

ALEC EXPOSED

"ALEC" has long been a secretive collaboration between Big Business and "conservative" politicians. Behind closed doors, they ghostwrite "model" bills to be introduced in state capitols across the country. This agenda-underwritten by global corporations--includes major tax loopholes for big industries and the super rich, proposals to offshore U.S. jobs and gut minimum wage, and efforts to weaken public health, safety, and environmental protections. Although many of these bills have become law, until now, their origin has been largely unknown. With **ALEC EXPOSED**, the Center for Media and Democracy hopes more Americans will study the bills to understand the depth and breadth of how big corporations are changing the legal rules and undermining democracy across the nation.

DID YOU KNOW? Corporations VOTED to adopt this. Through ALEC, global companies work as "equals" in "unison" with politicians to write laws to govern your life. Big Business has "a VOICE and a VOTE," according to newly exposed documents. **DO YOU?**

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Resolution in Support of Employee Involvement

Did you know that global corporation Kraft Foods was the corporate co-chair in 2011?

Summary

The Resolution in Support of Employee Involvement recognizes that employee involvement structures, such as safety committees, quality circles and self-managed work teams can be beneficial to a workplace. However, such structures are threatened by the United States Supreme Court's *Electromotion* case, where the Court held that such work teams may be illegal in non-union shops because the National Labor Relations Act (NLRA), Section 8(a)(2) prohibits employer "domination, interference or support" of a "labor organization," i.e., "company unions." Congress is considering legislation known as the TEAM Act that would prevent employee involvement structures from being interpreted as company-dominated unions.

Model Resolution

WHEREAS, the *Electromotion* decision threatens to undermine a very positive and important development in United States' labor-management relations; and

WHEREAS, employee-management cooperative programs, sometimes called quality circles, labor-management cooperative teams, or employee involvement teams, share the objective of improving communication, morale, productivity, and product quality by giving workers a greater, more direct voice in decision making; and

WHEREAS, the TEAM Act would protect legitimate employee involvement structures and allow such structures to continue to evolve and proliferate; and

WHEREAS, the TEAM Act would allow employers to give their employees a genuine voice in workplace matters through some mechanism other than collective bargaining; and

WHEREAS, under the *Electromotion* case, every employee involvement structure is vulnerable to a charge being filed with the National Labor Relations Board (NLRB) by a union attempting to organize the company, a disgruntled employee or anyone else;

NOW THEREFORE BE IT RESOLVED, that the State/Commonwealth of (insert state) affirms the principle that employee involvement structures are a positive and important development in United States' labor-management relations and urges Congress to pass legislation so that such structures can continue to exist and evolve.

1996 Sourcebook of American State Legislation

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