, including self-managed work teams, quality-of-worklife, quality circles, and joint labor-management committees;

(3) Employee Involvement programs, which operate successfully in both unionized and nonunionized settings, have been established by over 80 percent of the largest employers in the United States and exist in an estimated 30,000 workplaces;

(4) in addition to enhancing the productivity and competitiveness of businesses in the United States, Employee Involvement programs have had a positive impact on the lives of such employees, better enabling them to reach their potential in the workforce;

(5) recognizing that foreign competitors have successfully utilized Employee Involvement techniques, the Congress has consistently joined business, labor and academic leaders in encouraging and recognizing successful Employee Involvement programs in the workplace through such incentives as the Malcolm Baldrige National Quality Award;

(6) employers who have instituted legitimate Employee Involvement programs have not done so to interfere with the collective bargaining rights guaranteed by the labor laws, as was the case in the 1930's when employers established deceptive sham "company unions" to avoid unionization; and

(7) Employee Involvement is currently threatened by legal interpretations of the prohibition against employer-dominated "company unions".

(b) PURPOSES.—The purpose of this Act is—

(1) to protect legitimate Employee Involvement programs against governmental interference;

(2) to preserve existing protections against deceptive, coercive employer practices; and

(3) to allow legitimate Employee Involvement programs, in which workers may discuss issues involving terms and conditions of employment, to continue to evolve and proliferate.

**SEC. 3. EMPLOYER EXCEPTION.**

Section 8(a)(2) of the National Labor Relations Act is amended by striking the semicolon and inserting the following: "": *Provided further*, That it shall not constitute or be evidence of an unfair labor practice under this paragraph for an employer to establish, assist, maintain, or participate in any organization or entity of any kind, in which employees who participate to at least the same extent practicable as representatives of management participate, to address matters of mutual interest, including, but not limited to, issues of quality, productivity, efficiency, and safety and health, and which does not have, claim, or seek authority to be the exclusive bargaining representatives of the employees or to negotiate or enter into collective bargaining agreements with the employer or to amend existing collective bargaining agreements between the employer and any labor organization, except that in a case in which a labor organization is the representative of such employees as provided in section 9(a), this proviso shall not apply:"

NOES—170

Abercrombie  
Ackerman  
Andrews  
Baldacci  
Barcia  
Barrett (WI)  
Becerra  
Beilenson  
Bentsen  
Berman  
Bevill  
Blumenauer

Gibbons  
Gonzalez  
Green (TX)  
Gutierrez  
Hall (OH)  
Hastings (FL)  
Hefner  
Hilliard  
Hinchev  
Hoyer  
Jackson (IL)  
Jackson-Lee

Owens  
Pallone  
Pastor  
Payne (NJ)  
Payne (VA)  
Pelosi  
Peterson (FL)  
Pomeroy  
Poshard  
Rahall  
Rangel  
Reed

Bonior  
Borski  
Boucher  
Brown (CA)  
Brown (FL)  
Brown (OH)  
Bryant (TX)  
Bunn  
Cardin  
Chapman  
Chapman  
Clay  
Clayton  
Clement  
Clyburn  
Coleman  
Collins (IL)  
Collins (MI)  
Conyers  
Costello  
Coyne  
Cummings  
DeFazio  
DeLauro  
Dellums  
Diaz-Balart  
Dicks  
Dingell  
Myrick  
Dixon  
Doggett  
Dooley  
Dorbin  
Engel  
Eshoo  
Evans  
Farr  
Fattah  
Fazio  
Fields (LA)  
Filner  
Flake  
Foglietta  
Ford  
Frank (MA)  
Frost  
Gejdenson  
Gephardt

Jackson-Lee (TX)  
Jacobs  
Jefferson  
Johnson, E. B.  
Johnston  
Kanjorski  
Kaptur  
Kennedy (MA)  
Kennedy (RI)  
Kennelly  
Kildee  
Klink  
LaFalce  
Lantos  
Levin  
Lewis (GA)  
Lofgren  
Lowey  
Luther  
Maloney  
Manton  
Markey  
Martinez  
Matsui  
McCarthy  
McDermott  
McKinney  
McNulty  
Meehan  
Meeke  
Menendez  
Millender-Donald  
Minge  
Mink  
Moakley  
Mollohan  
Moran  
Murtha  
Nadler  
Neal  
Oberstar  
Obey  
Olver  
Ortiz  
Orton

Richardson  
Rivers  
Ros-Lehtinen  
Rose  
Roukema  
Roybal-Allard  
Rush  
Sabo  
Sanders  
Sawyer  
Schroeder  
Schumer  
Scott  
Serrano  
Skaggs  
Slaughter  
Spratt  
Stark  
Stenholm  
Stokes  
Studds  
Stupak  
Tanner  
Tejeda  
Thompson  
Thornton  
Thurman  
Torres  
Torrice  
Towns  
Velazquez  
Vento  
Visclosky  
Volkmer  
Ward  
Waters  
Watt (NC)  
Waxman  
Williams  
Wilson  
Wise  
Woolsey  
Wynn  
Yates

NOT VOTING—8

de la Garza  
Forbes  
Lincoln

McDade  
Miller (CA)  
Packard

Schiff  
Young (FL)

So the bill was passed.

A motion to reconsider the vote whereby said bill was passed was, by unanimous consent, laid on the table.

*Ordered*, That the Clerk request the concurrence of the Senate in said bill.

190.19 TEAMWORK FOR EMPLOYERS AND MANAGERS

On motion of Mr. GOODLING, by unanimous consent, the bill (H.R. 743) to amend the National Labor Relations Act to allow labor management cooperative efforts that improve economic competitiveness in the United States to continue to thrive, and for other purposes; together with the following amendment of the Senate thereto, was taken from the Speaker's table: