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Brown and Reich Announce Worker-Management Commission

Comments

Includes Mission Statement and Committee Membership.

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News

United States
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BROWN AND REICH ANNOUNCE WORKER-MANAGEMENT COMMISSION

Secretary of Commerce Ron Brown and Secretary of Labor Robert B. Reich today announced the formation of a panel to investigate methods to improve the productivity and global competitiveness of the American workplace.

At a news conference at the Department of Commerce, Brown and Reich named the ten-member panel who will serve on the Commission for the Future of Worker-Management Relations, and outlined the Commission's mandate.

The panel includes former Secretaries of Labor and Commerce and a non-partisan group from business, labor and academia. The Commission will be chaired by John Dunlop, former Secretary of Labor in the Ford Administration.

The Commission will investigate the current state of worker-management relations and labor law and make recommendations concerning changes that may be needed to improve productivity through increased worker-management cooperation and employee participation in the workplace.

"The future competitiveness of the United States, and the future living standards of American workers, depend largely on the one national resource uniquely rooted within our borders: our people -- their education and skills, and their capabilities to work together productively," said Reich. "In order to accomplish this goal, both workers and managers must take on more responsibility."

"We must create an environment within which American business can prosper," said Secretary Brown. "An instrumental part of this mission is to create a new model of worker-management relations that allows American businesses to flourish."

"Labor and management must become not only partners in the competitive struggle, but advocates for an entirely new way for American firms to compete and win in the global marketplace," said Brown.

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"We are seeking to establish new partnerships between workers and managers through new partnerships between the Commerce and Labor Departments," added Reich.

The Commission is expected to report its findings on the current state of worker-management relations to the Secretaries of Labor and Commerce.

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The text of this release is available from the Department of Labor electronic bulletin board, LABOR NEWS, at 202-219-4784. Callers must pay any toll-call charges. 300, 1200, 2400, 9600 or 14,400 BAUD; Parity: None; Data Bits = 8; Stop Bit = 1. Voice phone: 202-219-7343.

COMMISSION ON THE FUTURE OF WORKER/MANAGEMENT RELATIONS

Mission Statement

The future living standards of our nation's people, as well as the competitiveness of the United States, depend largely on the one national resource uniquely rooted within our borders: our people -- their education and skills, and their capabilities to work together productively.

The President's economic plan lays a new foundation for the education and training of the nation's work force. But even a work force that is well prepared for the jobs of the future will fail to adequately improve the nation's productivity and living standards unless workers and managers work together more effectively. Both parties must take on new responsibilities.

To this end, the President has asked the Secretary of Labor and the Secretary of Commerce to form a Commission on the Future of Worker/Management Relations. The commission will investigate the current state of worker management relations in the United States and report back to the Secretaries in response to the following questions:

1. What (if any) new methods or institutions should be encouraged, or required, to enhance work-place productivity through labor-management cooperation and employee participation?
2. What (if any) changes should be made in the present legal framework and practices of collective bargaining to enhance cooperative behavior, improve productivity, and reduce conflict and delay?
3. What (if anything) should be done to increase the extent to which work-place problems are directly resolved by the parties themselves, rather than through recourse to state and federal courts and government regulatory bodies.

COMMISSION ON THE FUTURE OF WORKER/MANAGEMENT RELATIONS

Commission Members

Chair of Commission:

John T. Dunlop
Lamont University Professor, Emeritus, Harvard University.
Former Secretary of Labor (1975-1976).

Commission Members:

Paul A. Allaire
Chairman of the Board of Directors, CEO, and chairman of
the executive committee, Xerox Corporation, Stamford, Ct.

Douglas A. Fraser
Ex-President, United Auto Workers.
Professor of Labor Studies, Wayne State University.

Richard Freeman
Herbert Ascherman Professor of Economics, Harvard
University.
Program Director for Labor Studies, National Bureau of
Economic Research.

William Benjamin Gould IV
Professor of Law, Stanford University.

Tom Kochan
George M. Bunker Professor of Management and a Leaders for
Manufacturing Professor, Massachusetts Institute of
Technology.

Juanita Kreps
Former United States Secretary of Commerce (1977-1979).
James B. Duke Professor of Economics and Vice President of
Duke University.

Ray Marshall
Audre and Bernard Rapoport Centennial Chair in Economics
and Public Affairs, L.B.J. School of Public Affairs,
University of Texas
Former Secretary of Labor (1977-1981)

William J. Usery
President of Bill Usery Associates, Inc.
Former Secretary of Labor (1976-1977)

Paula Voos
Professor, University of Wisconsin

Paul A. Allaire is chairman of the board of directors, chief executive officer and chairman of the executive committee of Xerox Corporation, Stamford, Connecticut.

Allaire has held various positions since joining Xerox in 1966 and was elected chairman in May, 1991. He also serves on the board of directors of Rank Xerox and Fuji Xerox Co. Ltd, the Sara Lee Corporation, the New York City Ballet and Catalyst.

Allaire is a member of the Council on Foreign Relations, the Business Roundtable and the Council of Competitiveness. He is also a trustee of the National Planning Association and on the Board of trustees at Carnegie-Mellon University.

John T. Dunlop is the Lamont University Professor, Emeritus at Harvard University. He served as Secretary of Labor in the Ford administration from 1975 - 1976.

Dunlop has chaired and directed numerous committees and councils of labor-management organizations and been a member of many government boards on industrial relations disputes and economic stabilization programs. Dunlop has received numerous awards including honorary degrees from 13 colleges or universities.

Professor Dunlop is the author of several noteworthy publications on labor unions, collective bargaining and industrial relations. Between 1976 to 1983 he was the director of the General Telephone and Electronics Corporation.

Douglas A. Fraser was the president of the United Auto Workers from 1977 to 1983 and is currently a Professor of Labor Studies at Wayne State University.

He has held numerous staff and elected positions with the UAW, having first been elected local union president in 1943 at the age of 27.

In his tenure with the United Auto Workers, Fraser has been involved in numerous negotiations. He led the union's bargaining committee at Chrysler in 1964, 1967, 1973 and 1979 and has been credited with many important breakthroughs. In 1980, Fraser was elected to the Chrysler Board of Directors where he served as a representative of Chrysler workers until 1984. Fraser also served on the Executive Council of the AFL-CIO for three years.

Fraser is an officer and member of numerous labor, civic and government organizations. He has been a trustee and executive committee member of several foundations and served in various capacities at Columbia University, the University of Michigan and the Kennedy School of Government.

Richard B. Freeman currently serves as the Herbert Ascherman Professor of Economics at Harvard University and the Program Director for Labor Studies at the National Bureau of Economic Research.

Among his accomplishments, Freeman has been a Fairchild Distinguished Research Professor at the California Institute of Technology, an Assistant Professor of Economics at Yale University and the University of Chicago and an Assistant, Associate Professor of Economics at Harvard University.

Freeman is an acclaimed author of numerous books and publications dealing with labor and employment issues.

William Benjamin Gould IV has been a Professor of Law at Stanford Law School since 1972 and in 1984 was named the Charles A. Beardsley Professor of Law.

A recognized leader in labor issues, Gould has held positions as counsel to the United Auto Workers and the National Labor Relations Board. He has also arbitrated and mediated more than 200 labor disputes. In addition to labor issues, Gould has extensive international experience having held such positions as Visiting Scholar and Guggenheim Fellow at the University of Tokyo Law Faculty and Fulbright Visiting Professor of Law at the University of Witwatersrand Law Faculty in Johannesburg, South Africa.

Gould is the author of more than 50 law journal articles and books, many on labor law and labor relations. He has also served as legal counsel, consultant and expert witness for many important employment discrimination cases.

Thomas A. Kochan is the George M. Bunker Professor of Management and a Leaders for Manufacturing Professor at the Massachusetts Institute of Technology's Sloan School of Management, where he has been a professor since 1980.

Between 1973 to 1980, Kochan was on the faculty of the School of Industrial Relations at Cornell University. He has also served as a consultant to the Secretary of Labor in the Department of Labor's Office of Policy Evaluation and Research. Kochan has also acted as a third-party mediator, factfinder and arbitrator, and been a consultant to a variety of government and private sector organizations and labor-management groups.

Kochan has written several books and completed research on a wide range of topics related to industrial relations and human resource management both in the public and private sector. In 1992, he was elected President of the International Industrial Relations Association.

Urban

Juanita Kreps is currently the James B. Duke Professor of Economics and Vice President of Duke University. She served as United States Secretary of Commerce from January, 1977 to December, 1979.

Kreps is the author and editor of several books and numerous articles which have been published in economic journals. She has also served on the boards of many companies as well as the New York Stock Exchange. She has also received several honorary degrees from colleges and universities.

Kreps has chaired and served as president of several boards and commissions relating to education, arts and economic issues.

Ray Marshall currently holds the Audre and Bernard Rapoport Centennial Chair in Economics and Public Affairs at the L.B.J. School of Public Affairs, University of Texas. Between 1977 and 1981 he served as the United States Secretary of Labor.

Marshall co-chairs and is a member of numerous committees and councils dealing with labor relations, the economy and the United States workforce. He has held prominent positions with countless business and professional organizations and is on the board of directors of many management, insurance and venture capital firms.

Marshall has received awards for his work in issues involving the competitiveness of the American economy, workplace learning systems and disadvantaged business development programs. He has written over 30 books and monographs and published approximately 175 articles and chapters.

William J. Usery, Jr. was the Secretary of Labor under President Ford from 1976 to 1977. He is currently President of Bill Usery Associates, Inc., a Washington, D.C. based consulting firm.

Usery has held several presidential appointments, including positions as special assistant to both President Ford and President Nixon for labor negotiations. In these positions, he coordinated the federal government's labor-management relations activities in both the public and private sector.

Usery has participated in hundreds of collective bargaining disputes in both the public and private sector. He has been a fellow, an advisory member, and an editorial advisor to many labor relations commissions and boards. He is recognized as one of the country's foremost mediators.

Paula Voos is a Professor of Economics and Industrial Relations at the University of Wisconsin, Madison. She has authored and co-edited numerous books and articles on economic competitiveness, labor relations, union management cooperation, and the impact of unions on company profits.

Voos has served as an instructor of labor relations in the GM/UAW Paid Employee Leave Program. She has also testified before Congress, served as an expert witness and represented labor issues as a member of Wisconsin State Commissions.

THE COMMISSION ON THE FUTURE OF
WORKER/MANAGEMENT RELATIONS

FACT SHEET

The Commission on the Future of Worker/Management Relations will be jointly sponsored by the Departments of Labor and Commerce.

The Commission is expected to deliver its findings to the Secretaries of Labor and Commerce in March 1994.

The Commission will investigate the current state of worker-management relations and labor law and make recommendations concerning what changes, if any, are needed to improve productivity through increased worker-management cooperation and employee participation.

Members of the Commission will represent a balanced group of experts from business, labor and academia. The panel is to include former Secretaries of Labor and a former Secretary of Commerce. The Commission will be chaired by John Dunlop, former Secretary of Labor in the Ford administration and noted expert on worker-management relations.

In accordance with the Federal Advisory Committee Act (FACA), Commission meetings will be open and listed in the Federal Register. The Commission is expected to hold its first meeting in the beginning of May.