

Board); Matthew Kehoe of Kings County Ancient Order of Hibernians and Parade Chairperson: Kathleen McDonagh; Dance Chairperson: Peggy Lynaugh; Journal Chairperson: James McDonagh; Parade Officers and Members and all the citizens of Brooklyn, participating in this important and memorable cultural and civic event; and be it further

Resolved, That copies of this Resolution, suitable engrossed, be transmitted to Patrick D. Brennan, his Aides and the Brooklyn Irish-American Parade Committee in Brooklyn.

LESSONS FROM JAPAN: EMPLOYMENT FIRST

HON. FORTNEY PETE STARK

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mr. STARK. Mr. Speaker, they say Japan learned about quality and modern manufacturing from the United States, but we clearly have things we should learn from Japan about how to create a sense of society and community.

The following column by Thomas Friedman from the New York Times of February 25 explains how Japan avoids the job massacres that mar American businesses so often and so casually.

[From the New York Times, Feb. 25, 1996]

JAPAN INC. REVISITED

(By Thomas L. Friedman)

TOKYO.—I found the source of our trade problems with Japan.

I went shopping at the Mitsukoshi Department Store, the Bloomingdale's of Tokyo, and when I walked in the front door I counted 14 sales clerks in the jewelry department alone. They bowed politely and offered to help with any purchases. The American in me immediately said: "What a waste of labor! Who needs 14 sales clerks? This store needs downsizing immediately!" But that is not the Japanese instinct. And that's one reason why we have a structural trade deficit with Japan.

Let me explain: Unlike the U.S. or Western Europe, Japan long ago decided that its top priority was not to have the lowest prices for its consumers, not to have the highest dividends for its corporate shareholders, but to keep as many of its people (particularly the men) employed in decent paying jobs—preferably for a lifetime with the same firm. The Japanese understand that a job gives dignity and stability to people's lives and pays off in much greater social harmony. Just walk the streets of Tokyo: few homeless sleeping on grates, no muggers lurking in the shadows.

But to maintain such high levels of employment, to keep 14 clerks behind one store counter, Japan basically had to fix the game. Japan had to regulate its economy in a way that would protect its domestic companies from foreign competition, by controlling access to its markets. That way Japanese companies could maintain a duel price system. They could charge high prices at home, in a protected market, in order to maintain full employment, while charging lower prices abroad in order to get into everyone else's market and export like crazy. That is why those who think that Japan's trade barriers will easily give way, or that its economy will be "deregulated" as its Prime Minister keeps promising, are fooling themselves.

Many economists argue that in an integrated global economy, Japan will have to

become more like America. Its corporations will have to cut costs and downsize to remain globally competitive. Maybe. But for now, the Japanese are resisting that. Despite five years of zero growth, Japan still has only 3.2 percent unemployment. The sort of job massacres that have become the norm in America—like 40,000 workers at AT&T in one chop—have been unheard of here. "I am sure that eventually we will be somewhat forced to think American, but we are moving very slowly in that direction," says Yotaro Kobayashi, the chairman of Fuji Xerox. "For social and moral reasons, we will try to avoid going all the way to a U.S. model. We will look for a middle ground."

How? In part it will be by trying to maintain hidden trade barriers. But in part it will be by trying to maintain Japan's unique corporate values. For Japanese executives, says Glen Fukushima, vice president of the American Chamber of Commerce in Japan, "laying off employees is the last option they look for, not the first." And far from being rewarded for layoffs, corporate executives here are censured for them, by both peers and the press. The first priority of a Japanese company is its employees, then come its customers and last its shareholders—just the opposite of the U.S. corporate mentality.

Instead of ordering massive layoffs, Japanese companies cut overtime, they freeze the hiring of college grads, they freeze dividends, they offer early retirement packages, they shift workers to subsidiary companies, they shift low-skilled jobs to cheaper labor markets in Asia and keep the best jobs here, they inhibit mergers and acquisitions that lead to layoffs, they buy up U.S. high-tech companies to maintain the competitive edge that their own regulated economy sometimes stifles and the even (are you ready?) order pay cuts for top executives—anything but lay off people.

That's why Pat Buchanan is only partly right. Yes, American workers are being hurt by unfair trade barriers erected by some foreign countries, including Japan, and the U.S. should fight hard to bring those barriers down. But U.S. workers are being hurt just as much, if not more, by the skewed sense of priorities that now dominates the U.S. business community, where executives get bonuses for massacring their employees. Maybe the economists are right. The Japanese will have to become like us. But they are sure trying not to, and it's worth watching to see if they can pull it off. This is one economic war I'm rotting for Japan to win.

AMERICA'S YOUNG LEADERS

HON. ROBERT S. WALKER

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mr. WALKER. Mr. Speaker, "Why can't Johnny * * *" This question is one of the most often posed to parents, educators and policymakers. It strikes at the heart of the performance of the American education system. Sometimes the answers aren't what Americans want to hear.

The Westinghouse Foundation, the philanthropic arm of Westinghouse Electric Corp., however, is the bearer of good news about our Nation's schools. Not only is Johnny learning, he/she is excelling in math and science.

For the 55th year, the Westinghouse Foundation, in partnership with Science Service Inc., is recognizing America's best and brightest young scholars by awarding the most prestigious and coveted high school scholar-

ships the Nation has to offer in math and science.

This year, the Westinghouse Science Talent Search has selected 15 young women and 25 young men from across the Nation as finalists in the national competition. These outstanding young Americans are in Washington this week and as finalists join the ranks of the Nation's most eminent scientists.

For thousands of students who dream of careers in science, the Westinghouse competition has helped make those dreams come true. Since 1942, this nationwide competition has identified and encouraged high school seniors to pursue careers in science, mathematics, or engineering. This year's competition included almost 2,000 high school seniors from 735 high schools located throughout the 50 States, the District of Columbia, and Puerto Rico. Their independent science research project entries covered the full spectrum of scientific inquiry, from biology to solid state luminescence.

Since the scholarship search program was founded 55 years ago, 113,000 young men and women have entered the competition.

Half of the winners from previous years are today teaching or conducting scientific research programs. They hold five Nobel Prizes, two Field Medals in mathematics, three National Medals of Science, and nine MacArthur Foundation Fellowships. The alumni include 56 Sloan Research Fellows and 30 members of the National Academy of Sciences. In all, Westinghouse Science Talent Search alumni hold more than 100 of the world's most coveted science and math awards and honors.

There's much going on in Washington these days, but the presence here of these young Americans who represent the finest scholars our secondary schools have produced, should not go unnoticed or unheralded. They are here with their research projects which are on display in the Great Hall of the National Academy of Sciences, so that we can see first hand the kind of work being done at the high school level.

Often times those of us in Congress can contribute more to quality education by simply calling public attention to outstanding work achievements beyond the walls of the Federal Government, than by casting our votes on the floor.

The Westinghouse Science Talent Search is just one example of the private sector taking a lead role in initiating programs to meet the many serious challenges facing the next generation of American leaders. These most prestigious science awards have been around for more than half a century, but their luster and impact on young students has not diminished. The opposite is true. They have motivated students, encouraged scholarship, and inspired scientific excellence. That is what we want American education to be.

The time I have served on the House Science Committee has impressed upon me the tremendous challenges we, as a nation, face in the fields of science and mathematics. These years also have taught me the futility of too much dependence upon Government alone to meet those challenges. Government can be a motivator, a facilitator and an inspiration, but it can never do all we need to do.

So I salute the young high school students in Washington this week and I hope this city, with a plate full of legislation, politics, controversy, and consternation, will take a moment to join in that salute and urge them on

to greater heights of individual achievement and excellence.

This year's Westinghouse Science Talent Search finalists are among 1,869 high school seniors from 735 high schools located throughout the 50 States, the District of Columbia, and Puerto Rico. The research completed by the finalists is on the level of that performed by college graduate school students, even though the authors range in age from only 16 to 18.

THE 25TH ANNIVERSARY OF CHILDREN'S HOSPITAL OF PITTSBURGH'S MR. YUK POISON PREVENTION PROGRAM

HON. WILLIAM J. COYNE

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mr. COYNE. Mr. Speaker, I rise today to pay tribute to an important member of the public health community who celebrates a 25th anniversary this month. Since his arrival in 1971, Mr. Yuk has served an important symbol in preventing child poisonings. His green grimace is a familiar reminder to children and adults alike that many common household goods can be deadly if ingested. His important contribution to the effort to reduce childhood poisonings deserves special notice this month, as March is National Poison Prevention Month.

Mr. Yuk was developed under the direction of Richard Garber, former director of the Institute of Education Communication at Children's Hospital of Pittsburgh. In the effort to replace the traditional skull and crossbones symbol—it had become associated with swashbuckling pirates and buccaneers rather than with harmful substances—the fluorescent green and black face was determined to be the most revolting to children.

Mr. Yuk and the Pittsburgh Poison Center comprise the first and largest poison prevention awareness program in the Nation. In the 25 years that Mr. Yuk has been around, over 650 million Mr. Yuk poison prevention stickers have been distributed to households across the United States and the United Kingdom. This year, Reykjavik, Iceland joined the Mr. Yuk poison prevention program as part of its effort to reduce the incidence of childhood poisonings.

The Pittsburgh Poison Center, affiliated with the Children's Hospital of Pittsburgh, has grown from a small, local initiative in 1971 to a major center—one of only 42 certified regional poison information centers in the United States—that responds to 140,000 calls per year, of which 40,000 are actually poison emergencies. The center is open 24 hours a day and employs registered nurses who are clinical toxicologists and certified specialists to provide lifesaving poison information to residents of Western Pennsylvania. Research shows that 90.4 percent of all poisonings occur in the home and 54 percent of all human exposures in 1994 occurred in children under 6 years of age. Since Mr. Yuk's arrival, the number of poison-related deaths has dropped in Allegheny County, PA; from between three and five per year to between one and two.

Mr. Speaker, I hope that my colleagues will join me in recognizing the critically important

work of the dedicated staffs at poison centers across the country in preventing illness, injury, and death from poisonous substances. I also wish a happy 25th anniversary to Mr. Yuk and the Pittsburgh Poison Center and urge that, as a nation, we continue to support successful and cost-effective public health programs like the Pittsburgh Poison Center's Mr. Yuk Program.

TRIBUTE TO THE LATE MORTON GOULD

HON. MARTIN R. HOKE

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mr. HOKE. Mr. Speaker, a few weeks ago America lost one of its most celebrated musicians. I am speaking of Morton Gould—a man whose entire life was dedicated to enriching the lives of those around him. Anyone who has attended a Gould-conducted concert, or has heard his works performed knows the power of his music. From classical orchestral movements to rap arrangements, Mr. Gould's work was particularly American—making use of jazz, blues, spirituals, and folk music.

A musical genius, Mr. Gould published his first work "Just Six" at the age of 6. As a teenager, he played the piano for the 1932 opening of Radio City Music Hall. As an adult, he continued to thrill audiences with his work. Mr. Gould joined the American Society for Composers, Authors, and Publishers in 1935, and served as that body's distinguished president from 1986 to 1994. A tireless advocate for new American composers, he constantly sought opportunities to showcase their work. As a conductor, Mr. Gould led countless orchestras throughout the world and recorded over 100 albums.

Morton Gould's contributions span eight decades and include significant works for film, theater, and the ballet. While his honors and accolades are too numerous to recount, a few highlights are worth mentioning: the Kennedy Center Honor in 1994, the Pulitzer Prize in Music in 1995, membership in the American Academy of Arts and Letters in 1986, and a Grammy Award in 1966.

The night before Morton Gould's death, the U.S. Military Academy Band honored him with an exclusive performance of his works. Mr. Gould attended the concert and received a standing ovation for not only his own distinguished accomplishments, but for the legacy he leaves future generations of musicians. Rising out of the ashes of the Great Depression, with a strength of spirit and a dedication to his art, Mr. Gould used his music and his humanity to touch others. How fitting it is that the last musical experience of his earthly life was a tribute to those ideals.

On a personal note, I was first touched by Mr. Gould's music as a first grader, when a recording of "American Salute" was played in my music appreciation class at Lakeview Elementary School in Lorain, OH. It is a splendid piece—weaving the patriotic march theme of "When Johnny Comes Marching Home Again" through a tapestry of other well known American folk songs. What an honor it was, 35 years later, for me to meet the maestro himself in my Capitol Hill office and thank him for the musical gift he gave me as a child. Thank you, Mr. Gould. We shall miss you.

HONORING THE RETIREMENT OF DANIEL R. SMITH

HON. FRED UPTON

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mr. UPTON. Mr. Speaker, today I would like to honor a man who has dedicated his career to the betterment of banking and has continually voiced the banking industry's message loud and clear to the Members of this Congress. At the beginning of May, Daniel R. Smith, chairman and CEO of First of America Bank Corp., will be retiring after four decades of service in the banking industry.

Throughout his career, Dan has made many contributions to the furtherance of constructive banking legislation. While he was president of the Michigan Bankers Association, legislation was passed that allowed statewide branching in Michigan. During his tenure as president of the American Bankers Association in 1994, interstate banking legislation, regulatory reform and bankruptcy legislation was passed. Dan also conceived an important market share study of the financial services business, which the ABA completed, that clearly demonstrates the continued strength of banks in their respective markets. He also previously chaired both the MBA's and the ABA's government relations councils and is currently a member of the Bankers Roundtable.

Dan spent the first 21 years of his banking career in the trust department for First National Bank and Trust Company of Michigan, which later become First of America Bank—Michigan. In 1974, he was elected to the bank's board of directors and became president of the Kalamazoo Bank in 1977. He was named president of First of America Bank Corp. in 1983 and CEO of the corporation in 1985. During his tenure as CEO, the company grew from \$5 billion in assets and 255 branch offices in Michigan, to the 33d largest holding company in the country with \$23 billion in assets and over 600 branch offices in Michigan, Illinois, Indiana, and Florida.

I would like to thank Dan for his strong leadership in the banking industry and his continued determination to reach beyond the traditional boundaries of banking.

TRIBUTE TO MARIE HANLON

HON. MARGE ROUKEMA

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mrs. ROUKEMA. Mr. Speaker, I rise to congratulate Marie Hanlon, a dedicated teacher who is retiring after 44 years of consecutive service with the Hillsdale Public Schools in Bergen County, NJ. Perhaps in some small way this CONGRESSIONAL RECORD will serve as a well-deserved "Mrs. Hanlon's Opus." Mrs. Hanlon is a wonderful educator who has committed her life to helping young people. She has been in the forefront of innovation and progress, improving the standards of public education at every turn.

Mrs. Hanlon joined the staff of the Hillsdale school system in 1952 as a fifth-grade teacher at the George White Elementary School. She taught at that school for 4 years until