

psychiatric counseling. But the kind of tragedies that are occurring to our children are just that, they are tragedies.

I had a chance to talk to John Walsh. One of the things that was most frightening to me was the fact in 35 States you have to have a license to sell real estate, you have to have a license to sell mortgages, you have to have a license to be a hairdresser. Yet in over 35 States, you can be in child care without any background checks or verifications.

Tragedies are occurring to our children in the most private of settings, in child care and other things. This is not to malign the child care industry, believe me, it is not at all. But the fact remains that our children are in deep jeopardy. If this is truly a spirit of thanksgiving and holiday renewal and Christmas spirit, then we must turn to the children in our communities and figure out a way, not necessarily by government action only, but by community spirit, that we reach out and save those lost young souls who are at the mercy of some very, very sick individuals.

It is also important at this time that we all accept responsibility for our actions. It is about time that we stop trying to place the blame on other people. Oftentimes, in fact there was a killing of five young people in Gainesville, and the person who went before the judge said, "I was abused as a child so you should let me off of these charges. I know I killed five people, but it was due to the torment that my father provided me as a youngster that I committed this heinous crime." Far too often people are looking to blame others in society. "It is something else. It is something I watched on TV. It is a movie I saw." People have to accept responsibility for their actions. We in government have to.

I also want to suggest that none of us take any pride or pleasure in the closing of Government. Some suggest that the freshmen are gleefully celebrating the fact that the Government shut down and that is the way it should be. We grieve for those Federal employees that are wondering what is happening to their job.

The gentlewoman from Maryland, Mrs. MORELLA, the gentlemen from Virginia, Mr. DAVIS and Mr. WOLF, and others, are very critically concerned with the work force in this Capital, and so are the entirety of the Congress. We are not looking to make anybody's holidays miserable. We are not looking to keep people out of work, but some of us feel honor-bound to the commitment to balance the budget. We are anxious to work with the President. We are anxious to encourage the Speaker of the House to move forward with deliberation and discussion with the White House. There is not one person that sits in a back room and chuckles at the thought that Federal employees are not working and we are doing it in a malicious fashion.

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Illinois [Mr. RUSH] is recognized for 5 minutes.

[Mr. RUSH addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

#### EARLY RETIREMENT INCENTIVE ACT AND STRATEGIC AND REEMPLOYMENT TRAINING ACT

The SPEAKER pro tempore. Under a previous order of the House, the gentlewoman from Maryland [Mrs. MORELLA] is recognized for 5 minutes.

Mrs. MORELLA. Mr. Speaker, in light of the streamlining goals of the administration and the additional budget cuts proposed by this Congress, Federal workers are bracing themselves for difficult times. I recently read in the Washington Post that one out of every four Federal workers believes that budget cuts will affect him/her.

In the Washington area alone, studies have indicated that over 60,000 Federal jobs will be lost over the next 5 years. And the simple truth is that retirement and attrition will not help Congress and the administration reach the goal of 272,000 job cuts mandated by the Workforce Restructuring Act of 1994. RIF's will be needed. This fact further increases the anxiety of Federal workers, reduces agency productivity, and sends a chilling message to local economies with a strong Federal workforce base.

Today, I am introducing two bills that will help offset the negative effects of RIF's and restructuring. These bills will provide executives and managers with humane options for streamlining the workforce and assisting displaced employees, while controlling the disruption in agencies and assuring that they can continue to meet their missions.

I am a firm believer that loyalty must be repaid with loyalty. The Federal work force has provided outstanding service to the Nation. They have helped build, protect and preserve this land, and now this workforce needs Congress' help. It is time take on this responsibility and devise strategies that will help them through this tough period.

I believe the strategies must center around two fundamental concepts: First, creating incentives for retirement, and Second, retraining displaced workers for jobs in the private sector.

#### THE 2-PERCENT SOLUTION

As a member of the Civil Service Subcommittee, I have sat through a number of hearings where the 2-percent penalty associated with early retirement has been called a deterrent to early-out initiatives. Clearly, a waiver of the 2-percent penalty would cause a significant number of individuals to leave the workforce, but it would also have tremendous financial implications for the government.

The bill that I will introduce will bridge these two concerns by redefining the "2-percent" penalty. The bill would reduce the penalty for federal retirees by 2 percent for each birthday celebrated toward age 55. The end result would be that the individuals would be entitled to the annuity they would have received had they been age 55 when they retired.

For example, an employee who is 48 years old with 25 years of Federal service will suffer a 14-percent penalty under the current law. Under my bill, when this retiree reached age 49, the penalty would be reduced to 12 percent; when the retiree reached age 50, the penalty would be reduced to 10 percent. This would continue until the retiree reached age 55.

To assure that this is a cost-effective measure, agencies would establish a 90-day period to offer this incentive to employees. The agencies also would not be allowed to fill positions vacated by employees. This would reduce salary and other related expenses.

In addition, employees who receive buyouts under the "Federal Workforce Restructuring Act" or under the proposed, "Federal Employee Separation Incentive and Reemployment Act" could not participate in this program.

#### REEMPLOYMENT TRAINING

In a report entitled, "Improving Transition Assistance for Federal Employees Affected by Downsizing," OPM found " \* \* \* that placement of RIF-ed workers within the Government will not be a realistic option for many employees affected by downsizing." It goes on to say that " \* \* \* any new program to help displaced workers find jobs must logically focus on private sector as well as public sector opportunities."

I, too, believe that the partnerships must be forged with the private sector to assure that displaced workers are successfully placed. Part of this partnership will hinge on our ability to retrain Federal employees for private sector jobs.

In a study prepared by the Greater Washington Research Center for the Greater Washington Board of Trade, it concluded that the private sector—Washington area—is projected to add 322,500 jobs during the 1995-99 period.

However, many of these jobs will require strong technical and computer skills. The potential exists for skill mismatches between the Federal workers who lose their jobs and the skill requirements of jobs created in the private sector.

My bill, which I call the Strategic and Reemployment Act of 1995 will amend the current law governing employee training to allow the head of an agency to pay for retraining for placement outside of Government. This simple, but very important change to the law will help Federal agencies be more proactive in the retraining of their employees and assure their retraining and downsizing objectives are in concert with their strategic plan and mission.

In most cases, the Federal agency is in the best position to assess the skills of their workers and arrange reemployment training and outplacement assistance.

Mr. Speaker, I feel these bills make an important statement to the Federal workforce—this Congress appreciates their hard work and dedication in serving this country, and during this time of downsizing, we are committed to assuring that there is stability in their lives too.

#### WHAT HAVE THE GINGRICH REPUBLICANS DONE FOR AMERICA?

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Missouri [Mr. VOLKMER] is recognized for 5 minutes.

Mr. VOLKMER. Mr. Speaker, as this year comes to a close the American people should be aware of some facts about the new GINGRICH-controlled mean-spirited radical Republican Congress. The list of achievements of this Congress will go down in history as the worst since the beginning of this country. What have the Gingrich Republicans done for America? Well for one they have closed down the Government twice. No other Congress ever achieved that. They have threatened senior citizens with reductions in their health care. No other Congress has ever done that. They have offered the most wealthy in this country a huge tax break while raising taxes of poor working Americans. No other Congress has ever done that. They have removed the word compromise from Government. No other Congress has ever done that. They have threatened to turn back environmental gains over the last 20 years. No other Congress has ever done that. They have cut school lunches and food for the poor. No other Congress has ever done that. And finally, they have called themselves the family-friendly Congress while putting hundreds of thousands of Federal workers on furlough at Christmas time. No other Congress has ever done that. What a sad record of achievement, but certainly one no other Congress has ever had.

Mr. Speaker, people who knowingly break rules are cheaters. People who write the rules and then blatantly break them for their own benefit are even worse. The new Gingrich House passed new rules for this House last January which limited committee membership to two committees, and four subcommittees. Every Democrat in this House is abiding by those rules. How about the majority. Twenty-nine members of the majority are serving on more than four subcommittees. Nineteen Republicans are serving on more than two full committees. You wrote the rules and all year you have blatantly broken the rules. Perhaps this Christmas Eve you can go home to your families and instead of reading the "Night Before Christmas" you can instead tell your children how breaking

rules for their own benefit is good. Be sure and tell them that rules are for everyone else not them. Nearly 30 percent of the new Republican Members that came here in January are violating the rules, they pushed for. So much for honesty and fairness in the House of Representatives as controlled by the Gingrich radical Republicans.

□ 1815

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Pennsylvania [Mr. ENGLISH] is recognized for 5 minutes.

[Mr. ENGLISH of Pennsylvania addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from New York [Mrs. MALONEY] is recognized for 5 minutes.

[Mrs. MALONEY addressed the House. Her remarks will appear hereafter in the Extensions of Remarks.]

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from California [Mr. KIM] is recognized for 5 minutes.

[Mr. KIM addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

#### PROPOSED RULE CHANGE ON BOOK ROYALTIES

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Connecticut [Ms. DELAURO] is recognized for 5 minutes.

Ms. DELAURO. Mr. Speaker, last week the bipartisan House Committee on Standards of Official Conduct unanimously passed a resolution in response to a complaint involving Speaker GINGRICH'S \$4.5 million book deal with Harper Collins. Together, five Republicans and five Democrats agreed that the Speaker's book deal gave the appearance of capitalizing on public office. The committee has proposed changing the rules of this House to avoid any future allegations of Members cashing in on public office in this manner.

The rule change would limit outside royalty income to \$20,400 a year, and the Committee on Standards of Official Conduct promised that that proposal would come up on to the floor before Christmas. I might add that the \$20,400 is the amount of outside earned income that Members cannot earn from a variety of different kinds of professions that they might be in.

The only exception has been the book royalty exemption, and what this resolution is about is to try to close that loophole which was heightened by the fact that the Speaker was in the process of a \$4.5 million book deal with Harper Collins last year.

The Committee on Standards of Official Conduct is charged with establish-

ing the bounds of acceptable behavior for Members of this institution. That bipartisan committee has made a unanimous decision that accepting millions of dollars of outside income in the form of book royalties is beyond the bounds of acceptable behavior. I might add that after weeks and weeks of delay in this effort of bringing this resolution to the floor, that I understand from the colloquy that was held on the floor to-night with the majority leader, that in fact the resolution will come up tomorrow, and I applaud that decision. There had been a fair amount of stonewalling on this issue, despite the work of the Committee on Standards of Official Conduct and the work of the chairperson of the Committee on Standards of Official Conduct.

It is time to allow this Committee on Standards of Official Conduct to do its job. Bring this rule change to the floor of the House for a vote, and I know that I will follow the recommendations of the Committee on Standards of Official Conduct members, and I suspect that most Members of this House, of the people's House, will follow the lead of Committee on Standards of Official Conduct members.

My hope is that that resolution will be on the floor tomorrow morning before we depart here for the holidays. We must deal with this issue; we must remove any cloud or anything that puts into question whether or not a Member is using his or her office for personal gain. That is not why people in our districts give us the faith and trust that they do to come here and vote on their behalf. Our time, our effort, has to be focused on their interests, what their concerns are in their lives. That is why we hold these offices.

So I am pleased that this will come up tomorrow. We do not need any more delays. Finally, I do believe that the majority of this house will vote and follow the lead of the Committee on Standards of Official Conduct members.

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Florida [Mr. MICA] is recognized for 5 minutes.

[Mr. MICA addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

#### ONE TRAGEDY AFTER ANOTHER

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Colorado [Mrs. SCHROEDER] is recognized for 5 minutes.

Mrs. SCHROEDER. Mr. Speaker, I awakened this morning, as many Americans did, absolutely riveted and saddened by hearing about the great airline tragedy that had happened in Colombia. I think every one of us identifies with that and thinks of what a horror this is during the holiday period, and we all send great condolences to the families. There is just nothing anyone can say.