

and has demonstrated excellence in both his military and community work.

General Monroe began his military career in 1957 upon enlistment into the U.S. Army. He was released from active duty in August 1960 and enlisted in the California Army National Guard in 1961. While serving in the National Guard, General Monroe has held the posts of second lieutenant, signal company commander, signal platoon leader, signal battalion staff officer, and assistant operations officer. He has also held battalion staff assignments in the brigades support battalion. He was appointed to his current assignment as the assistant adjutant general for plans and mobilization in 1994 and was promoted to his current rank as Brigadier general in 1995.

General Monroe's military service has earned him numerous distinctions. Among his decorations and awards are the Army Meritorious Service Medal with two oak leaf clusters, Army Good Conduct Medal, National Defense Service Medal, Army Reserve Component Achievement Medal, Armed Forces Reserve Medal, California State Medal of Merit, and the California Service Medal.

In addition to being a highly decorated military officer, General Monroe has also been an active and valued member of his community. He has chaired the bay area chapter of the March of Dimes and has also volunteered his time with the Easter Seal Foundation, Boy Scouts of America, National Guard Association of the United States, U.S. Army War College Alumni Association, American Business Association, and the Association of Public Administrators.

General Monroe has done an outstanding job of serving our country and local community. His efforts are praiseworthy and he should be commended for all his community and military achievements.

THE CATTLE INDUSTRY IMPROVEMENT ACT OF 1996

HON. EARL POMEROY

OF NORTH DAKOTA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Mr. POMEROY. Mr. Speaker, I rise today to join my colleagues in introducing a vital piece of legislation designed to restore competition and fairness to our Nation's livestock producers. The Cattle Industry Improvement Act of 1996 represents the results of suggestions from farmers and ranchers from across the country and especially North Dakota. This bill consolidates the efforts that have been underway to address the livestock market conditions that have cattle producers receiving the lowest price for their livestock since the Great Depression. In North Dakota, farm income levels have dropped over 20 percent over the past year, mostly due to drops in livestock prices. Congress must act now to preserve a way of life that has been a backbone of this Nation since its beginning.

First and foremost, this bill seeks to lift the cloak of darkness that surrounds so much of the beef industry today by limiting noncompetitive captive supply arrangements and mandating price reporting for cattle sold in the United States. Supply and demand in the free market cannot work if the prices for the majority of cattle slaughtered in this country are never re-

ported. Information is power and our ranchers should have access to the same price information as the giant packers. This bill would give the Secretary of Agriculture explicit authority to require price reporting on all cattle transactions.

Another provision of this bill would require the Secretary of Agriculture to develop a labeling program to let consumers know the origin of the beef they purchase at the meat counter. This bill would require beef of American origin to be labeled as such. Consumers can go to the store and know where their shoes, shirts, and toys come from but not their beef. American consumers want to help their rancher neighbors but right now consumers have no idea if their meat comes from Dickinson, Canada or Mexico.

This bill also directs the Secretary to make funds available from the fund for rural America to new value-added cooperatives designed to help producers access new markets. These cooperatives are examples of a new pioneer spirit taking root across the Nation to produce high-quality beef products and carve out high-value niche markets. This bill would give them a financial boost to make these ventures a reality.

The most important aspect of this bill is that it represents a bipartisan effort to help out the Nations struggling livestock producers. The bill enjoys support from across the political spectrum. This is the right thing to do and the time to do it is now before one more rancher is forced to liquidate his or her herd. I urge my colleagues to support passage of this vital piece of legislation.

FRED WILSON IS HONORED

HON. ROSA L. DeLAURO

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Ms. DELAURO. Mr. Speaker, on July 16, 1996, Fred Wilson, Jr., a former civil rights advocate and alderman for the city of New Haven, will be honored with a testimonial dinner. It is my great pleasure to rise today to salute Fred Wilson, Jr.

Fred moved to New Haven from Greenville, NC, in 1950. Upon his arrival, he became involved in the local civil rights movement, leading marches, and fighting to improve the quality of life of New Haven African-Americans. This concern for the African-American community in New Haven led to his involvement in local politics.

His political career began in 1969 when he was elected to the New Haven Board of Aldermen representing Newhallville's 20th ward. He served for three 2-year terms, in many legislative leadership committee positions and was the board of aldermen's first president pro tempore. He was later elected to serve as a representative of the State democratic party to the State Central Committee where he served for 8 years. Finally, he served on the New Haven Democratic Town Committee as co-chairman of the 19th ward for 6 years. He was elected vice chairman of the Democratic Committee and served under Town Chairman Arthur T. Barbieri.

In conjunction with his political service, Fred has been deeply committed to the people of New Haven. He helped create the Newhallville

Neighborhood Corporation which organized afterschool programs for area children. This is only one example of the way Fred has engaged himself in the process of improving the quality of life for New Haven and Newhallville residents. He has always focused on how redevelopment and city improvement projects would work for the residents.

I am very pleased to join Fred's friends, former colleagues, and family as they honor his lifetime of service to the city and people of New Haven.

TRIBUTE TO BRIG. GEN. PAUL D. MONROE, JR.

HON. RONALD V. DELLUMS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Mr. DELLUMS. Mr. Speaker, I rise today to recognize Brig. Gen. Paul D. Monroe, Jr., on the occasion of his retirement from the California National Guard following 38 years of distinguished patriotic service.

General Monroe's military career began in 1957, when he enlisted in the U.S. Army. He was released from active duty in August 1960, and enlisted in the California Army National Guard in January 1961. He was accepted to the Infantry Officer Candidate School in February 1962, and was commissioned a 2d lieutenant on May 1, 1962.

In the 3½ decades since, General Monroe served the California National Guard in a variety of roles. His rise through the ranks of the California National Guard included several staff assignments with the office of the adjutant general. He was appointed to his current assignment as the assistant adjutant general for plans and mobilization in 1994, and was promoted to his current rank of brigadier general on July 28, 1995.

General Monroe has been liberally decorated for his military service. He has been awarded the Army Meritorious Service Medal with two oak leaf clusters, the Army Commendation Medal with oak leaf cluster, the Army Good Conduct Medal, the Armed Forces Reserve Medal, the California State Medal of Merit, and the California Service Medal.

General Monroe has been equally active within the community. This includes work with the Bay Area Chapter of the March of Dimes, the Easter Seal Foundation, the Boy Scouts of America, the U.S. Army War College Alumni Association, and the University of San Francisco Alumni Association.

General Monroe has served the California National Guard with great distinction and has earned our respect and gratitude for his many contributions to our Nation's defense. I join with his colleagues in bidding General Monroe a fond farewell and wish him the very best as he moves into the next phase of his life's work and enjoyment.

A lifelong resident of Berkeley, CA, Brig. Gen. Paul D. Monroe, Jr., provides a shining example to the Ninth District and to the Nation of service to colleagues, to community, and to country.

QUINCENTENNIAL OF CORPS OF
SURVEYORS OF PUERTO RICO

HON. CARLOS A. ROMERO-BARCELÓ

OF PUERTO RICO

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Mr. ROMERO-BARCELÓ. Mr. Speaker, in 1996, the Institute of Surveyors from the College of Engineers and Surveyors of Puerto Rico [CIAPR] and the Puerto Rican Association of Surveyors will celebrate the 150th anniversary of the enactment of the law which created the Corps of Puerto Rican Surveyors. On January 1, 1846, Mr. Rafael Aristegui, Count of Marisol and Governor of Puerto Rico, signed this historic law which was one of the first laws that regulated land development in Puerto Rico and which also established the professional responsibilities of surveyors in Puerto Rico. Since that time, Puerto Rican surveyors have played a significant role in the development of the Island.

Mr. Speaker, as the Congressional Representative of Puerto Rico, it is my pleasure to pay tribute to all Puerto Rican surveyors who have helped define the land development of the island, as well as build their profession into a widely recognized one with a solid reputation. I extend my thanks and appreciation and congratulate those surveyors who today continue in the tradition of their ancestors. Mr. Speaker, I know that you and all our colleagues join me in wishing all surveyors in Puerto Rico continued success in the years ahead.

INTRODUCING THE WORKPLACE
FAIRNESS ACT OF 1996

HON. BRIAN P. BILBRAY

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Mr. BILBRAY. Mr. Speaker, the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Americans with Disabilities Act prohibit discrimination in employment because of race, color, religion, sex, national origin, age, and disability. I believe that we must begin to explore ways to look beyond the traditional model of combatting discrimination, which is currently accomplished by protecting a class or category of people. Instead, we must begin to pass laws which protect the individual from discrimination. A person's singular worth and merit should be the yardstick we measure by, rather than a person's behavior or characteristics which attach them to a group. If we predicate discrimination law on distinctions between groups or categories, we negate the original intention of protecting against discrimination itself.

Therefore, I am introducing the Workplace Fairness Act of 1996, which will effectively prohibit discrimination on any basis other than an employee's individual merit. Instead of continuing a piecemeal approach to discrimination law by adding special categories to those now protected under title VII of the Civil Rights Act, my legislation ensures that the only factors which employers may consider are those pertaining to job performance. While this may be considered a radical approach to employment law, it is only fair that all employees are duly

protected under the law, and not subject to being fired for arbitrary reasons. Without a legislative remedy such as this, Congress is going to be faced with the dilemma of adding special categories to those already protected under title VII of the Civil Rights Act, every time it is believed that a certain class is being unjustly treated. This is no laughing matter, Mr. Speaker, but will left-handed people be added to the list next? What about red-headed people? Under current law, such cases could indeed be made. Let us consider the logical evolution and consequence of this approach.

Specifically, the Workplace Fairness Act prohibits discrimination in a blanket fashion, rather than establishing newly protected classes in addition to those which already exist. It does so by establishing that employers shall not subject any employee to different standards or treatment in connection with employment or employment opportunities on any basis other than that of factors pertaining to job performance. My legislation defines factors pertaining to job performance, which include employment history, ability and willingness to comply with performance requirements—including attendance and procedures—of the job in question, educational background, drug and alcohol use which may adversely affect job performance, criminal records, and conflicts of interest.

The Workplace Fairness Act establishes that merit is the sole criterion for consideration in job applications or interviews, hiring decisions, advancement, compensation, job training, or any other term, condition or privilege of employment. Additionally, those currently protected under title VII of the Civil Rights Act will still be able to seek redress upon enactment of the Workplace Fairness Act, as my legislation avails existing title VII remedies to any individual discriminated against under my bill. My legislation also exempts religious organizations, prohibits the establishment of quotas on any basis other than factors pertaining to job performance, and specifically does not invalidate or limit the rights, remedies or procedures available under any other existing Federal, State, or local law to persons claiming discrimination.

Under the Workplace Fairness Act, employers and employees will still be allowed to enter into an alternate dispute resolution agreed upon before the term of employment begins, just as under current law. Further, the existing Federal statute in rule 11 of the Federal Rule of Civil Procedure states that if a frivolous lawsuit is filed by the plaintiff, the employee or prospective employee, than the court may rule that the plaintiff may pay the legal expenses of the defendant—the employer. Additionally, rule 68 of the Federal Rule of Civil Procedure is enforced in civil rights cases such as those that would be brought about under the Workplace Fairness Act. Rule 68 states that the fee burden can be shifted from the employer to the employee, if the employee files a frivolous claim, or if the employer is found to not be at fault.

While my legislation will clarify once and for all the civil rights of all Americans, it still gives employers adequate flexibility in determining who they wish to hire, and ensures that they provide just cause for termination that is unrelated to job performance. Discrimination law should mirror the goal which it is intended to embody. Our laws should reflect a standard governed by individual merit, not by an individ-

ual's relation to a defined group. The image of a discrimination-free society is undermined by a society whose laws supercede the value of those they are intended to protect: the individual. I urge my colleagues to cosponsor my legislation, and build upon our past successes by creating a new model to combat discrimination in America.

HONORING WILLIAM GRAHAM

HON. ELIOT L. ENGEL

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Mr. ENGEL. Mr. Speaker, William Graham has been helping others since his days in the U.S. Army when he served as chief social work specialist in Fort Dix. After leaving the Army he continued in social work in New York City where he is currently supervisor of intake for non-secure detention for the Department of Juvenile Justice.

In his community he is president of the Bronx-Westchester Livingstone College Alumni Association, treasurer of the trustees board and member of the Board of Stewards of the Metropolitan African Methodist Episcopal Zion Church, treasurer for the Runyon Heights Men's Club Church and a member of the National Association for the Advancement of Colored People. He has been a celebrity chef for the YWCA for 9 consecutive years contributing greatly to the success of that program. He and his wife have a daughter. He has truly earned the title "Man of the Year" from the YMCA.

CONGRATULATIONS RICHARD GEE
ON INDUCTION INTO THE NEW-
ARK ATHLETIC HALL OF FAME

HON. DONALD M. PAYNE

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Mr. PAYNE of New Jersey. Mr. Speaker, it gives me great pride to inform my colleagues of the induction of my cousin, Richard Gee, into the ninth annual Newark Athletic Hall of Fame. I am especially proud of Rick's swimming prowess because he was taught by his mother, my Aunt Rosie. Rick was great high school varsity basketball material, however, he chose swimming as his competitive sport.

During Rick's high school career he was an outstanding freestyle swimmer. After his graduation from Newark's Central High School in 1952, Rick attended Howard University on a swimming scholarship.

He was cocaptain of the Howard University swim team in his sophomore, junior, and senior years. He won 12 Central Intercollegiate Athletic Association [CIAA] championships. Rick also won the Outstanding Individual Swimming Award in 1954, 1955, and 1956. In his senior year, Rick was named the winner of the White Blazer Award, Howard's highest athletic award.

After graduation from college, Rick joined the U.S. Army where he continued his swimming career. In 1958, he won three freestyle championships for the Army.

Rick has been a member of the U.S. Master Swimming Association since 1985. He is listed