

as one of the most desirable areas in New York.

The parents, students, teachers and principals that live in and around Kew Gardens are particularly familiar with Carol's volunteer work in strengthening neighborhood schools like P.S. 99, J.H.S. 190, and the Hillcrest High School. Carol has also held several leadership positions in local school boards, such as the Queens Confederation of High School Parents Associations where she served as president and the Citywide Confederation of High School Parents Associations as Chair. She also served as Chair of the Forest Hills Adult Education Systems Advisory Council and Secretary of the Citywide Adult Education Association.

Her commitment and remarkable understanding of the parent/teacher partnership has done much to establish Queens schools as first-rate. However, even after a long period of serving community schools, Carol continued her local activism through the Kew Gardens Civic Association. She is well-known almost everywhere in Queens for inspiring a sense of honor and duty in every neighborhood. Our city owes enormous gratitude to Carol's fearless leadership and indomitable will to make Queens a better place to live. On behalf of the people of Kew Gardens, I congratulate her for her outstanding community work.

THE FAMILY AND MEDICAL LEAVE ACT

HON. GEORGE R. NETHERCUTT, JR.

OF WASHINGTON

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. NETHERCUTT. Mr. Speaker, today I am introducing a bill to correct a provision in the Family and Medical Leave Act that imposes an inequity on married couples working for the same employer.

I first learned about the need to change section 102(f) of the Family and Medical Leave Act from a constituent who directs human services for a small business in the fifth district of Washington. My constituent was approached by two couples, one married and the other unmarried, who worked at her firm. Both couples were expecting a child and wanted to know how much family leave they were entitled to under the Family and Medical Leave Act.

The answer? Because of section 102(f), the unmarried couple was entitled to twice as much family and medical leave—24 weeks—as the married couple, which was limited to a total of 12 weeks to care for their newborn child. The only reason for this difference was that the Family and Medical Leave Act limits benefits for spouses—and only spouses—working for the same employer.

This section was included in the bill so that the Family and Medical Leave Act does not create a double burden on businesses that hire married couples or have employees who marry. However, the law does not similarly limit the leave entitlement of siblings or unmarried couples working for the same employer even though they may also require simultaneous leave periods. This discrepancy creates an inadvertent "marriage penalty" in the Family and Medical Leave Act.

When the Department of Labor asked for comments on this provision, several respond-

ents reacted unfavorably. According to the introduction to the final family and medical leave regulations,

Several commenters took issue with the reasoning for limiting leave entitlements for spouses employed by the same employer. Two individuals opposed the limitations as being *discriminatory against spouses*. . . . [T]he regulations provide no guidance in connection with siblings employed by the same employer. *The Society for Human Resource Management noted that two employees living together but not legally married can each take 12 weeks for the birth or placement of a child, and recommended revising the regulations to provide that the 12-week-total limitation would also apply where both parents of a child work for the same employer.* (emphasis added).

The legislation I have introduced addresses the concerns of my constituent and the experts who reviewed the regulations issued by the Department of Labor. My bill corrects this marriage penalty by applying the same 12-week limitation to siblings and to both married and unmarried parents. As in the current law, this limitation applies when leave is available for the birth or adoption of a child or to care for a parent. This legislation is a positive step toward improving our Federal workplace laws and I urge my colleagues to support it.

IN MEMORY OF HAROLD F. OGDEN

HON. FRANK R. WOLF

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. WOLF. Mr. Speaker, I have the sad duty to report the passing last month of a remarkable American patriot, Harold F. Ogden, of Fairfax, VA, who died on March 14 at the age of 98.

Harold Ogden, a retired colonel in the Army reserve, was a native of Melrose, MA and had lived in the Washington, DC., area since 1946. He began his military career with the 1st Cavalry of the Massachusetts Volunteer Militia in 1916. The following year, he took part in the punitive expedition against Pancho Villa in Mexico. He was called to active Army duty for World War I service in Europe as a motorcycle courier, then served in the army of occupation in Germany.

He retired from the Army as a captain in 1926 and worked as a construction engineer in Melrose before being recalled to active duty as a major near the outbreak of World War II. During the war, he served in the United States, Europe and the Middle East before retiring in 1946. He retired from the reserves in 1955.

I will always remember Colonel Ogden for his devoted service to the American Legion, which he served for 74 years, and the opportunities I had to participate with him in wreath laying ceremonies in the 10th District of Virginia to honor our Nation's veterans on Veterans Day. He never aspired to high office in the American Legion, but he served when called and was a past commander and chaplain emeritus of Unknown Soldier Post 44 in Arlington, VA; chaplain emeritus of the Virginia Department of American Legion's 17th District. He also held and committee posts for the department of Virginia including serving on the finance committee and chairing a Legion beautification project in Arlington.

He was a member of the La Societe of the Forty & Eight and served Voiture Locale 934 offices up to and including Chef de Gare, and was chaplain emeritus of both Voiture 934 and the Grande du Virginia.

In 1991, Colonel Ogden was among the World War I veterans that took part in special memorial services in France in remembrance of the American Expeditionary Force. He had been decorated with the Silver Star during the War and received the French Croix de Guerre at the memorial service.

Mr. Speaker, we honor the memory of Harold Ogden and the devoted service he gave to this Nation and send our sympathies to his wife Ruth Ogden of Fairfax, his children and grandchildren.

EARTH DAY TRIBUTE TO CHESAPEAKE BAY ALLIANCE

HON. WAYNE T. GILCHREST

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. GILCHREST. Mr. Speaker, in recognition of the nationwide celebration of Earth Day, I would like to pay special tribute to the Chesapeake Bay Alliance, a group of dedicated men and women who for 25 years have sought to leave this planet just a little bit better than the way we found it.

The Alliance has proven that when Americans feel strongly about something—in this case the health of the Chesapeake Bay—all they need to do is work together for the common good.

It brings together businesses, citizen groups, industries, farmers, environmentalists, scientists, government leaders, and others, to achieve the mission of restoring and preserving the Chesapeake Bay.

Whether it's through their public policy program, which encourages public participation in restoration strategies, their information services program, which helps educate all of us about the Bay, or the watershed restoration program, involving hundreds of volunteers who take a hands-on approach to restoring this unique ecosystem.

For 25 years, the Chesapeake Bay Alliance has served as a model of how citizens can work together and make a difference. I hope we can look forward to many more years of their dedicated service.

MITSUBISHI MOTORS STILL DOESN'T GET IT—PROTESTING THE EEOC SUIT DOES NOT DEAL WITH SEXUAL HARASSMENT

HON. TOM LANTOS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. LANTOS. Mr. Speaker, like many of my colleagues I was both amused and appalled by the actions yesterday of the Mitsubishi Motor Manufacturing of America. In response to a suit filed by the U.S. Equal Opportunity Commission [EEOC] alleging sexual harassment of female workers at its Normal, IL, manufacturing plant, Mitsubishi chartered 59 buses to carry employees of the company plant in

Normal to Chicago, where they held a protest rally outside the EEOC office there. Mitsubishi not only paid for the buses, they also closed the assembly line for two full shifts, they paid regular salaries to those workers who made the trip to Chicago, and they provided lunch for the protesters.

Mr. Speaker, this is not the way we in the United States settle discrimination suits. Under the rule of law, these issues are decided upon in a court of law based upon their merits. The EEOC is a Federal agency entrusted with enforcing our country's laws against discrimination based on race, sex, religion, age, etc. That agency takes seriously those responsibilities, and it does not file frivolous lawsuits. A protest outside the EEOC's office in Chicago indicates to me that Mitsubishi's legal case must be particularly weak. In addition, a rowdy protest does not strike me as doing anything to resolve the serious legal issues involved here. It may, however, be beneficial to the careers of the American managers of the Normal plant.

Second, Mr. Speaker, this protest strikes me as a tactic to pressure the workers at the Mitsubishi plant to oppose the EEOC suit. Those who went to Chicago to protest against the sexual harassment suit publicly signed a list to indicate their intention to go to Chicago. Those employees who chose not to go were forced to appear at the factory in order to be paid. Clearly the way in which that protest was organized put intolerable pressure on Mitsubishi employees. Such pressure tactics against its employees should be firmly condemned.

Third, Mr. Speaker, based on some of my own activities here in the Congress, there is sound basis for concern about the real possibility of sexual harassment in this case. For 6 years during the 100th through the 102d Congresses, I had the privilege of serving as Chairman of the Subcommittee on Employment and Housing of the Government Operations Committee. During that period of time I held a series of hearings on "Employment Discrimination by Japanese Firms in the United States" (July 23, August 8, September 24, 1991, and February 26 and June 18, 1992). We found a pervasive pattern of lack of sensitivity to issues of discrimination by a number of Japanese firms. Among our very serious concerns was strong evidence of sexual discrimination.

What our hearings found was a surprising and very disturbing insensitivity on the part of Japanese management to American laws and American practices against sexual harassment and against sexual discrimination. Mr. Speaker, these practices by Japanese management were exposed and in some cases changes were made by the firms involved, but I would be surprised indeed to find that these problems have been eliminated completely. Clearly if the EEOC charges are true, it reflects a serious lack of sensitivity on the part of Mitsubishi management, and that management has the responsibility to see that sexual harassment does not take place at its plant.

Mr. Speaker, I commend the EEOC for its vigilance in dealing with these serious charges, and I urge the Commission to move forward. These charges should be completely aired and resolved through our legal system. I also urge the management of Mitsubishi to put aside its tawdry and counterproductive public relations tactics and respect the rights of its own workers.

JEWISH WAR VETERANS, NEW JERSEY DEPARTMENT CELEBRATES CENTENNIAL ANNIVERSARY

HON. FRANK PALLONE, JR.

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. PALLONE. Mr. Speaker, this year, 1996, the Jewish War Veterans of the United States of America is celebrating its 100th anniversary. As part of these nationwide commemorations, the Jewish War Veterans Department of New Jersey is having a military ball at the Officers Club, Gibbs Hall, Fort Monmouth, on Thursday, April 25.

The Centennial Journal being issued by the New Jersey Department in conjunction with this important anniversary is dedicated to the memory of Stanley J. Wides, past department commander and executive director. Thursday's event is also an opportunity to honor past national commanders.

Mr. Speaker, it is always a pleasure for me to pay tribute to the New Jersey Jewish War Veterans. The Jewish War Veterans is the oldest active veterans organization in the country, and it is an honor to work on behalf of their agenda and on behalf of those men and women who sacrificed so much to safeguard our freedoms here at home and to make the world safe and free for future generations. I wish them great success on tomorrow evening's ball at Fort Monmouth, and I look forward to continued partnership with this great organization with its long, distinguished and proud history.

TRIBUTE TO ALOIS VANA, RETIRED EXECUTIVE DIRECTOR OF THE BERWYN PARK DISTRICT

HON. WILLIAM O. LIPINSKI

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. LIPINSKI. Mr. Speaker, today I pay tribute to an outstanding gentleman from my district who has devoted himself to his community, Mr. Alois Vana, the retired executive director of the Berwyn, IL, Park District, who will receive the All Berwyn Committee's 1996 Merit Award April 26.

Mr. Vana, a Berwyn native who grew up across the street from one of the parks he would eventually oversee, joined the district as superintendent in 1958, and he served his community for 37 years before retiring December 31, 1995.

Mr. Vana, an Army veteran, also served as president of the Berwyn Kiwanis Club and United Way, and has contributed to many other charitable and civic organizations, including the West Suburban Council of the Boy Scouts of America and the Berwyn Tree Board.

Mr. Speaker, I congratulate Mr. Vana on receiving this honor from the All Berwyn Committee and wish him many more years of service to his community.

COMMENDING THE NEW YORK TIMES ON ITS EARTH DAY EDITORIAL

HON. GEORGE MILLER

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. MILLER of California. Mr. Speaker, I would like to bring the attention of my colleagues to the following Earth Day editorial which appeared in the April 22, 1996, New York Times.

This editorial correctly points out that the American public will not be fooled by the hollow illustrations of environmentalism displayed today in the districts of many congressional Republicans—the same Members of Congress who, over the past year, have consistently voted for legislation to repeal decades of environmental protection for our air, our water, and our public lands. Planting a tree, collecting litter or visiting a zoo today will do little to mask the year-long environmental assault orchestrated by the Republican Congress.

As noted in the editorial, the persistent Republican efforts to include antienvironmental riders on the appropriations bills for the Environmental Protection Agency and the Department of the Interior are most egregious. Although both of these bills have been vetoed by President Clinton, Republicans still insist on including many of the most offensive provisions in an omnibus budget bill to fund the agencies through the end of the fiscal year. Even Speaker GINGRICH has acknowledged that including objectional policy riders in appropriations bills greatly reduces their chances of eluding another Presidential veto. Today's Washington Post quotes the Speaker as estimating that the chances of passing a funding bill for the remaining agencies is "probably about 50-50" but that the odds improve if the contentious policy riders were removed and debated separately.

I commend the New York Times for its continually excellent editorials and note that the 1996 Pulitzer Prize awarded to Robert B. Stemple, Jr., for his editorials on environmental issues is richly deserved.

DEFENDING MOTHER NATURE

The television networks and cable channels are falling over each other to satisfy a growing public appetite for nature programming. An article in The Times last week noted that wildlife programs, once the preserve of the Public Broadcasting Service, have spread like mangroves to NBC, Turner Broadcasting, the Discovery Channel and Disney, among others. This is welcome news. Quite apart from the fact that such programming is of a higher order than most television fare, its popularity is further evidence of what the polls have already told us. Americans care about what is left of their natural resources and the threatened creatures who inhabit them.

Viewers would be equally well served, however, if television stole just a few minutes from the air time now devoted to wolves, wildflowers, sharks and salmon and trained its cameras on the denizens of the United States Congress, where a less inspiring show is taking place. Undaunted by a string of Presidential vetoes, heedless of public opinion and deaf to the pleas of their moderate colleagues, conservative Republicans and a few stray Democrats are pressing forward with their efforts to undermine the country's basic environmental laws.

There are many destructive proposals on the Congressional agenda, including several