

vulnerable to acts of terrorism, both domestic and international as was tragically illustrated by the bombings that occurred in Oklahoma City last year, and Saudi Arabia earlier this week.

On June 28, 1995, immediately following the Oklahoma City bombing, President Clinton issued a memorandum directing the General Services Administration [GSA] to upgrade all Federal facilities with minimum security standards outlined in a Department of Justice study entitled "Vulnerability Assessment of Federal Facilities." One of the minimum security standards highlighted in the study is the retrofitting of security window film in all Federal facilities. I remember all too well, as I am sure we all do, the horrible pictures and film clips on the evening news of the victims in the bombing bloodied by the shards of glass that were propelled like bullets toward them when the windows of the building were blown out by the blast. Even more devastating were the images of the babies and small children in the Federal day care facility who were severely injured and killed by the impact of the explosion.

This technology will help us to avoid additional injuries or deaths in the future. Almost all of our Embassies, both here and abroad utilize security window film. The White House has it, the Pentagon has it, FEMA has it, and many of the museums in the Smithsonian have it. I concur with the President that before another tragedy occurs, all Government buildings should have it.

It is my hope that we may move forward with improving the safety of our Federal workers who are disproportionately at risk of being victim to a terrorist act. I am aware that the GSA commissioned a study regarding the effectiveness of security window film and that the Department of Justice, Department of State and the Department of the Army have already conducted research that supported the use of window film for the purposes outlined in the President's memorandum. I urge GSA to promptly develop and implement a plan and budget for the upgrade of Federal facilities. The safety of our Government workers and their children hang in the balance.

100TH ANNIVERSARY OF EMMANUEL BAPTIST CHURCH

HON. JOHN P. MURTHA

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mr. MURTHA. Mr. Speaker, I would like to take this opportunity before my fellow Members of the House of Representatives to congratulate the pastor and congregation of the Emmanuel Baptist Church as it celebrates its 100th anniversary on July 5 through July 7, 1996. This small but high-impact community institution deserves national recognition for its century of dedication to the simple but essential American values of faith, family and community.

Throughout the years as Johnstown has endured hardship and tragedy of various types, from floods to the Great Depression, the Nation's wars, as well as more recent economic hard times and crippling unemployment, the Emmanuel Baptist Church has been a source of support and sustenance, spiritually and otherwise, to generations.

Emmanuel Baptist was organized on July 15, 1896 in the Grand Army of the Republic Hall in downtown Johnstown, PA.

For 10 years, the congregation met in the Hall until a new church was built on Poplar Street. In 1959, the church relocated to its present site at 425 Luther Road in Richland Township. The congregation has been served by one pastor, the Reverend Ray Streets, Sr., for the past 42 years. His son, the Reverend Ray Streets, Jr., currently serves with him as associate pastor.

The church teaches 19 Sunday School classes, of which 5 are for adults. It also provides other educational programs for children. One is for kids ages 3 through 12, and another, Impact Ministry, is geared toward junior- and senior-high students and encompasses such activities as drama, music and gymnastics. I congratulate church members Chris Taylor, Pam and Jeff Weaver, and Bill Kagey for their dedication to these programs and to the children of their community.

Several members of the Emmanuel Baptist church also serve as full-time missionaries. Yet another vital community service provided by the church is its Elijah's Pantry. Run by members Rita and John Marsden, it ministers to needy families.

I am honored to know many of the members of this congregation, and to be able to congratulate Emmanuel Baptist Church on this day. May the church grow and prosper for another 100 years.

AMERICAN MUSEUM OF NATURAL HISTORY DESERVES FEDERAL SUPPORT

HON. EDOLPHUS TOWNS

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mr. TOWNS. Mr. Speaker, I am concerned about yesterday's decision during consideration of the VA-HUD independent agencies appropriations bill for fiscal year 1997 to remove funding for the National Center for Science Literacy, Education, and Technology at the American Museum of Natural History in New York.

With more than 200 professional scientists and unbeatable resources and capabilities, the museum is positioned to provide the highest level of return on our country's investment in NASA's mission to planet Earth, in translating and extending scientific findings to the general public. This project is not local but national in scope. The museum and its Hayden Planetarium interact with more than 3 million visitors annually from every State in the country. It already welcomes more than 500,000 children each year and its laudable goal is to reach schools and families throughout the Nation using the most advanced 21st century technology.

There is little doubt that we must do a better job to ensure that our children have the highest available level of scientific understanding as it relates to our own planet. This project will do precisely that.

Mr. Speaker, we will still have an opportunity to restore the funds in the House-Senate conference on this bill. And, I would urge the House conferees to support a \$13 million investment by the Federal Government in this

\$135 million center, which has already raised more than \$70 million from a number of host State, host city, and private sources.

CROATIA CELEBRATES ANTI-FASCIST STRUGGLE COMMEMORATION DAY

HON. GEORGE P. RADANOVICH

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mr. RADANOVICH. Mr. Speaker, just last Saturday on June 22, Croatia celebrated its participation in the World War II antifascist movement. The Anti-Fascist Struggle Commemoration Day, a national holiday in Croatia, has been a tremendous success and courageous recognition of that ever-important victory over international tyranny some 50 years ago. I would like to formally recognize this event here in the United States House of Representatives, and commend Croatia for her gracious and dedicated efforts to securing and preserving world peace.

THE ANTI-FASCIST MOVEMENT IN CROATIA

Every June 22nd since independence, Croatia has celebrated its participation in the World War II anti-fascist movement. The national holiday, Anti-Fascist Struggle Commemoration Day, marks the day on which in 1941 Vlado Janic led forty Croatian anti-fascists from the town of Sisak to fight against fascism, marking the beginning of the anti-fascist struggle in Croatia.

The President of Croatia, Dr. Franjo Tudjman, one of the few European statesmen who is a veteran of the World War II anti-fascist movement, has said on many occasions that the anti-fascist struggle greatly contributed to establishing the foundations of a modern, democratic Croatia.

The following factors should be considered when examining Croatia's role in the anti-fascist struggle:

The Croatian anti-fascist movement was among the strongest, not only in former Yugoslavia, but also Europe:

Croatian resistance forces, as part of the democratic coalition of anti-fascist powers, participated in the victory over fascism;

Croatians led the Croatian and South Slav-ic antifascist movement;

The resistance led to the creation of the Federal State of Croatia by ZAVNOH (Anti-Fascist Council of National Liberation of Croatia), constitutional foundations of federalism, and the constitutional and legal basis for Croatians independence today; and

The guiding principles of the anti-fascist movement form an integral part of the preamble of the Croatian Constitution.

Croatia takes pride in the fact that one of the first organized resistance units occupied Europe was Croatian. The Sisak resistance unit engaged in several diversions on the Zagreb-Belgrade railway, and by mid-September of 1941 had grown to 77 fighters. By the end of 1941, 7,000 Croatian anti-fascists had joined the armed partisan movement, rising to 25,000 a year later, and to 100,000 following the capitulation of Italy. By the end of the Second World War the number reached 150,000. The overall number of Croatian citizens that participated in the anti-fascist struggle is estimated at 471,836, of which two-thirds were Croats.

Last year, to mark the fiftieth anniversary of the victory of the anti-fascist coalition in Europe, the Croatian Parliament published a report that records the history of the anti-fascist movement in Croatia from the 1920s onwards.

The recognition of Croatia's participation in the anti-fascist movement is one of the pillars of a strategy aimed at national reconciliation. Towards this end, President Tudjman laid a wreath at the memorial site in Jasenovac on June 15, 1996 to pay homage to the victims at the Jasenovac camp, a camp which has come to symbolize the evils of fascism and communism. President Tudjman said: "I have laid the wreath as Croatia's President in memory of all victims of Jasenovac; for the victims of fascism and the NDH (Independent State of Croatia), but also for those who were executed by the communist regime".

CIVIL RIGHTS PROCEDURES PROTECTION ACT

HON. PATRICIA SCHROEDER

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mrs. SCHROEDER. Mr. Speaker, today I and my colleague, Representative MARKEY, are introducing the Civil Rights Procedures Protection Act, which reasserts the rights of employees to take their employers to court for unlawful discrimination.

This legislation would prevent employers from requiring employees to check their rights as American citizens at the front door and agree to submit, sometimes unknowingly, to binding mandatory arbitration as a term or condition of hiring, continued employment, or promotion.

What started as a practice mainly in the securities industry has now spread to a significant number of Fortune 500 companies. The General Accounting Office estimates that in 5 years, over half of all employees in the United States may be bound by mandatory arbitration contracts.

Mandatory arbitration forces employees to choose between their employment and their civil and constitutional rights, such as trial by jury and due process. Employees are forced to submit to arbitration boards that are often set up in a discriminatory fashion. For example, in the securities industry, boards are handpicked by the executives from the industry, who choose from a pool dominated by their peers. They are hardly neutral. Employees also face difficulties in obtaining injunctions, bringing class action suits, and conducting meaningful pretrial factfinding because employers hold most files and information.

My bill would amend seven Federal civil rights and workplace fairness statutes to make it clear that the powers and procedures available under those laws are the exclusive ones that apply to a claim that arises. It does not condemn alternative dispute resolution; it makes it clear that an employee can voluntarily choose to submit a case to arbitration after the claim arises.

Since my first introduction of this bill, a number of women have brought stories to my attention about their own dealings with mandatory arbitration, which highlight the need for change. One such case involved a woman who attempted to bring a charge of age discrimination. She had worked at a clerical position with a company for 13 years and was 58 years of age when her job was terminated. She applied for another job within the company for which she was well-qualified. The job went to a younger woman who had been with

the company for only 3 years and had no training or experience. She initiated a complaint under the company's internal appeals process. After enduring three rounds of appeals, the woman was dissatisfied with what she felt were the appeal boards inaccurate and inconsistent conclusions. But she cannot seek appeal outside of the company because she signed a waiver, revoking her right to trial by jury.

Mr. Speaker, when voluntary, arbitration and mediation can be an efficient and effective method of resolving differences and reducing the courtloads of civil and criminal courts. But the key word is voluntary. No one should be forced to choose between their job and their civil rights. This bill restores integrity to employee-employer relationships.

LEGISLATIVE PAY EQUITY STUDY

HON. CONSTANCE A. MORELLA

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mrs. MORELLA. Mr. Speaker, as cochair of the Congressional Caucus for Women's Issues, I am introducing legislation to institute a Legislative Pay Equity Study. As part of the Economic Equity Act, this bill will be one of a package of bills to promote economic equity for women to be introduced by the Caucus in July.

Fifty years have passed since women were found to earn 65 percent of men's wages in 1946. Neither time nor legislation was dramatically improved this inequity: In 1991, women were still found to earn 70 cents for every dollar men earned. During the nearly five decades that passed between those two studies, many women have moved into traditionally male-dominated professions in the work force. Yet their salaries remain significantly lower than those of men—even though women often do the same work as their male counterparts.

The Equal Pay Act was passed in 1963 in order to prevent just such discrimination toward women. Calling for equal pay for equal work, this law made it illegal for women to earn less than men for the same labor. Unfortunately, pay inequity persists. One reason is that women often do different work than men, making it possible for employers to pay unequal salaries for theoretically unequal work. Even the 1964 Civil Rights Act, which promised to end discrimination based on gender, race, or ethnicity, failed to bring an end to wage discrimination. It is evident that our laws have not achieved equality in the work force.

I am introducing this bill today in order to end wage discrimination within the legislative branch and to better understand why women remain consistently underpaid in comparison to men. With this information, recommendations could be made as to how workers within the legislative branch could be more equitably paid. This bill is identical to the legislation introduced in earlier Congresses by Senator OLYMPIA SNOWE.

My proposed legislation would create a bipartisan commission to determine if the salaries of the employees of the legislative branch correspond to the actual work they do. Having studied the compensation within and between job classifications as well as personnel policies, an independent consultant could deter-

mine whether they comply with title VII of the Civil Rights Act of 1964. Title VII states that equal work as well as work of equal value should be equally compensated. With this information, recommendations could be made by the commission to apply title VII to the entire legislative branch. It is my hope that the changes made in the legislative branch would inspire and instigate changes to be made in the entire nation's work force.

At a time when there is a continuing concern over the small number of women employed in the fields of math, science, and athletics, it is imperative that it not be forgotten that women's wages still remain below those of men. When women are confident that their salaries will correspond to their work, they will no longer be hesitant to enter professions traditionally dominated men. I invite you to join me in supporting this legislation so that women will have the freedom to choose their career knowing that they will bring home the wage that they deserve.

PERSONAL EXPLANATION

HON. ELIOT L. ENGEL

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mr. ENGEL. Mr. Speaker, I was necessarily absent during roll call votes 207 through 210 and 222 through 224. If present, I would have voted 'aye' on roll call 207, 'aye' on roll call 208, 'aye' on roll call 209, 'no' on roll call 210, 'aye' on roll call 222, 'aye' on roll call 223, and 'aye' on roll call 224.

WESTSIDE LIGHT RAIL AND H.R. 3675

HON. ELIZABETH FURSE

OF OREGON

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mr. FURSE. Mr. Speaker, I would like to thank Chairman WOLF and members of the subcommittee for excellent work in crafting a bipartisan fiscal year 1997 transportation bill. On behalf of the board coalition in Oregon which enthusiastically endorses Westside Light Rail, my thanks to the entire subcommittee for including \$90 million for this important project in H.R. 3675.

Earlier this year, as I have for 4 years in a row, I organized a diverse group to testify in Congress in support of the Westside/Hillsboro project. Representatives of private sector groups, local officials, and public organizations continue to strongly support Westside Light Rail in Oregon. As I have noted for a number of years, Westside Light Rail's record of support from Oregonians themselves speaks for itself: in the 1990's, Oregon taxpayers have voted to put their own money into light rail by margins of 65 percent and 74 percent. It is clear that Westside Light Rail's impressive local support was key to the subcommittee's decision to keep this project on track.

Work is progressing on Westside Light Rail throughout my district. Earlier this year, I attended the holing-through of one of the two 3 mile tunnels through Portland's West Hills—a major milestone in the construction of the