

5 Beginning on page 1, after line 16, strike all of section 2 and  
6 insert the following:

7 "NEW SECTION. **Sec. 2.** (1) The competitive strategies task force  
8 is created within the department of community, trade, and economic  
9 development. The department in consultation with the competitive  
10 strategies task force shall develop incentives for businesses receiving  
11 loans, tax credits, or tax deferrals that:

12 (a) Demonstrate a commitment to continuous improvement of products  
13 and services and cost reductions for the products and services;

14 (b) Encourage decentralized decision making, worker participation  
15 at all levels, and greater reliance on front-line workers;

16 (c) Develop a worker-management relationship based on consideration  
17 of mutual interest and concerns;

18 (d) Adopt an organizational structure that includes flexible,  
19 cross-functional teams responsible for training, customer service,  
20 operational problem solving, and product design and development;

21 (e) Cultivate an environment that permits a manager to assume  
22 motivational and leadership functions, including, but not limited to,  
23 long-range planning, coaching, and facilitation, rather than limiting  
24 the role of the manager to that of an enforcer;

25 (f) Demonstrate a commitment to ongoing training of all workers,  
26 including front-line staff;

27 (g) Implement a flexible benefits program and innovative  
28 compensation schemes, including, but not limited to, profit-sharing,  
29 gain-sharing, skill-based pay, and pay-for-performance systems;

30 (h) Demonstrate a commitment to a safe and healthful workplace;

31 (i) Solicit suggestions from customers and suppliers for designing  
32 and developing products and services; and

33 (j) Demonstrate a commitment to delivering a greater variety of  
34 high quality products at lower cost through manufacturing innovations  
35 such as concurrent engineering, flexible manufacturing, and just-in-  
36 time production.

1 (2) The task force shall be composed of the following members: The  
2 executive director of the commission for efficiency and accountability  
3 in government or his or her designee, who shall serve as chair; the  
4 governor or the governor's designee; the director of the department of  
5 general administration or his or her designee; a representative from  
6 each caucus of the house of representatives to be appointed by the  
7 speaker of the house of representatives; a representative from each  
8 caucus of the senate to be appointed by the president of the senate; a  
9 representative from a major state-wide public employee union; two  
10 representatives from major state-wide private sector unions; three  
11 representatives from a major state-wide business organization that  
12 represents a cross section of private sector industry; and two  
13 representatives from the general public."

14 **2SSB 5468** - S AMD  
15 By Senator Erwin

16 WITHDRAWN 2/15/94

17 On page 4, beginning on line 13, strike all of section 4 and insert  
18 the following:

19 "NEW SECTION. **Sec. 4.** This act shall take effect July 1, 1994."

20 **2SSB 5468** - S AMD  
21 By Senator Erwin

22 WITHDRAWN 2/15/94

23 On page 1, beginning on line 2 of the title, after "43 RCW;" strike  
24 the remainder of the title and insert "and providing an effective  
25 date."

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