

June 21, 1993

"HOT TOPICS
Future Worker-Management"

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U.S. DEPARTMENT OF LABOR -- U.S. ~~DEPARTMENT~~ OF COMMERCE
COMMISSION OF THE FUTURE OF WORKER-MANAGEMENT RELATIONS
MINUTES OF MEETING HELD ON MONDAY, JUNE 21, 1993

The second meeting of the Commission on the Future of Worker-Management Relations was held on Monday, June 21, 1993 in Room N-3437, U.S. Department of Labor, starting at 10:00 a.m. The members of the Commission present were Paul A. Allaire, John T. Dunlop, Richard Freeman, William B. Gould, IV, Thomas A. Kochan, Juanita Kreps, and Paula A. Voos. Chairman John T. Dunlop presided. Mrs. June M. Robinson, the Designated Federal Official for the Commission, was present.

The Acting Commissioner of the Bureau of Labor Statistics, William G. Barron, introduced a further presentation to respond to various questions that had been raised by members of the Commission at its first meeting on May 24th. The Acting Commissioner was accompanied by Associate Commissioner George Stelluto, Associate Commissioner Edwin R. Dean and Associate Commissioner Tom Plewes.

Mr. Stelluto presented a series of charts on safety and health at the workplace and described the new data that will become available as a result of the revisions introduced following the Academy of Science report of 1987. New data will be published toward the end of 1993 and 1994.

Mr. Edwin R. Dean then presented a series of tables and charts on labor productivity, labor costs and compensations in a comparison between the United States and other countries. The charts and tables presented by Mr. Stelluto and Mr. Dean were distributed to those in attendance.

Mr. Everett Ehrlich, Special Advisor to the Secretary of Commerce and the designated representative to the Commission, introduced two staff representatives to make presentations to the Commission. Mr. Ehrlich emphasized that the perspective of the Department of Commerce stressed the competitiveness and productivity of the private sector and the necessity for a new public/private sector relationship.

David Cranmer, Associate Director of the National Institute for Standards and Technology, made a presentation on the influence of technology on the workplace and its impact on worker-management relations. He also presented information on emerging technologies and international comparisons that indicated the relative position of the United States. The Commission members made comments and raised questions on issues related to the presentation.

Warren Farb, Senior Economic Advisor to the Under Secretary of Commerce for Economic Affairs presented a summary of several studies and reports on competitiveness as they related to the mission of the Commission. The various studies appear to come to similar conclusions as to the nature of the workplace and worker-management relations that contributed to competitiveness. Various materials were distributed in the presentations of David Cranmer and Warren Farb to those in attendance.

The Commission adjourned at 12:10 p.m. for a closed lunch for the purposes set forth in the Federal Register notice of meeting on June 4, 1993. The Commission reconvened at 2:00 p.m.

The afternoon session was devoted to reports from the various working parties, established at the meeting of May 24, 1993, as to the questions that are proposed for the consideration of the Commission.

1. The report of the working party on workplace committees in the U.S. was presented by Paul Allaire on behalf of Paula Voos, Douglas Fraser and himself. The report recognized a wide variety of types of workplace committees and organizations. The Commission should seek to gather the facts and seek to understand the operation of these workplace arrangements in different types of environments - large and small establishments, manufacturing and service industries and in union and non-union circumstances. A series of questions was proposed for worker-management committees to be invited to make presentations at the next meeting of the Commission, on July 28, 1993. An effort should also be made to have surveys made of various associations as to the characteristics and measures of performance of workplace committees.

2. The report of the working party on the foreign experience as to working place committees and dispute resolution was presented by Richard Freeman on behalf of himself and Ray Marshall. Aside from the considerable literature, the working party is to secure the views and experience of American business and labor representatives as to the foreign arrangements and their relevance to U.S. problems.

3. William B. Gould IV reported on behalf of himself and Paula Voos as to the numerous questions that arise regarding the policies and administration of the National Labor Relations Act and other laws as they impact on the work of the Commission.

4. The chair reported that a 27-page list of Statutes and Regulations Affecting the Work Place, administered by the Department of Labor had been distributed. Procedures to study a limited number of workplaces are being developed.

5. Richard Freeman reported that work was underway, with several Commission members, to develop focus group studies of workers and supervisors.

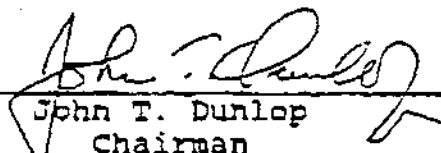
6. The chair reported that representatives of the Small Business Administration (SBA) had been appointed to work with the Commission. Barney Singer and Jamir Couch of the SBA staff were introduced.

7. Tom Kochan proposed an outline for a series of regional meetings outside of Washington, D.C., and similar sessions on construction, airlines and railroads, and agricultural labor, as well as the special problems of women workers and minorities. Plans for several specific sessions are to be developed by the time of the next meeting.

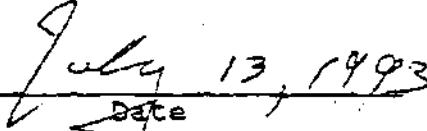
The chair announced that the Commission invites the views of labor and management and other interested parties, as to whether or not it should provide a hearing for issues related to the railroad and airline industries under the Railway Labor Act.

The Commission adjourned at 3:45 p.m.

Certified by:



John T. Dunlop
Chairman



Date