

## TRIBUTE TO FRED JAEGER

## HON. DAVE CAMP

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

*Thursday, June 6, 1996*

Mr. CAMP. Mr. Speaker, it is with great pleasure that I rise today to honor an outstanding individual on his retirement from 28 years of outstanding service to the community of Morley, MI. Mr. Fred Jaeger has served the students for over 25 years as a teacher, athletic instructor, director, confidant, and friend to the many people whose lives he touched.

During his career, he taught both math and science in both the high school and junior high school. He was a class sponsor for 9 years. He directed class plays for 3 years, timed football games for 18 years, announced at basketball games for 8 years, and performed in 13 country music shows.

Fred has enjoyed quite a coaching career. He coached grade school boys basketball for 6 years, junior high school boys basketball 3 years, junior high school girls basketball 8 years, and assisted boys track 5 years.

Then Fred found his niche with the girls track team. In 18 years of coaching girls track, Fred's teams won seven league championships and four regional championships. Twice his girls finished third in the State in class C. In dual meet competition his teams won 118 meets, while losing only 31. He was twice named Coach of the Year by the Michigan Interscholastic Track Coaches Association. In 1990, he began the Cross Country Program at Morley Stanwood and in 6 years, his girls have won two league championships. He was named regional Cross Country Coach of the Year in 1994.

It is work such as Fred Jaeger's that inspires us all to achieve the best we can, and to promote these qualities in others. Mr. Speaker, I know you will join my colleagues and I in honoring the work of Mr. Jaeger and the legacy of service and commitment he has left for us all.

## A TRIBUTE TO P. KIRK PANDELIDIS, M.D.

## HON. WILLIAM F. GOODLING

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, June 6, 1996*

Mr. GOODLING. Mr. Speaker, I recently attended a celebration marking the retirement of Dr. P. Kirk Pandelidis. His life is one of those immigrant success stories that make America great. I would like to share his achievements with my colleagues.

P. Kirk Pandelidis, M.D. has been a dedicated member of the medical community of York County, PA for over 30 years. But his story begins in Athens, Greece where he was born and lived for 28 years. Dr. Pandelidis received his secondary and undergraduate education in Athens. In addition, in 1952, he received his doctorate in medicine at the University of Athens. He faithfully served in the Army of his native country from 1952 to 1955 in the capacity of lieutenant of the Medical Corps.

In 1955, after his military service, Dr. Pandelidis moved to the United States as an intern of the Touro Infirmary in New Orleans,

LA. After two residencies in Massachusetts and Connecticut, he came to Philadelphia where he served as a resident at the Jefferson Medical College and Hospital. Here he became a licensed doctor in the Commonwealth of Pennsylvania. In 1962 Dr. Pandelidis moved to York County where he served as a psychiatrist with honor and distinction for over 30 years.

Dr. Pandelidis is a highly respected leader in his field. In his impressive career, he served as medical director of the York County Mental Health Center and chairman of the Department of Psychiatry at York Hospital. He also published numerous studies and served as president of the York County Medical Society and the Central Pennsylvania Psychiatric Society.

In addition to being a devoted husband and father, Dr. Pandelidis is highly regarded for his leadership and service to the community. He was president of the board of the Greek Orthodox church and was involved in the Chamber of Commerce, the Rotary Club, and the Historical Society of York.

I am proud to have the opportunity to honor Dr. Pandelidis' distinguished service in medicine and the community of York. For all he has done, I ask that you join me, Mr. Speaker, in recognizing my constituent Dr. P. Kirk Pandelidis.

## HONORING PRESIDENT HUNTER RAWLINGS OF CORNELL UNIVERSITY

## HON. MAURICE D. HINCHEY

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Thursday, June 6, 1996*

Mr. HINCHEY. Mr. Speaker, I would like to take a minute to recognize the visit to Washington of the new president of Cornell University, Hunter Rawlings, and his wife, Elizabeth. President Rawlings succeeded Frank H.T. Rhodes in 1995 to become the 10th president of Cornell University, located in Ithaca, NY.

President Rawlings was formerly the president of the University of Iowa and held many positions at the University of Colorado at Boulder in addition to serving on many professional boards and associations. He is already a well-known figure to Cornell students, especially since he stands 6'7" tall, and brings an extraordinary record of accomplishments to Cornell.

On June 15, the president will attend a picnic in his honor hosted by the Cornell Club of Washington at the home of Mr. and Mrs. Austin Kiplinger. I am glad to see that President Rawlings is interested in meeting Washingtonians and look forward to continuing close links between the university, its president, our own Washington institutions, and the high-level research functions of the Federal Government. I wish him well in his tenure as Cornell's president.

## FATHER HEINDL CELEBRATES 60 YEARS OF MINISTRY

## HON. LOUISE MCINTOSH SLAUGHTER

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Thursday, June 6, 1996*

Ms. SLAUGHTER. Mr. Speaker, I rise today to honor Father Elmer William Joseph Heindl as he celebrates 60 years of ministry. Father Heindl is a remarkable man of faith who has devoted his entire life to the service of God and his parishioners.

Father Heindl began his career as a priest in 1936. Shortly after he responded to the calling from God, he dutifully responded to the calling of our country by serving as an army chaplain in World War II to comfort and care for our troops. He came home after 7 years of service as the most decorated chaplain to serve in World War II. His dedication to veterans is exemplified by his continued service as chaplain to several veterans groups both in the Rochester area and across the country.

Upon his return from World War II, Father Heindl served in a number of parishes in upstate New York until his retirement in 1980. Well into his retirement, Father Heindl remains active in the parish of Saint Charles Borromeo in Rochester, NY. He spends a great deal of time visiting with the children in Saint Charles Borromeo School. In 1994 Heindl House was dedicated on the Saint Charles property as the home for the Saint Charles preschool program and the site of the Saint Charles before school after school day care program.

Father Heindl is to be commended for his selfless dedication to all of his parishioners throughout his 60 years of ministry. The Rochester community is proud of him and honored that he chooses to spend his time working in the Saint Charles Borromeo Church. I believe Father Heindl and his lifetime commitment to the spiritual fulfillment of others warrants the recognition of all of my colleagues as well.

## ISSUES FACING THE POSTAL SERVICE

## HON. JOHN M. MCHUGH

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Thursday, June 6, 1996*

Mr. MCHUGH. Mr. Speaker, on Monday, May 20, 1996, a column in the Washington Post discussed many of the issues facing the Postal Service today.

This guest column was written by David Ginsburg, a member of the former Kappel Commission on postal organization; Murray Comarow, its executive director and later the senior assistant postmaster general; Robert L. Hardesty, a former chairman of the Postal Service Board of Governors; and David F. Harris, former secretary of the Postal Service Board of Governors as well as the Postal Rate Commission.

While, as Chairman of the Subcommittee on the Postal Service, I do not embrace their conclusions that yet another commission is the appropriate vehicle at this time to address postal reform, I believe their column is an excellent summary of the issues surrounding the need for postal reform today. It will be helpful for anyone wishing to educate themselves on the challenges facing the Postal Service.

## DELIVERY FOR THE POSTAL SERVICE

The U.S. Postal Service is in deep trouble. It is losing market share to competitors in five out of its six product lines: packages, international mail, correspondence/transactions, expedited mail and publications. The only market share growth has been in advertising mail. By the end of this century, the Postal Service estimates that a third of its customers will have stopped using the mail to pay their bills.

And the intensity of the technological assault increases daily. Faxes, e-mail and expanding use of 800 numbers are cutting into postal markets at a rising rate. Already, more Americans order merchandise through 800 numbers than through the Postal Service.

In 1994 electronic messages grew 122 percent. Add to that the growth of alternative delivery networks and the loss of catalogue business to competitors such as UPS and FedEx. These challenges will not go away; they will increase.

To make matters worse, the money the Postal Service has invested in modernization has had little impact on productivity. Twenty-eight years ago, 83 percent of the Postal Service's total budget went to wages and benefits. Today, after the expenditure of billions of dollars for automation, there has been a substantial increase in the number of employees. Labor costs are still 82 percent of the budget. It costs more to process a piece of mail today than in 1991.

To stay alive the Postal Service may have no choice but to cut back on service and close thousands of facilities. This in turn could lead to further losses, as dissatisfaction mounts. The American people may well be left with a postal service that has nearly a million employees and yet whose only significant function is to deliver advertising mail and greeting cards.

What's to be done?

Bear in mind that the U.S. Postal Service is an arm of the government. It has been called "quasi-government" and sometimes "quasi-private," but it is not "quasi" anything. It is a 100 percent federal government entity to which Congress has granted limited independence and certain powers, such as collective bargaining and the right to use the money it collects. And even while Congress gave the Postal Service its "independence" a quarter of a century ago and transformed it into a "businesslike," self-sustaining government corporation, it interposed a number of obstacles that would make it impossible even for a team of the best business executives in the country to run the Postal Service efficiently. Among these constraints:

## THE POSTAL RATE COMMISSION (PRC)

Headed by five commissioners appointed by the president, it is the only government agency whose primary job it is to set rates on prices for another government entity. Thus pricing authority is divorced from management responsibility and also, substantially, from market considerations. Not only is the Postal Service not free to set prices for its services—without PRC approval it cannot even determine what services it will offer.

When a business determines that it needs to raise its prices, it is free to do so immediately—before it starts losing money. With the Postal Service, it takes about five to six months to prepare its rate case; the PRC then has 10 months in which to issue a recommended decision.

## BINDING ARBITRATION AND LABOR RELATIONS

The U.S. General Accounting Office (GAO) calculates that the Postal Service has 860,625 employees. Of these, the Postal Service bargains over the wages and benefits of 760,899,

represented by four unions. If there's an impasse, the law mandates binding arbitration. The consequence? Of the 32 cents you pay for a first-class stamp, 26 cents is paid to postal employees. The rest goes for post offices, vehicles, automated equipment, etc.

In arbitration, one person with no responsibility for the consequences decides how much should be paid to clerks, carriers and others, as well as their health benefits and their grievance rights. In effect, the arbitrator determines how much you pay for stamps.

Another labor issue turns on that phrase in the statute that speaks of compensation for postal employees "comparable to . . . compensation paid in the private sector." This was clearly intended to refer to compensation for similar work. Yet the postmaster general in 1971, pressed by mailers who feared an unlawful strike, agreed to interpret the phrase to mean comparable to wages in other highly unionized industries unrelated to the sorting and delivery of mail. That interpretation, plus concessions on COLAs, layoffs and part-timers, laid a foundation for subsequent arbitrators' awards resulting in today's average pay for clerks and carriers of more than \$45,000 a year including fringe benefits. Most private-sector employees doing similar work make far less.

Grievance procedures are further barriers to efficiency. Any union employee dissatisfied with his wages, hours or other aspects of his job, may initiate a complex 14-step procedure. The GAO reported that in 1993, 51,827 such grievances were appealed beyond local management-union levels. By 1995 that number was up to 73,300.

## LEGISLATIVE CONTROLS

The law requires a complex and lengthy procedure before the Postal Service can close a small, inefficient post office. William J. Henderson, the Postal Service's chief operating officer, estimates that 26,000 small post offices cost more than \$4 for every dollar they take in, and asserts that other ways are available to provide better service. We certainly do not suggest that all these 26,000 post offices should be closed, but in clear cases, postal managers should be able to move decisively.

There is also congressional resistance when postal management undertakes money-making activities. This is especially true with respect to competitive activities and experimental rates. Postal Rate Commission approval, even for experimental rates, can take months. Most business mailers support the concept of a postal service with more freedom to set rates and introduce new products and services. Some believe it should be allowed to make a profit, to negotiate prices, to innovate and to reward customers who prepare the mail efficiently.

Congress has also disregarded its own mandate for an efficient, self-supporting postal service by using it as a "cash cow," milking it over the years for \$8.3 billion for deficit reduction a disguised tax on postal customers.

Why can't these obstacles be removed by legislative action? Some could if there were a consensus among the mailers' groups and labor—and in Congress. But experience has shown, as Sen. Ted Stevens, chairman of the Postal Affairs Committee acknowledged, that these groups are too diverse to develop such a consensus.

And even if a partial legislative solution were possible, it would be only patchwork. It wouldn't speak to the future of the Postal Service and its ability to master change. Only a nonpartisan, blue-ribbon commission, free of administrative and other constraints, is capable of doing all that now needs to be done.

There is precedent for just such a commission. In 1967, in the wake of a massive mail

stoppage in Chicago, President Lyndon B. Johnson appointed a Commission on Postal Organization (headed by Frederick R. Kappel, then board chairman of AT&T) to look at the post office. In June of 1968, the commission announced its finding that "the procedures for administering the ordinary executive departments of Government are inappropriate for the Post Office."

The Kappel Commission recommended that the Postal Service be turned into a self-supporting government corporation; that patronage control of all top jobs, all postmaster appointments and thousands of other positions, be eliminated; that postal rates be set independently of Congress; and that the postmaster general be named by a presidentially appointed board of governors, which would also become the Postal Service's policy-making arm.

The commission's proposal formed the basis of the Postal Reorganization Act of 1970. Despite flaws, that act saved the Postal Service from disaster—at least for a while.

Now the time has come for another commission. To be credible, it should be made up primarily of leaders of business, finance and labor with no special connection to postal matters. Among the basic questions it needs to consider:

Should universal service, whether or not at uniform prices, be required by law?

Should any part or all of the Postal Service be spun off to the private sector?

Should the postal monopoly on letters (and some advertising mail) be rescinded or modified?

What is to be done about binding arbitration, postal unions' right to strike, the comparable pay provision, work rules and grievance procedures?

How do we speed up and simplify the rate-making process?

Should private deliverers have access to residential mailboxes? (At present they do not.)

Should nonprofit organizations, ranging from local charities to the AARP, continue to pay less than other postal customers?

Should the Postal Service be permitted to bid against private companies for major contracts? (It was precluded from bidding for the governmentwide contract for expedited delivery that was awarded to FedEx.)

Is a part-time board of governors still an appropriate body to direct the Postal Service?

These and other matters the commission will deal with are controversial and do not lend themselves to quick legislative solutions or patchwork solutions. The sooner a first-rate nonpartisan commission gets to work on them the better. Time is running out on the U.S. Postal Service.

MISS WENDY GUEY

HON. E. CLAY SHAW, JR.

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 6, 1996

Mr. SHAW. Mr. Speaker, I rise today to recognize an extraordinary seventh grader who has achieved an amazing goal. Miss Wendy Guey, of Palm Beach Gardens, has captured the eye of America and the championship title of the 69th Annual National Spelling Bee.

It is wonderful to see how pure determination is still alive in our society. Wendy has been striving toward winning the national spelling bee for many years; however, the time was not right. Instead of being discouraged, Wendy persevered to finally reach the