

global economy, a more collaborative process has developed that brings workers and employers together on an ongoing basis. Companies ranging from Texas Instruments and IBM to Harley-Davidson motorcycles have instituted ongoing employer-employee work councils in which employees and employers cooperatively determine the direction of their company.

There is, I believe, little disagreement about the value of these councils. There is, however, considerable debate about the legality of these groups. We are told by some that this disagreement produces a chilling effect that hinders the continued and future development of employer-employee work councils.

I have worked for some time to find a balance. During the 103d Congress, I introduced legislation, S. 2499, which, among other features, established a formal election process for employee representatives to labor-management groups.

During the 104th Congress, improved labor-management relations were hijacked by partisan politics and corporate greed in the form of the TEAM Act which attempted to rewrite Federal labor law to give employers control of labor-management teams.

I did not reintroduce that legislation but continued to explore other ways to accomplish change. I seriously considered offering an amendment to the TEAM Act to give employees the right to select their own council representatives; ensure that council agendas were open to both employees and employers and finally, prohibit the unilateral cancellation of a council.

The TEAM Act, and similar ideas are certainly not the answer. I am concerned, however, that past labor-management relations will not continue to serve us well either. As a nation, we now find ourselves involved in a global economy competing with other countries, not other companies. In addition, more and more of our trade is high technology. The era of workers spending all day inserting tab A into slot B is coming to an end. Workers must be better educated and well trained in high technology.

With that education, high-tech training and on the job experience, today's workers have valuable insights and ideas that should be welcomed by their employers. It should be our job to allow the exchange of thoughts and ideas to take place but without employees endangering their employment in the process.

I sincerely hope that in the future, Congress will, without partisan and special interest bias, work to make it easier for employees and their employers to cooperatively determine the future of their company.●

METRIC CONVERSION

● Mr. PELL. Mr. President, As my colleagues have heard me say many times before, The United States is the only

industrialized country in the world that has not converted to the metric system of measurement. I ask my colleagues to imagine what we are missing by being so out of step with the rest of the world.

The answer is basic: The United States stands to gain untold millions—possibly billions—in export trade we are currently losing because our non-metric products literally do not fit into international markets. The U.S. Department of Commerce estimates that U.S. exports could be increased by up to 20 percent by offering metric-sized goods to international markets. In a booklet published by the Small Business Administration [SBA] for small businesses considering converting to the metric system, the SBA cites three examples of the trade problems caused by the production of nonmetric goods.

Saudi Arabia rejected a shipment of American-made appliances because the power cords were 6 feet long rather than the 2 meter length required by Saudi law.

A Middle Eastern company was forced to rewire all electronic equipment imported from the United States because standard American wire sizes are different from international standards.

Countries around the world have great difficulty finding American lumber companies that will produce lumber in metric lengths for use in the construction.

In that regard, I strongly believe that the Federal Government should lead by example and conduct its business, including all procurement, in the metric system. By doing business and thereby promoting the metric system, our Government would send a very important and badly needed signal to American businesses and our trade partners around the world that as a nation we are back on track with the conversion process that has already taken place in the rest of the modern world.

During the closing weeks of this Congress, I had the pleasure of working with Senator GLENN and Senator HOLLINGS in an effort to moderate antimetric legislation that came before the Senate. Senator HOLLINGS and I have worked together on this issue for some time—particularly in the all important area of trade. I am confident he will continue this fight in the years to come.

Senator JOHN GLENN—a pioneer in space exploration—is a man of science, a man of the future. During floor debate on unfunded mandates legislation at the beginning of the 104th Congress he gave a most eloquent defense of the metric system. The metric system is an integral part of both science and our future. I hope Senator GLENN will take my place and bring his knowledge and experience to the fight.●

RECOGNITION OF OUTSTANDING ACHIEVEMENT AND DISTINGUISHED SERVICE BY WILLIAM DANTE BUCCI

● Mr. SANTORUM. Mr. President, I have been made aware of plans to honor Mr. William Dante Bucci next month and I would like to take the opportunity to share with my colleagues the outstanding achievement and distinguished service he has displayed.

Not only has Mr. Bucci displayed a high level of professional achievement and concern for his community, but he has also celebrated his family's heritage. Mr. Bucci was born in Philadelphia, PA, and has been a member of the Order Sons of Italy in America, Grand Lodge of Pennsylvania, since 1 year of age. In fact, Bill is the longest continuously active member of the Ivy Ridge Lodge 251.

William Bucci is a 1974 cum laude graduate of Roman Catholic High School of Philadelphia, where he earned the Thomas E. Cahill Merit Award for outstanding achievement as a senior. Bill then earned a congressional appointment to the U.S. Naval Academy receiving a bachelor of science degree in 1982.

Following his graduation from the Naval Academy and his naval service, Bill then demonstrated a high level of achievement in the world of business. After being Market Executive of the Year with the Xerox Corp. in Philadelphia, Bill was named a full partner and first vice president at age 29 in the brokerage firm Smith, Barney, Harris Upham & Co., Inc. William is a three-time winner of Smith, Barney's Broker of the Year Award and is a life member of their President's Club. In 1992, William joined Shearson Lehman Bros. as a senior vice president. Following the purchase of Shearson Lehman Bros. by Smith, Barney, Bill was recruited by Prudential Securities Inc. in Bala Cynwyd, PA, where he is now a senior vice president.

William Bucci's commitment to serving his community is well known to those that have had the opportunity to interact with him. Bill has served as junior varsity basketball coach for the Cardinals of Dougherty High School in the Philadelphia Catholic League. In addition, he was a head coach for 10 years in the Philadelphia Archdiocese CYO program. Not surprisingly, Bill has been recognized by his coaching peers as the league's all-star coach on three different occasions.

William Bucci's connection to the Order Sons of Italy in America is well cemented. He is the grandson of Francesco Bucci, past president of the Giulio Caesar Lodge 612 O.S.I.A., and Giuseppe Mercurio, a founder and charter member of the Ivy Ridge Lodge 251, O.S.I.A. His list of credentials in the Order Sons of Italy in America is truly impressive. For instance, Bill has served or currently does serve in the following capacities: third vice president for the Commonwealth of Pennsylvania; a trustee, O.S.I.A. Charitable