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NAM National Association of Manufacturers

HOT TOPIC "Future Worker-Management"

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NEWS ALERT

DUNLOP COMMISSION REPORT ACKNOWLEDGES IMPORTANCE OF EMPLOYEE INVOLVEMENT SAYS NAM

Labor law recommendations a mistake

WASHINGTON, D.C., January 9, 1994 -- "While they shot themselves in the foot on labor law, the Commission's report makes a significant contribution to improving workplace productivity and encouraging employee involvement," commented National Association of Manufacturers President Jerry Jasinowski upon today's release of the Commission on the future of Worker-Management Relations' (Dunlop Commission) report and recommendations.

According to Jasinowski, "Several elements of the report show the Commission recognizes the importance of employee involvement. We're certainly pleased to see the Commission endorse legislation to clarify the value of properly organized non-union employee participation programs. Employee involvement programs are the cornerstone of the new smart workplace and their broad application must be encouraged. This is the most important recommendation of the Commission and we hope Congress will act quickly on it.

"In addition, the Commission's report rightly calls for increased use of alternative dispute resolution (ADR) mechanisms to help both employees and employers greatly reduce their legal costs," continued Jasinowski. "This provision could be made even stronger by making ADR mandatory rather than voluntary."

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"Unfortunately, we are disappointed that several of the recommendations don't fairly reflect the Commission's well thought out goals. In some cases, the Commission has made suggestions that will set back employer-employee relations and would result in unjustified government involvement.

"Imposing a dispute resolution for first contract bargaining is contrary to the objectives of the Commission and to healthy collective bargaining," said Jasinowski. "The NAM will strongly fight against this proposal because it is the death knell of democratic collective bargaining."

Jasinowski also raised serious concerns about the Commission's recommendation calling for elections to be held within two weeks of determining that employees are interested in being represented by a union. "A two-week time frame for preparing and conducting a campaign to inform workers is completely unrealistic and does not allow employees the time they need to understand the breadth of issues involved.

"As this report is complex and addresses many important issues, we will comment further after we review it in greater detail over the next several weeks," concluded Jasinowski.

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