

as one of the U.S. Masters top swimmers in three individual events in 1986. He was also a member of two national relay teams and won individual events in 1987 and 1988.

Rick's induction into the Newark Athletic Hall of Fame places him among such greats as Leon Day, Larry Hazzard, Marvin Hagler, Monte Irvin, Rick Cerone, Ray Dandridge, Al Attles, Allie Stolz, and Moe Berg.

Mr. Speaker, I am sure my colleagues will want to join me as I offer my congratulations and best wishes to Richard Gee.

DAVID ELLIOTT, SHANNON
SHINKE, HAWAII YOUTH CHALLENGE
CORP MEMBERS HONORED

HON. PATSY T. MINK

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 11, 1996

Mrs. MINK of Hawaii. Mr. Speaker, I rise today to honor two outstanding members of the Hawaii Youth Challenge Program, corp members David Elliott and Shannon Shinke. In their winning entries of the "Do the Write Thing" essay contest, David and Shannon answered the question "What can I do about the violence in my life?" They addressed a complex issue with eloquence and fresh insight. In "Time to Make a Change," David Elliott urges action and education to combat apathy and violence. "Family vs. Violence" by Shannon Shinke explores the problem of youth gangs and encourages strength in the family unit. I join with the Hawaii Youth Challenge Program to commend corp members David Elliott and Shannon Shinke for their accomplishment. Their essays are as follows:

TIME TO MAKE A CHANGE

(By David Elliott)

As I was growing up I moved around a lot. I lived in many types of neighborhoods. I was influenced greatly by violence. I remember seeing fear in the eyes of those who had been abused and violated. I remember seeing my own family devastated by violence. During my early teens I saw the murder of my best friend. It was a stray bullet from a gang dispute. I sat there with my friend in my arms, I didn't know what to do. One minute we were joking and laughing; the next, he was gone.

I will never forget it. Every time I think about it I get disgusted. To think, that a death of an innocent person was caused by another's violence. What is violence? The American Heritage Dictionary states, "Physical force exerted for the purpose of violating, damaging, or abusing". To me violence means ignorance, it means you don't know how to deal with problems. Who shall we blame it on? No one but ourselves. No one else, not poverty, not our environment, not influences, not pressures are to be blamed. I have learned throughout my life that violence affects everyone and it needs to be resolved.

Unfortunately violence is growing. On TV it is glorified; on the streets it's magnified. So what can we do? We cannot sit down and pretend it will go away or ignore it. We as a community must organize together to fight for unity as the key. And we cannot ignore the fact that apathy is the reason it continues to grow. If people would learn to care enough to make the effort, to do what's right, we can bring about change. That effort comes from a desire in our hearts.

For my life I have decided to obtain that desire, to make that effort, so that I may feel the satisfaction of seeing a person's eyes change from fear to happiness, to know that we have been freed from the chains of violence.

I will first put on the helmet of knowledge and educate my mind, so that my mind wouldn't be deceived or battered by ignorance. I will then be well aware, and have full understanding. With this tool, I will learn positive non-violent ways of dealing with conflicts. Then I will put on the breast plate of courage; to do what's right, and protect my heart from fear. I will also carry the shield of caring, this will keep me protected from the arrows of dispassion. Then, finally I would arm myself with the sword of education, this is what I will use to fight against our enemy, violence, and win.

With this armor we must fight for the release of these chains of apathy. Most importantly we must fight for our young generation, for our future. We must fight to keep their minds and hearts lighted by knowledge, and not deceived by the darkness of ignorance.

I would help communities come together and learn how to raise their young by living as good example. Learning that conflicts are never settled, or solved, but worsened with violence.

We as a universal family no matter what race, creed, or experiences, need to realize that violence will destroy us all, and realize that it needs to be conquered. We need to fight against the false glory that TV portrays violence to be. We need to fight against letting our children be influenced by the negative dispassion of this society and our poor examples as leaders and followers in our community. And most of all, let us fight against the apathy which kills because it does not care. And let's stand up, get up, fess up, never give up, let up, or lose hope for a better tomorrow. Let us fight, fight to care, fight for what's right, for today and the many tomorrow's to come.

FAMILY VS. VIOLENCE

(By Shannon Shinke)

At home one night
My mother suddenly dropped by
She looked at me and my father
And she started to cry
Then she told my father
Your son is now dead
All feelings of panic
Just rushed to our heads
How could this happen
He was just here today
But after he went out
Gangster games he went to play
She said he was in a lot of trouble
He was fighting in a big gang fight
They were all out to kill
And the quickness of a bullet got him to-
night

He had to be down
He had to prove he was hard-core
He just didn't realize
What he was living for
I always told him
Be careful of what you do
If you mess with the wrong people
Someday it'll catch up to you
He didn't take me seriously
He just wanted to play
Never a thought of dying
But he's dead today
I wish I could turn back time
And put some words in his head
If he wasn't in the gang
Right now he wouldn't be dead
At his funeral
I prayed to God in my head
I wished he was still alive

"But it's too late", God said
Dear Lord please bless my mom and dad
Who have broken hearts full of pain
Please help them to be strong
Because they are going insane
They lost their little child
From the wild life he desired
All this gang life now days
Everyone's playing with gunfire***.

Today gangs are a big part of our everyday lives. When kids have problems at home, they tend to turn to gangs which become their families. Some gangs, when they fight with their rival gangs, tend to be trigger happy. Life is so precious, but they just don't realize that. So many of today's youth are in gangs and not realizing how much trouble they are getting into and how much they are hurting their loved ones. They don't take death seriously until they are in that situation. Then they start to think that they don't want to die. They can go out and shoot and stab others, but they think that they're too good or too fast for it to all come back to them.

I think if parents were around more and spent more time with their children, this world would be less corrupted. Most kids in gangs have little or no relationship with their parents. From early childhood, parents need to raise their children in a positive environment. Some parents are hooked onto drugs and alcohol and they abuse their children. Their children adopt that type of lifestyle. Some parents can't handle the responsibilities of being a parent and they leave their children to grow up on their own. To stop violence, children need good role models.

DR. REED BELL AND COMMUNITY
SERVICE NETWORKS

HON. JOE SCARBOROUGH

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Friday, July 12, 1996

Mr. SCARBOROUGH. Mr. Speaker, I rise today to speak about a very ambitious and worthwhile program that has been started in my district, and about the man who has brought it all together. My district, like many across the country has its fair share of broken homes and families in need. We have learned that Washington does not always have the answer to these problems. So we in northwest Florida have started something called a Community Service Network, and with it, we are tackling the problems that face our area and are helping those in my district who are truly in need.

Community Service Networks are an alliance of different church, civic, and volunteer groups that get together to take care of the poor in their communities. The civic groups in these networks go directly out into their communities as care teams, bringing aid directly to the poor not only with food and medicine, but sometimes even with just advice or by lending a sympathetic ear.

This idea of a privately organized community effort to help the poor is a concept I had hoped to begin for some time. Fortunately, northwest Florida has community leaders with a strong sense of civic pride and a willingness to help those in need.

One such community leader is Dr. Reed Bell, a pediatrician who has spent many years in my district caring for children from poor and disadvantaged families. Dr. Bell had seen the

struggles and setbacks of poor children and he knew firsthand how hard life can be for the poor and underprivileged. It is an experience that left him deeply impressed with the urgent need for community action to help those who cannot help themselves.

When Dr. Bell approached me with his own ideas for mobilizing community resources, I found that we shared a common belief that something needed to be done for the poor right here at home. We also found that we agreed that whatever was done, it had to be a private sector initiative, not just another government program. So Dr. Bell immediately began to meet with those in my district who were most interested in aiding the disadvantaged. When it was all done, and after much work and numerous meetings with both prominent people, groups, and ordinary citizens, the Community Service Network concept was born.

Mr. Speaker, I am pleased to say that this approach is catching on around the Nation. The New York Times recently reported an explosive growth in groups just like the CSN's. The Times article said that people are tired of waiting for Washington to step in and that they are digging in and doing their part; saying in effect, "Forget waiting for the Federal Government. We can do it ourselves."

Mr. Speaker, that is what we are doing in my district. That is what Dr. Bell has done his whole career and is still doing to this day. This is not a political revolution, it is a revolution of thought and spirit. It is a movement by Americans to reclaim their country and to say, "Yes, we can make a difference." So it is today that I give my congratulations to Dr. Bell and the hundreds of men and women who are out there making a difference. We are all a little better today for what Dr. Bell has done, and I believe that we in this body owe them a debt of thanks.

INTRODUCTION OF THE WORKPLACE FAIRNESS ACT OF 1996

HON. BRIAN P. BILBRAY

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, July 12, 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 combating 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 piece-meal 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 consequences 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 individual's relation to a defined group. The image of a discrimination-free society is undermined by a society whose laws supersede 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.

A FEW INCHES FROM THE YARD

HON. ANDREW JACOBS, JR.

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

Friday, July 12, 1996

Mr. JACOBS. Mr. Speaker, this Annapolis column, "A Few Inches From the Yard," has been written by the great naval son of a great naval father, Jim Holds.

Both men make us proud to be Americans.

A FEW INCHES FROM THE YARD

(By Midshipman Tony Holds, USN '97)

It's that time again. Another year has come and gone, and we, the Class of 1997, have finally assumed the watch. My name is Midshipman Tony Holds and for the next year I will be your connection to the Brigade of Midshipmen. I take this position very seriously, and hope that if any of you ever have any input or feedback for me, you will feel free to drop me a note and let me know.

I guess the first order of business should be to tell you a little bit about myself. I grew up in a Navy family. My mother and father met when she was a PAO for a squadron at Miramar and he was riding backseat in F-4's with VF-142 on that same base. Dad graduated from the Boat School in 1959, and throughout my childhood, images of the Naval Academy were omnipresent in our home. There was a stuffed Bill the Goat staring sternly down at me from the top of my chest of drawers, overseeing the various stages of my young life. Threadbare whiteworks and musty-smelling flight suits filled my toy box. I pored frequently over my Dad's yearbooks with reverent awe and, once I began to read, paged through every issue of Proceedings and Shipmate he would receive in the mail.

The one column that always most fascinated me was "A Few Inches from the Yard", because it seemed the best place to get the straight scoop on the pulse of the Brigade. Dad was full of stories of the Hall, some probably embellished by years of separation from the events in question. This column, however, represented an opportunity to hear what was going on in the Hall from an unbiased source: someone whose perspective was in-your-face and based on the day-to-day realities of life in Mother B; and here I am, years later, honored and humbled to be that voice for you. Wow.

That is not all, though. Here, in my first ever column, I come to you with a dual purpose. Approximately a month ago, when I received word that I was to be this year's writer for "A Few Inches from the Yard", I envisioned my first article as an opportunity to compose a pleasantly uneventful introduction in which I would tell you some anecdotes about myself, life in the Hall as we prepare to welcome the class of Plebes that will