

ANNEX A

**ASSISTANCE TO PLANT, AREA,
AND
INDUSTRY-WIDE LABOR-MANAGEMENT
COMMITTEES**

Sec.6. (a) This section may be cited as the "Labor-Management Cooperation Act of 1978."

(b) It is the purpose of this section-

- (1) to improve communication between representatives of labor and management;
- (2) to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organizational effectiveness;
- (3) to assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;
- (4) to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the plant, area or industry;
- (5) to enhance the involvement of workers in making decisions that affect their working lives;
- (6) to expand and improve working relationships between workers and managers; and
- (7) to encourage free-collective bargaining by establishing continuing mechanisms for communication between employers and their employees through Federal assistance to the formation and operation of labor-management committees.

(c) (1) Section 203 of the Labor-Management Relations Act, 1947, is amended by adding at the end thereof the following new subsection:

"(e) The Service is authorized and directed to encourage and support the establishment and operation of joint labor-management activities conducted by plant, area, and industrywide committees designed to improve labor management relationships, job security and organizational effectiveness, in accordance with provisions of section 205A."

(2) Title II of the Labor-Management Relations Act, 1947, is amended by adding after section 205 the following new section:

"Sec. 205A. (a) (1) The Service is authorized and directed to provide assistance in the establishment and operation of plant, area and industrywide labor-management committee which-

"(A) Have been organized jointly by employers and labor organizations representing employees in that plant, area, or industry: and

"(B) are established for the purpose of improving labor-management relationships, job security, organizational effectiveness, enhancing economic development or involving workers in decisions affecting their jobs including improving

communication with respect to subjects of mutual interest and concern.

"(2) The Service is authorized and directed to enter into contracts and to make grants, where necessary or appropriate, to fulfill its responsibilities under this section.

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“(b) (1) No grant may be made, no contract may be entered into and no other assistance may be provided under the provisions of this section to a plant labor management committee unless the employees in that plant are represented by a labor organization and there is in effect at that plant a collective bargaining agreement.

“(2) No grant may be made, no contract may be entered into and no other assistance may be provided under the provisions of this section to an area or industrywide labor-management committee unless it participants include any labor organizations certified or recognized as the representative of the employees of an employer participating in such committee. Nothing in this clause shall prohibit participation in an area of industrywide committee by an employer whose employees are not represented by a labor organization.

“(3) No grant may be made under the provisions of this section to any labor-management committee which the Service finds to have as one of its purposes the discouragement of the exercise of rights contained in section 7 of the National Labor Relations Act (29 U.S.157), or the interference with collective bargaining in any plant, or industry.

“(c) The Service shall carry out the provisions of this section through an office established for that purpose.

“(d) There are authorized to be appropriated to carry out the provisions of this section \$10,000,000 for the fiscal year 1979, and such sums as may be necessary thereafter.”

(d) Section 302 (c) of the Labor-Management Relations Act, 1947, is amended by striking the word “or” after the semicolon at the end of subparagraph (7) thereof and by inserting the following before the period at the end thereof; “;or (9) with respect to money or other things of value paid by an employer to a plant, area or industry/wide labor-management committee established for one or more of the purposes set forth in section 5(b) of the Labor-Management Cooperation Act of 1978”.

“(e) Nothing in this section or the amendments made by this section shall affect the terms and conditions of any collective bargaining agreement whether in effect prior to or entered into after the date of enactment of this section.

REPEALER

Sec. 7. Section 104 of the Emergency Jobs and Unemployment Assistance Act of 1974 (Public Law 93-567) is hereby repealed.

Approved October 27, 1978