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HOT TOPIC
"Future Worker-Management"

PRESS RELEASE

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LPA Reacts to Dunlop Commission Report

Washington, D.C. — Today, the Labor Policy Association expressed its disappointment with the final recommendations of the Commission on the Future of Worker-Management Relations. LPA represents the senior human resource executives of 225 major U.S. corporations. The Commission, chaired by former Secretary of Labor John Dunlop, issued its final report today following nearly two years of hearings on employment policy.

According to Howard V. Knicely, Executive Vice President of TRW and Chairman of the Labor Policy Association, "If U.S. companies and U.S. employees are to maintain their competitive edge into the next century, U.S. employment policy must become more flexible, less bureaucratized, and supportive of cooperative work relationships. The Association had been hoping that the Commission would seize the opportunity to point the way towards increased employer-employee cooperation to meet the competitive challenges of a global marketplace. By focusing its recommendations on strengthening union organizing, we feel the final report represents a lost opportunity."

LPA and its member companies appeared before the Commission on numerous occasions, filing several hundred pages of testimony and conducting surveys at the Commission's request on current industry practice. The Association was pleased that the Commission in principle recognized the importance of encouraging alternative dispute resolution systems and employee involvement.

With respect to employee involvement, however, Mr. Knicely pointed out, "The clear weight of the testimony presented to the Commission was that labor law must be changed to remove impediments to team-based cooperative work arrangements in non-union settings. The Commission's recommendations effectively leave those barriers in place."

Mr. Knicely concluded, "The new Congress has a strong interest in changing the direction of employment policy in order to bring it into the 21st century. Together with the other business organizations, LPA fully intends to work with Congress to make that a reality."

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