

and the Arms Export Control Act, pursuant to 22 U.S.C. 2311; to the Committee on International Relations.

REPORTS OF COMMITTEES ON PUBLIC BILLS AND RESOLUTIONS

Under clause 2 of rule XIII, reports of committees were delivered to the Clerk for printing and reference to the proper calendar, as follows:

Mr. YOUNG of Florida: Committee of conference. Conference report on H.R. 2126. A bill making appropriations for the Department of Defense for the fiscal year ending September 30, 1996, and for other purposes (Rept. 104-261). Ordered to be printed.

TIME LIMITATION OF REFERRED BILL

[Submitted September 22, 1995]

Pursuant to clause 5 of rule X the following action was taken by the Speaker:

H.R. 1816. Referral to the Committee on Commerce extended for a period ending not later than September 29, 1995.

PUBLIC BILLS AND RESOLUTIONS

Under clause 5 of rule X and clause 4 of rule XXII, public bills and resolutions were introduced and severally referred as follows:

By Mr. STOCKMAN (for himself, Mr. FUNDERBURK, Mr. YOUNG of Alaska, Mrs. CHENOWETH, and Mr. HOSTETTLER):

H.R. 2393. A bill to restore the second amendment rights of all Americans; to the Committee on the Judiciary, and in addition to the Committees on Government Reform and Oversight, and Ways and Means, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.

By Mr. EVERETT (for himself, Mr. STUMP, and Mr. MONTGOMERY):

H.R. 2394. A bill to increase, effective as of December 1, 1995, the rates of compensation for veterans with service-connected disabilities and the rates of dependency and indemnity compensation for the survivors of certain disabled veterans; to the Committee on Veterans' Affairs.

By Mr. GILLMOR:

H.R. 2395. A bill to amend title XIX of the Social Security Act to eliminate certain requirements on States under the Medicaid Program with respect to minimum reimbursement levels for hospitals, nursing facilities, and intermediate care facilities; to the Committee on Commerce.

By Mr. PAYNE of New Jersey (for himself and Mr. SCHAEFER):

H.R. 2396. A bill to amend the Congressional Award Act to revise and extend authorities for the Congressional Award Board; to the Committee on Economic and Educational Opportunities.

PRIVATE BILLS AND RESOLUTIONS

Under clause 1 of rule XXII,

Mr. LIVINGSTON introduced a bill (H.R. 2397) for the relief of Jacqueline Darby-Maltbie; which was referred to the Committee on the Judiciary.

ADDITIONAL SPONSORS

Under clause 4 of rule XXII, sponsors were added to public bills and resolutions as follows:

H.R. 390: Mrs. MYRICK.
H.R. 427: Mr. MARTINI.
H.R. 709: Mr. HOLDEN.
H.R. 852: Mr. OWENS.
H.R. 1024: Mr. MARTINI.
H.R. 1514: Mr. MARTINI, Mr. ZELIFF, Mrs. LOWEY, Mr. WILSON, Mr. ANDREWS, Mr. BAKER of Louisiana, Mr. GOODLATTE, Mr. CLAY, Ms. MCKINNEY, Mr. WELDON of Pennsylvania, Mr. KINGSTON, Mr. BARR, Mr. WATT of North Carolina, Mr. WATTS of Oklahoma, and Mr. LIGHTFOOT.
H.R. 1619: Mr. FOX and Mr. BILBRAY.
H.R. 1627: Mr. ANDREWS.
H.R. 1762: Mr. JACOBS.
H.R. 1802: Mr. CRAMER.
H.R. 1900: Mr. LUCAS and Ms. DANNER.
H.R. 1974: Mr. ROYCE.
H.R. 2137: Mr. BALLENGER.
H.R. 2333: Mr. JACOBS.

AMENDMENTS

Under clause 6 of rule XXIII, proposed amendments were submitted as follows:

H.R. 743

OFFERED BY: MR. SANDERS

AMENDMENT NO. 1: Page 7, line 10, before "Section" insert "(a) MATTERS OF MUTUAL INTEREST.—"

Page 8, after line 2, insert the following:

(b) STRIKES, BOYCOTTS, AND HOT CARGO AGREEMENTS.—Section 8(b)(4) and subsection (e) of the National Labor Relations Act are repealed.

H.R. 743

OFFERED BY: MR. SANDERS

AMENDMENT NO. 2: Page 7, line 10, before "Section" insert "(a) MATTERS OF MUTUAL INTEREST.—"

Page 8, after line 2, insert the following:

(b) RIGHT TO FIRST CONTRACT.—Section 8(d) of the National Labor Relations Act is amended by inserting after "Provided," the following:

That, if a collective bargaining agreement has not been reached within 45 days after certification, the union shall have the option of sending the contract dispute to compulsory and binding arbitration: *Provided further*,".

H.R. 743

OFFERED BY: MR. SAWYER

AMENDMENT NO. 3: Strike all after the enacting clause and insert in lieu thereof the following:

SECTION 1. SHORT TITLE.

This Act may be cited as the "Teamwork for Employees 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 decisionmaking, 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) most employers who have instituted legitimate Employee Involvement programs have done so in order to enhance efficiency and quality rather than to interfere with the rights guaranteed to employees by the National Labor Relations Act; and

(7) the prohibition of the National Labor Relations Act against employer domination or interference with the formation or administration of a labor organization has produced some uncertainty and apprehension among employers regarding the continued development of Employee Involvement programs.

(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 promote the enhanced competitiveness of American business by providing for the continued development of legitimate Employee Involvement programs.

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—

"(i) a method of work organization based upon employee-managed work units, notwithstanding the fact that such work units may hold periodic meetings in which all employees assigned to the unit discuss and, subject to agreement with the exclusive bargaining representative, if any, decide upon conditions of work within the work unit;

"(ii) a method of work organization based upon supervisor-managed work units, notwithstanding the fact that such work units may hold periodic meetings of all employees and supervisors assigned to the unit to discuss the unit's work responsibilities and in the course of such meetings on occasion discuss conditions of work within the work unit; or

"(iii) committees created to recommend or to decide upon means of improving the design, quality, or method of producing, distributing, or selling the employer's product of service, notwithstanding the fact that such committees on isolated occasions, in considering design quality, or production issues, may discuss directly related issues concerning conditions of work: *Provided further*, That the preceding proviso shall not apply if—

"(A) a labor organization is the representative of such employees as provided in section 9(a);

"(B) the employer creates or alters the work unit or committee during organizational activity among the employer's employees or discourages employees from exercising their rights under section 7 of the Act;

"(C) the employer interferes with, restrains, or coerces any employee because of

the employee's participation in or refusal to participate in discussions of conditions of work which otherwise would be permitted by subparagraph (i), (ii), or (iii); or

“(D) an employer establishes or maintains an entity authorized by subparagraph (i),

(ii), or (iii) which discusses conditions of work of employees who are represented under section 9 of the Act without first engaging in the collective bargaining required by the Act: *Provided further*, That individuals who participate in an entity established pur-

suant to subparagraph (i), (ii), or (iii) shall not be deemed to be supervisors or managers by virtue of such participation.”.