

process and therefore have a greater stake in the success or failure of the company. Likewise, managers receive vital information from the people who have the most knowledge about detailed workplace operations—the employees. These programs often drive decision-making down the lowest level possible and open up the flow of information in the workplace, creating much more cooperative atmosphere.

WHO USES EI

Currently, well over 30,000 companies are using some form of employee involvement structures, from large to small, unionized to nonunionized firms. A 1994 survey performed by four business groups found that 75 percent of employers responding had incorporated employee involvement to some extent. Among employers of 5,000 or more, 96 percent of surveyed companies used it. The survey also found that the most growth in EI occurred in small companies, defined as those with less than 50 employees, 60 percent of which had instituted their EI program within the last 3 years.

Two years ago, in a survey my office conducted of companies in my rural western Wisconsin district, we found that 40 percent of the more than 100 companies that responded used EI. Among the respondents using it were a drug store with 10 employees and a radio station with 26 employees.

DO EMPLOYEES WANT EI?

A survey just finished by the Princeton Survey Research Associates on behalf of Profs. Richard Freeman and Joel Rogers indicates that employees want more involvement in decisions affecting them in the workplace. For example, the survey demonstrates that employees believe that joint worker-management committees are the best way to increase employee influence. In fact, such committees are preferred to unions or union-like employee organizations by a 2-to-1 margin, and much preferred over additional legal mandates from Washington.

The survey indicates that the majority of employees also believe that by using Employee Involvement structures and pushing decisions to the lowest possible level, their company would be more competitive, the effectiveness of EI structures would increase; and the effectiveness of problem solving would improve.

WHY A CHANGE IS NEEDED

Employee involvement structures are a recent development relative to the passage of the original National Labor Relations Act, also known as the Wagner Act. The Wagner Act was written in the 1930's—a very turbulent time in labor-management relations. At that time, it was common for companies to create management-dominated or sham unions to prevent employees from forming independent unions. The National Labor Relations Act included a very broad proscription on company dominated unions. There is no doubt this section worked—companies stopped creating sham unions. But the same section of the act which prevents sham unions, also acts as a barrier to legitimate workplace cooperation.

In the past 20 years, the use of employee involvement has expanded dramatically. Organizations from the most prestigious of the Fortune 500 down to the local drug store have successfully used cooperative programs to

empower their employees. However, section 8(a)(2), the pertinent section of the Wagner Act, has never been amended, and it certainly did not contemplate managers and employees cooperating for mutual gain. At the present time, companies that have legitimate EI programs are always subject to sanctions by the National Labor Relations Board. In the wake of the Electromation decision, it has become painfully obvious that it is extremely difficult to apply a 1930's law to a 1990's workplace.

THE TEAM ACT WOULD FIX THE PROBLEM

The bill which will be introduced in the House and Senate today, the Teamwork for Employees and Managers Act, would amend the National Labor Relations Act by adding a provision to section 8(a)(2) to allow legitimate employee involvement programs. As long as the programs were not created for the purpose of collective bargaining or to establish a sham union, they would be presumed not to have violated the act. The bill leaves intact the prohibition against company dominated unions, and in no way reduces the right of employees to form a union.

CONCLUSION

America's greatest economic challenges will not be overcome in Washington. They will be met and overcome in American workplaces by the creativity of American workers and managers. Our task must be to nurture that creativity, not stifle it. I look forward to working with my colleagues on the other side of the aisle to move this initiative forward. Clearly, it is in the interest of our companies, our workers, and our competitive ability to pass the TEAM Act as soon as possible.

TRIBUTE TO MOLLY MERRY—
COLORADO'S TEACHER OF THE
YEAR

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. McINNIS. Mr. Speaker, I would like to take this opportunity to congratulate Molly Merry on the occasion of her being named Colorado Teacher of the Year. Her positive contributions on behalf of educating children have enabled her to win this award.

Molly is responsible for designing, planning, and teaching an alternative education program known as the Madison Exploratory School, located in Canon City. The curriculum at the school is designed for students who have not reached their full potential in traditional classrooms. Her lesson plan's increase the amount of time spent with hands-on projects to bolster traditional lessons.

When Madison Exploratory School opened 2 years ago, there were 30 fifth-grade students. The program has been such a success, in large part due to Molly Merry's work, that it has been expanded to include 82 students in grades fourth through sixth. Molly's ability to identify problems, build children's self-esteem and provide an encouraging voice make her the logical choice to receive Colorado's Teacher of the Year Award.

Molly Merry has not only met the criteria needed to win this award, but she has exceeded those expectations. Her dedication,

professionalism, and selfless service to her students has not gone unnoticed.

Mr. Speaker, on behalf of my home State of Colorado, I respectfully ask that my fellow colleagues join me in saluting Molly Merry, Colorado's teacher of the year.

TRIBUTE TO THE HIGHBRIDGE-
WOODYCREST CENTER

HON. JOSÉ E. SERRANO

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. SERRANO. Mr. Speaker, I rise to pay tribute to the Highbridge-Woodycrest Center, a community-based organization in the Bronx, which, at a ceremony tomorrow in the Cannon Caucus Room, will receive a \$50,000 Women's Health Initiative grant from the Fannie Mae Foundation.

The Highbridge-Woodycrest Center is dedicated to educating AIDS-infected and HIV-positive women in shelters and prison to help them reduce high-risk behavior and seek appropriate health care support. In an expansion of its activities, the center is also creating a day treatment center for women with HIV and AIDS.

Mr. Speaker, more than 1,000 organizations from around the country applied for this grant. A national advisory committee of women's health experts selected the Highbridge-Woodycrest Center and nine other programs to receive this award under Fannie Mae's women's health initiative, which will provide \$1 million over the next 5 years to support women's health services in underserved communities throughout the United States.

I ask my colleagues to join me in congratulating the Highbridge-Woodycrest Center, whose vital contributions to women's health have earned it the generous support of the Fannie Mae Foundation.

TRIBUTE TO VICTOR MELENDY

HON. JOHN JOSEPH MOAKLEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. MOAKLEY. Mr. Speaker, I rise today to pay tribute to a man who was a hero in every sense of the word. Victor Melendy was a firefighter in Stoughton, MA for 23 years. He died in the line of duty on January 28, and his courage will not be forgotten.

Victor Melendy's life represents all of the best qualities of the human spirit. His gift was to do ordinary things in an extraordinary way. Victor's courage was only surpassed by his compassion. Above all, he loved his family. Stoughton Fire Chief John Soave said it best when he described him as "the best definition of the word firefighter"—a characterization to which all who served with him readily attest.

Victor Melendy led a life of public service. He served his country in the U.S. Navy and then his community as a member of the Stoughton Fire Department. As we reflect on his life, we can learn from his example. Victor's spirit will live on through his beloved wife

Carol, his children Christopher, Lisa, and Kerry, and all of those who have had the honor to know him.

Mr. Speaker, we have lost a true hero.

A TRIBUTE TO THE HONORABLE
THOMAS D. LAMBROS

HON. JAMES A. TRAFICANT, JR.

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. TRAFICANT. Mr. Speaker, I rise here today to pay tribute to the Honorable Thomas D. Lambros upon his retirement. Chief Judge Lambros was born to parents Demetrios and Panagoula Lambros in Ashtabula, OH, on February 4, 1930. Chief Judge Lambros was the youngest of five brothers. He graduated from Ashtabula High School in 1948, and received his law degree from Cleveland-Marshall Law School in 1952. He was admitted to the practice of law that same year at the age of 22.

Chief Judge Lambros' illustrious career started in 1960, when he was elected to his first judgeship. From 1960 through 1967, Chief Judge Lambros served on the Court of Common Pleas for the State of Ohio, Ashtabula County. In 1966, Judge Lambros was re-elected without opposition. As a common pleas judge, Judge Lambros established a voluntary public defender program to provide free counsel to indigent criminal defendants. The establishment of this innovative program preceded the landmark Supreme Court decision in *Gideon versus Wainwright*, which held that the Constitution guarantees free counsel to indigent defendants.

Also as a common pleas judge, Chief Judge Lambros instituted mandatory domestic relations conciliation programs. This program established a 3-month cooling-off period before formal divorce proceedings would take place. Through the passage of time and the efforts of skilled social workers, this program saved many marriages and served to adjust family relationships.

On June 3, 1967, Chief Judge Lambros, at the age of 37, was nominated United States District Judge for the Northern District of Ohio by President Lyndon Baines Johnson. Confirmation by the Senate took place on August 18, 1967, and Judge Lambros took office on August 28, 1967. On January 16, 1990, he became Chief Judge of the United States District Court for the Northern District of Ohio.

While serving as a Federal judge, Chief Judge Lambros has had numerous judicial accomplishments. One very successful achievement was founding the "summary jury trial." This innovative judicial procedure is an effective method of resolving cases by promoting settlement, thus avoiding lengthy and expensive court trials. The summary jury trial is a short jury trial which helps to settle cases on the basis of a jury's advisory opinion. The procedures has received widespread acceptance in both Federal and State courts throughout the country.

The policymaking arm of the Federal judiciary, the Judicial Conference of the United States, in 1984 adopted a resolution endorsing

the use of the summary jury trial in Federal courts nationwide. In 1983, 1984, and 1985, Chief Judge Lambros was commended by the Chief Justice of the United States, the Honorable Warren E. Burger, in the "Year End Reports on the Judiciary," for developing the summary jury trial process. These reports represent the Chief Justice's perspective on the most important developments in the judiciary and on its current and future needs. Chief Judge Lambros' invention, the summary jury trial, received formal statutory recognition by the U.S. Congress in the Judicial Reform Act of 1990. By this legislative enactment, Federal judges are now authorized to utilize the summary jury trials throughout the Nation.

Today, Mr. Speaker, I would like to personally recognize Thomas Lambros, both as a wise and compassionate officer of the court who has made an enormously positive impression on our justice system, and as a personal friend. His selfless dedication to both his community and his family is commended. May God bless Thomas with health, happiness, and continued success in his retirement. All friends of justice will surely miss him.

CONGRATULATIONS TO MILES B.
BORDEN, KINGS PARK CHAMBER
OF COMMERCE, INC. 1994 MAN OF
THE YEAR

HON. GARY L. ACKERMAN

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. ACKERMAN. Mr. Speaker, I rise today to offer my congratulations to Miles B. Borden on being named the Kings Park Chamber of Commerce 1994 Man of the Year.

Miles Borden, whose family settled in the community in the 1890's is a lifelong resident of Kings Park. His family was among the founding members of the Lucien Memorial United Methodist Church of Kings Park, where he is an active member of the board of trustees.

He has been a member of the Kings Park Fire Department for 40 years and served as president of the department for 6 years. In 1956 he chaired the committee which established the ambulance squad.

On December 31, 1994, he retired after serving 20 years as a volunteer trustee of the Smithtown Library boards of trustees. He is retired from a career as an assistant superintendent of the Amityville School District after 34 years in public education.

An accomplished author and historian, he has researched and published two histories of Kings Park, "The History of the Kings Park Fire Department" and "The First 100 Years—1892—1992: Lucien Memorial United Methodist Church." He is currently writing a history of Kings Park.

Mr. Speaker, I ask my colleagues to join me in saluting Miles Borden for his outstanding and selfless dedication and commitment to enriching the lives of the folks in the Kings Park community. And to extend our best wishes and congratulations for being named the 1994 Man of the Year.

SOLID WASTE INCINERATION

HON. WILLIAM O. LIPINSKI

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Monday, January 30, 1995

Mr. LIPINSKI. Mr. Speaker, I rise today to bring to the attention of my colleagues the facts surrounding solid waste incineration. While the reauthorization of the Resource Conservation and Recovery Act (RCRA) may not be on the top of the agenda for this Congress, I believe the importance of the issue warrants some immediate discussion.

I have long been a vocal opponent of solid waste incinerators in my community. While incinerators may make some small dent in our garbage problem, they also create severe environmental and health concerns we cannot afford to ignore.

During combustion, an incinerator emits significant quantities of heavy metals like mercury, cadmium and lead, and complex organic compounds, including dioxins. Equally important, incineration transforms many toxic substances in solid waste into highly volatile compounds more easily absorbed into the food chain or inhaled or ingested by humans. Lead can cause mental retardation, learning disabilities and kidney damage. It is especially toxic to children and pregnant women. Cadmium has been linked to lung cancer and kidney disorders. High levels of dioxins can result in altered liver function. These toxins are not rare—they are common emissions of solid waste incinerators. Burning garbage is a dangerous and costly proposal.

Research has shown that air pollution by tiny particles, even within current legal limits, can raise the risk of early death from heart or lung disease. As a result, I have urged the U.S. Environmental Protection Agency (USEPA) to review and update the Federal health based standard for particulate air pollution. This is an issue of great concern for me and my constituents since we must already cope with a number of polluting industries in Chicago and the surrounding suburbs. Fortunately, the USEPA has initiated the process of revising air quality criteria for particle pollution. I welcome this action.

Last year, the USEPA released its report on the dangers of dioxins. Dioxins, one of the most toxic manmade chemicals, are chlorinated hydrocarbons that are byproducts of a number of combustion processes, including solid waste incineration. In its report, the USEPA concluded that dioxins are probable cancer causing agents. Dioxins have also been associated with weakened immune systems, birth defects and damage to the reproductive system.

Dioxins are extremely pervasive in the environment. Much of dioxin comes from incinerators that emit the chemicals through the air, which is deposited on grass and trees. The chemical is then consumed by cows and other animals. Dioxin is also deposited in lakes and streams and ingested by fish. The highest concentrations of dioxins are found in plants and animals, thus contaminating the food supply.