

Relations Board [NLRB] has rather consistently ruled that employee groups working in cooperation with their employer, are labor organizations which are dominated and supported by the employer. Hence the employer is deemed guilty of unfair labor practices for having, in effect, created a sham or company—illegal—union.

We are talking about voluntary employer-employee agreements encouraging employee involvement in the conduct of a business in today's fast evolving information-centered economies and societies. Thus, we are talking about something very subjective—cooperation—a working togetherness of employers and employees in work teams. As taught by W. Edward Deming and others, the dynamic work team concept moves as much brain work as possible to front-line employees. It involves employees intellectually in the business operation and commits them to making the process function more effectively while constantly seeking their input into methods of improving it.

It seems to me that it isn't really possible or desirable for any law to stop employers and employees from voluntarily cooperating and sharing responsibilities. Congress surely never intended to proscribe place of employment cooperation between employees and employers as to their various conditions of work.

Yet, according to the NLRB—in Electromation—that apparently is precisely what Congress did 60 years ago when they passed section 8(A)(2) of the NLRA—designed to stop the formation of company unions.

This seems illogical to me. Employers obviously should not be creating sham or company unions and the law ought to simply so state. On the other hand, Congress should be doing all it can to motivate employers to have highly involved and motivated workforces as encouraged for instance by the coveted Malcolm Baldrige Quality Awards. And we should be able to make it clear that cooperation between employers and employees should not be equated with creating company or sham unions. The NLRB ought to be able to recognize an overall intent by an employer and/or employees to create a sham union without stopping employers and employees from discussing matters of mutual interest, including issues of quality, productivity, and efficiency which does not have, claim, or seek authority to negotiate or enter into or amend collective bargaining agreements between the employer and any labor organization.

The time has come for Congress to consider what changes must be made to the NLRA so that it may accurately reflect the nature of today's workplace and the challenges that confront American business; and to consider what change must be made so that companies can confidently follow the example of the management-worker teams who spoke here today.

As chairman of the Subcommittee on Employer-Employee Relations, I am committed to that task. As such, I intend to convene the subcommittee at the earliest possible date in order to hear testimony on the Team Act, and to expedite its consideration. I urge my colleagues to join the effort to improve workplace cooperation and, in turn, U.S. competitiveness by cosponsoring H.R. 743, the Teamwork for Employees and Managers Act.

## SHENANDOAH VALLEY NATIONAL BATTLEFIELDS PARTNERSHIP ACT

### HON. FRANK R. WOLF

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, January 31, 1995*

Mr. WOLF. Mr. Speaker, today I reintroducing legislation to preserve the Civil War sites in the Shenandoah Valley of Virginia. The Shenandoah Valley National Battlefields Partnership Act, which enjoyed wide bipartisan support in the 103d Congress, provides us with an excellent opportunity to preserve an integral piece of American history.

In response to a congressional directive—Public Law 101-628—the National Park Service [NPS] undertook the task of studying the Civil War sites in the Shenandoah Valley. The NPS identified significant Civil War sites and determined their condition, established their relative importance, assessed short- and long-term threats to their integrity, and provided general alternatives for their preservation.

The Park Service discovered that 15 of the 326 documented armed conflicts in the valley between 1861 and 1865 were of particularly high significance. Because many portions of the valley retain a high degree of historic, rural, and scenic integrity, the NPS concluded that they should be preserved. The two major valley campaigns—the Thomas J. "Stonewall" Jackson Valley campaign of 1862 and the decisive Philip Sheridan campaign of 1864—are the major Civil War battlefields not yet preserved. This Congress has an historic opportunity to capitalize on the overwhelming momentum of support for this legislation.

Unfortunately, the NPS did not recommend a specific preservation strategy. Therefore, some local valley residents accepted a challenge by Park Service staff to devise a plan to preserve these historic lands. Their efforts were remarkable. Their dedication and perseverance unflappable. This was truly a grass roots effort.

Local residents began to meet and discuss how these hallowed lands could be preserved for future generations to learn from and enjoy. They are eager to share the stories of the valley—not just battle maneuvers and formations, but the stories of people dislocated by a brutal war. They want to share the story of how the city of Winchester, VA, changed hands between North and South at least 73 times, and how that turmoil affected local residents.

After countless meetings and telephone conversations, in which the National Park Service was consulted, a consensus began to form around a partnership concept where Federal, State, and local governments, private landowners and preservation groups could work together to preserve these lands. After a draft bill was ready, we held discussion meetings in the Shenandoah Valley on the proposed legislation. These meetings provided an opportunity for thorough review and comment by valley residents and officials on this legislation. These meetings, attended by local government officials, landowners, business people, and preservationists, served as a vehicle to refine, modify, and improve the legislation with the input and advice of citizens from throughout the Shenandoah Valley.

What I found during those public meetings was unprecedented unanimous support for this legislation. I served at the Department of

the Interior in the seventies under Secretary Morton, and I can't recall ever gaining such widespread support for a park bill. The legislation before this subcommittee has been endorsed by every local government where core battlefield properties are located. Moreover, we have a broad, bipartisan coalition of interests united to preserve these treasures of history. The list that follows my statement, compiled over a year and a half ago, comprises those persons and entities who endorsed this partnership approach to preservation. There have been many others since this list was put together.

This House should know that the work of valley residents did not end with the drafting and introduction of this legislation. There has been great activity in the past year. The Frederick County Board of Supervisors and Winchester City Council have appointed a battlefield task force whose responsibility it is to prepare a strategic plan for the protection and use of the battlefield sites. They have developed an interim action plan which designates the most critical and significant sites and recommends immediate actions to be taken. Frederick County and the city of Winchester have also successfully convinced a trustee of a battlefield property at Kernstown to postpone a planned auction. Moreover, they have purchased a \$500,000 2-year option to buy the land. Not only have the local governments dedicated time and personnel to planning the preservation of the battlefields, they have committed scarce resources to protect these lands. This is an overwhelming demonstration of their commitment to the successful implementation of a preservation plan.

Local governments alone can't preserve these valuable resources; they need a partnership with the Federal Government to preserve these lands. Even the most well intentioned friends of battlefield preservation will find it difficult to keep the threats of residential construction, commercial development, highway construction, and industrial development at bay. Interstates 66 and 81 bring increasing pressure on this rural landscape and threaten to consume more battlefield land. As the NPS study indicates, some critical properties have already been lost.

Since the Civil War, most of the Shenandoah Valley has remained in the same type of agricultural use, but, as the Park Service has reported, increasing development threatens key battlefield sites. This legislation would protect many of these through designation as a unit of the National Park System, while encouraging partnerships with local governments and private landowners to protect the natural cultural and historical resources on adjacent lands within the historic core areas of the key battlefield sites. Partnership is the key ingredient in this bill. It was borne of cooperation and will succeed by bringing all interested parties into the planning, development, and implementation of this novel preservation scheme.

This legislation capitalizes on the cooperation and hard work which have created a sturdy foundation upon which to build this park. Much of the groundwork has been laid by residents of the valley and specialists knowledgeable about land use planning, environmental impact studies, and so forth. By passing this legislation, this body will capitalize on the experience, dedication, and knowledge base that exists in the valley for preparing a plan for park management, visitor facilities, educational

programs, and historical markers and exhibits throughout the Shenandoah Valley. The NPS should work hand-in-glove with the local community.

The second important component of the legislation is that it provides incentives for local governments to preserve historic land by including battlefield protection in regional planning. As the Park Service study observed, local governments are under increasing pressure to allow residential construction, commercial development, highway construction, and industrial development. Grants and technical assistance provide the necessary incentives that local governments need to ward off development pressures.

The third key ingredient which I would like to stress is the grants to private battlefield landowners. Because of the tight fiscal constraints of Federal discretionary spending, we can't expect the National Park Service to purchase thousands and thousands of acres of land. This is much too expensive. We can, however provide incentives to local landowners to assist in the preservation of historic lands. In exchange for these economic incentives, private landowners could provide the Park Service needed scenic or preservation easements or could contractually agree to maintain open-space lands with historic viewsheds. This will ensure that a comprehensive overall interpretation of the resource is attained.

Based on suggestions made by many residents of the valley, I added a provision in this legislation which continues to allow living history demonstrations and battlefield reenactments on the battlefields. Living history demonstrations help educate visitors about what life was like during the battle. Also groups like the Cedar Creek Battlefield Foundation use reenactments to help raise money for continued preservation and interpretation of the battlefields.

The time is upon us for Federal action to preserve the historic Civil War battlefields of the Shenandoah Valley, in partnership with State and local governments, local landowners, and preservation groups. This innovative concept will be the least costly and disruptive strategy to protect the lands forever.

Mr. Speaker, I would be remiss if I did not recognize the tremendous contributions of citizens from the valley and every county government which has supported this legislation. I can't possibly thank everyone in the valley and across the country who has supported this effort, but would like to let them know that this House and I are grateful for their diligent work. The following is a list of some of the supporters of this legislation.

SHENANDOAH VALLEY PROPOSAL  
ENDORSEMENTS—BY COUNTY  
FREDERICK

The Glass-Glen Burnie Foundation, landowner/individual.

Town of Middletown, government.

Town of Stephens City, government.

Winchester-Frederick Chamber of Commerce, business.

Winchester-Frederick County Econ. Dev. Comm., business.

SHENANDOAH

Association for the Preservation of Civil War Sites, landowner/individual.

C.M. "Mike" Hunt, landowner/individual.

Sarah P. Faulconer, landowner/individual.

James H. Faulconer, landowner/individual.

Garland C. Hudgins, landowner/individual.

Breckenridge Chapter, Daughters of the Confederacy, historic group.

Town of New Market, government.

Clifton M. Truesdale, individual.

The Strasburg Guards, Sons of Confederate Veterans, historic group.

Town of Woodstock, government.

David E. Smith, landowner/individual.

William Craun, landowner/individual.

William F. Bausserman, landowner/individual.

William J. Bausserman, landowner/individual.

Harold Walter, landowner/individual.

Keith Rocco, landowner/individual.

J.W. Troxell, landowner/individual.

Ralph Stickley, landowner/individual.

Tom's Brook Farm/Rodney A. Bankson, CDR, USN-Ret., landowner/individual.

10th Virginia Volunteer Infantry, historic group.

Cross Keys Antiques/John B. Woodyard, landowner/individual.

Friends of the North Fork of the Shenandoah River, civic group.

Hupp's Hill Battlefield Park and Study Center, historic group/business.

New Market Area Chamber of Commerce, business.

New Market Battlefield Historical Park, historic group.

Patricia K Marie, landowner/individual.

Reformation Lutheran Church, civic group.

Robert D. Plu, landowner/individual.

Shenandoah Caverns, business.

Shenandoah Valley Civil War Roundtable, historic group.

Shenandoah Valley Quality Inn/Lois Moomaw, Gen. Man, business.

Strasburg Rotary Club, civic group.

Town of Mount Jackson, government.

Town of Tom's Brook, government.

VMI Museum Programs, historic group.

Women's Memorial Society, civic group.

Woodstock Museum, historic group.

ROCKINGHAM

Arthur J. Hamilton, landowner/individual.

Association for the Preservation of Civil War Sites, landowner/individual.

Barbara Paulson, landowner/individual.

Cherry Grove Farm/George K. Harnsberger, landowner/individual.

F & M Bank-Massanutten, business.

Graham C. Lilly/Professor of Law UVA, landowner/individual.

Harrisonburg-Rockingham Historic Society, historic group.

Harry L. Chandler, landowner/individual.

Lawrence D. Bowers/Wilson & Bowers, landowner/individual.

Martha B. Caldwell/Professor of Art History JMU, landowner/individual.

Mr. & Mrs. Brownie A. Cummins, landowner/individual.

Mr. & Mrs. Thomas F. Tutwiler, landowner/individual.

Peter Svenson, landowner/individual.

The Inn at Keezletown Road Bed & Breakfast, business.

The Society of Port Republic Preservationists, historic group.

The Town of Dayton, Virginia, government.

James J. Geary, Former Dir. New Market Battle., landowner/individual.

Ronald E. Carrier, President, James Madison Univ., educational.

Barbara Moore, landowner/individual.

Daniel M. Downey, Ph.D, landowner/individual.

Tom's Brook Farm/Rodney A. Bankson, CDR, USN-Ret., landowner/individual.

W. Allen & Phoebe Sherwood, landowner/individual.

W. C. Bedall, Jr., landowner/individual.

Wilmer Diehl Family, landowner/individual.

HIGHLAND

Association for the Preservation of Civil War Sites, landowner/individual.

The Board of Supervisors for Highland County, government.

The Recorder, business/press.

Virginia's Western Highlands Travel Council, business.

WINCHESTER

City of Winchester, government.

Elizabeth G. Helm/Former Mayor, government.

Downtown Development Board, government.

The Common Council of the City of Winchester, government.

AUGUSTA

Winston Wine, landowner/individual.

PAGE

Luray Caverns Corporation, business.

PORT REPUBLIC

Mark & Susan Hardy, landowner/individual.

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REGIONAL

The Civil War Trust, historic group.

ALEXANDRIA

Brian C. Pohanka, landowner.

VALLEY WIDE

Shenandoah Valley Travel Association, business.

TRIBUTE TO DARLENE  
GREENWELL

HON. IKE SKELTON

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, January 31, 1995*

Mr. SKELTON. Mr. Speaker, today I wish to honor a great Missourian, Darlene Greenwell for years of dedication and hard work as circuit clerk for the Bates County Circuit Court. Darlene Greenwell of Adrian, MO, recently retired after a lifetime of unrelenting work to foster the effectual supervision of justice in her community.

Darlene Greenwell was not only committed to her work, but has given many years to volunteer work within her community. She has served as president and a member of the Bates County Democrat Women's Club and Beta Sigma Phi, a member of the Adrian Christian Church, the American Legion Auxiliary, and NARFE.

I urge my colleagues to join me in commending Darlene Greenwell for her many years of leadership and service to her community. I bid best wishes for a happy and prosperous retirement.

PERSONAL EXPLANATION

HON. KWESI MFUME

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, January 31, 1995*

Mr. MFUME. Mr. Speaker, I was, unfortunately, detained in my congressional district in Baltimore earlier today and thus forced to miss a record vote. Specifically, I was not present to record my vote on rollcall vote No. 73, the amendment by Mrs. COLLINS of Illinois to change the effective date of the bill from October 1, 1995, to 10 days after the measure's enactment.