

Dr. Eichhorn's long list of honors and awards include: the rank of Fellow of the American Society of Mechanical Engineers and the American Association for the Advancement of Science; the Memorial Award for Heat Transfer Science, awarded in 1982 by the Heat Transfer Division of the American Society of Mechanical Engineers; the Chevalier dans L'Ordre des Palmes Academiques Award presented in 1988 by the French education minister for his contributions to United States-French educational exchanges; and numerous membership awards from honorary scientific societies.

Throughout his career, Dr. Eichhorn has been known as an inspiring teacher, a cutting-edge researcher, and a farsighted advocate for engineering. He has worked tirelessly to help engineers communicate the benefits of their field in improving the quality of life for all of us.

We will miss Dr. Eichhorn's leadership as dean of engineering, but I have no doubt that the students of the University of Houston, the field of engineering, and our community and country in general will continue to benefit greatly from his many talents.

#### HONORING THE GLADDICE VOLUNTEER FIRE DEPARTMENT

HON. BART GORDON

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 9, 1996*

Mr. GORDON. Mr. Speaker, I am taking this opportunity to applaud the invaluable services provided by the Gladdice Volunteer Fire Department. These brave, civic-minded people give freely of their time so that we may all feel safer at night.

Few realize the depth of training and hard work that goes into being a volunteer firefighter. To quote one of my local volunteers, "These firemen must have an overwhelming desire to do for others while expecting nothing in return."

Preparation includes twice monthly training programs in which they have live drills, study the latest videos featuring the latest in firefighting tactics, as well as attend seminars where they can obtain the knowledge they need to save lives. Within a year of becoming a volunteer firefighter, most attend the Tennessee Fire Training School in Murfreesboro where they undergo further, intensified training.

When the residents of my district go to bed at night, they know that should disaster strike and their home catch fire, well-trained and qualified volunteer fire departments are ready and willing to give so graciously and generously of themselves. This peace of mind should not be taken for granted.

By selflessly giving of themselves, they ensure a safer future for us all. We owe these volunteer fire departments a debt of gratitude for their service and sacrifice.

#### RETIREMENT OF WILLIAM CARL GARNER

HON. BLANCHE LAMBERT LINCOLN

OF ARKANSAS

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 9, 1996*

Mrs. LINCOLN. Mr. Speaker, I rise today to honor one of this country's most dedicated public servants who is ending his illustrious career of service in the U.S. Army Corps of Engineers. Mr. William Carl Garner began his service with the corps upon graduation from college in 1938 and has been a fixture in the corps in the 58 years since. During that time, he has amassed a list of accomplishments and awards that will be difficult to match.

Mr. Garner has spent most of his career as the chief resident engineer of the Greers Ferry Lake located in central Arkansas in the congressional district I represent. He arrived at the project while the lake was still in the planning stages and turned the first shovel of dirt to start construction in 1959. When the dam was completed in 1963, President Kennedy came to Arkansas to personally dedicate it. Mr. Garner was at his side during the ceremony, even riding in the Presidential limousine to the festivities. Under his care and guidance, the lake has become the most popular recreational attraction in the State of Arkansas.

As any visitor to Greers Ferry Lake will tell you, his lifetime labor of love and dedication has produced one of the cleanest and most beautiful lakes in the country. This is directly attributable to the persistence of Mr. Garner. By 1970 the lake had become popular enough that debris was noticeable all along the 300-mile shoreline. This disturbed Mr. Garner, so he found a solution. Enlisting an army of 300 local volunteers, he established a national trend by holding the first annual cleanup day. Since that time, groups from across the Nation followed his example and now the first Saturday after Labor Day is known as National Federal Public Lands Day Cleanup. Earlier this year, the House passed a bill which would recognize Mr. Garner's contribution by renaming the cleanup day after him. The Senate has also agreed to similar language and it is my hope that the President will sign this most fitting tribute into law soon.

Among the many awards recognizing his illustrious service, he has been named the Arkansas Tourism Council's Man of the Year, received the Department of the Army National Exceptional Civilian Service Award—the Corps of Engineers' highest civilian honor—and was chosen as the Federal Service Employee of the Year for the State of Arkansas. Additionally, the cleanup program he started has received recognition from numerous national environmental organizations.

Although Mr. Garner will no longer be serving as chief engineer, I am sure he will maintain an active role at the lake and on the State and national level. He leaves an enduring legacy, in both the cleanup programs he started and the beautiful lake which he maintained and developed from its inception. I have been personally honored and privileged to have known such a great man and I count his friendship and guidance as one of my most precious possessions from my time in Congress. I would urge all of my colleagues to join me in paying tribute to a great public servant and a great man, Mr. William Carl Garner.

#### TRIBUTE TO THE MONTAUK RUGBY CLUB

HON. MICHAEL P. FORBES

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 9, 1996*

Mr. FORBES. Mr. Speaker, I rise today to pay tribute to the Montauk Rugby Club, from the town of East Hampton, Long Island, NY, that is now in competition for the National Rugby Championship.

This local rugby club is a reflection of America at its best. Members come from all walks of life, from carpenters and painters, to teachers and journalists alike. These fine men work 40-plus hours a week, then train in the evening or early morning to keep fit for the game. Many club members travel as far as 30 miles to train and practice. These men have all demonstrated tremendous self-discipline, courage, and great stamina, and that is what has brought them to the cusp of greatness. With no paycheck driving them on, these true amateurs are inspired simply by their love for the game, the rugby players who came before them, and the teammates they play with every week.

Founded in 1973 by local landscaper Charlie Whitmore, Montauk has prospered thanks to the dedication of its players and sponsors, Amagansett Building Materials and local chiropractor Dr. Richard Kelly. Both have been major benefactors to the team and should be commended for their benevolence.

The men of the Montauk Rugby Club are active members of their community, volunteering their free time to help their neighbors on eastern Long Island. When not working or playing, you can find them cleaning up our town parks and beaches, or donating their time to work with local children. This summer, Montauk is hosting a national qualifying tournament, "The Hampton 7's," where some of the best players and teams in the country will compete, with the victor going to the National Championship. The proceeds of the tournament will go to several local charities, including the Meals on Wheels Program, the East Hampton Village Policeman's Benevolent Association, the East Hampton Ambulance Association, and the Peter Landri Scholarship fund.

Rich Brierley, the youth team's coach, deserves special recognition for his hard work and dedication to the children of Montauk. Rich works as a carpenter by day, then at night goes to the local park to practice with the adult team, or coach the young rugby players of Montauk. Driven only by his passion for the game and his love of coaching, Rich is an example for all Americans to follow. Our children are our most important resource and they should be taught the self-discipline and camaraderie that team sports, such as rugby, instill. All of Montauk and East Hampton will thank Rich when his proteges mature and become leaders on the field and in their communities.

There is another story here, a story of how what we do here in Washington affects the life of ordinary Americans. Last fall, the Montauk Rugby Club went 8-0 in the regular season. They were stopped in the playoffs not by an opponent, but because Federal Government's shutdown made sure that the playoff field they needed was unavailable. The teams had to

wait until after the winter months, and only now are able to continue their conquest for a National Championship.

By finishing second in the northeast regional tournament, Montauk has qualified for the national quarter finals and will play in Dallas this weekend. Entering their league in division III, they battled their way to become the 1995 undefeated division II champions and in the running for the national crown. Montauk is 1 of 16 teams in the U.S. bound for Dallas. They go into this tournament seeded third, if they win they will go on to the National Championship round in Chicago on Memorial Day weekend.

Congratulations and best of luck to the Montauk Rugby Club. May you bring back many more national titles to our neighbors in East Hampton.

## U.S. HOUSING ACT OF 1996

SPEECH OF

HON. BOBBY L. RUSH

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 8, 1996*

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 2406) to repeal the United States Housing Act of 1937, de-regulate the public housing program and the program for rental housing assistance for low-income families, and increase community control over such programs, and for other purposes:

Mr. RUSH. Mr. Chairman, I stand here in the well today in disgust. I am outraged at what we are about to do to our Nation's low income, elderly, and disabled.

Forty percent of Chicago public housing residence are my constituents. And there are thousands more waiting to get a place to shelter their families.

This Republican-led Congress has been attacking poor people with every breath they breathe and every word they speak.

There is no help for those in need in our cities—only a boot on their neck.

We are not giving these people incentive to work, we are not helping them to a transition to a self-sufficient lifestyle—this Congress is not even giving them a reason to live.

People in our Nation's public housing do not want to live there—they don't want to be reminded that they haven't obtained the American dream of owning a home.

They don't want a Federal Government to house them. They don't want the local governments to house them.

They need programs to help transition these neighborhoods to encourage residents to make their lives better.

The Republican proposals are answers that don't answer, explanations that don't explain, and solutions that don't solve.

## RELIGIOUS ACCOMMODATIONS IN THE WORKPLACE

HON. ALBERT RUSSELL WYNN

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 9, 1996*

Mr. WYNN. Mr. Speaker, I rise today in the interest of bringing to your attention the issue

of religious discrimination in employment. It is my pleasure to represent a district which is rich with diverse religions and great religious institutions. The December 1995 issue of *Meat & Poultry*, included an excellent article in the Labor Report entitled "Honor Thy Neighbor," by Richard Alaniz. I bring this article to the attention of my colleagues and urge them to read it and to stand for religious accommodations in the workplace in accordance with the Civil Rights Act.

Years of publicity and high profile litigation have made most employers aware of the various state and federal laws prohibiting discrimination based on race, sex, disability and age. What many employers don't know is that Title VII, the primary federal anti-discrimination law, also prohibits discrimination based on religion.

Due to a lack of complaints and perhaps a general unwillingness to accept such claims, religious discrimination has not been brought to the forefront of the average employer's concern. This could all change as the country leans toward conservatism and as groups such as the Christian Coalition attempt to bring religion into the mainstream.

A recent case involving one of the nation's largest employers and religious discrimination may be indicative of future trends. Wal-Mart, the Arkansas-based retail behemoth, settled a religious discrimination suit brought by a former employee. The employee claimed the retailer forced him to quit after he refused to work on his Sabbath. Rather than litigate the claim, Wal-Mart opted to settle. The settlement calls for the retail chain to train all managers in how to reasonably accommodate workers' religious beliefs as well as pay the plaintiff an undisclosed sum of money.

Wal-Mart is not the only business facing this new problem. The Equal Employment Opportunity Commission has brought several religious discrimination suits against other businesses, especially in the Midwest and South. While the focus has been on retail establishments, it could shift to any employer who has weekend shifts.

The basis for many of these lawsuits is that many businesses have no guidelines or policies to handle requests for religious accommodation, which often means having a weekend work-day off. Many employers feel it is easier to require everyone to work weekends rather than grant exceptions which would create jealousy and an administrative headache.

However, the courts have clearly stated employers are required to reasonably accommodate requests to observe the Sabbath or other religious days unless the request causes "undue hardship" to the business.

In order to prevent claims of religious discrimination, an employer should have a policy dealing with employee requests to observe the Sabbath or other religious days. Employers should not have blanket policies requiring weekend work unless they are prepared to justify that to grant days off would be an undue hardship on the business. Typical examples of what may constitute "undue hardship" are: difficulty to replace an employee due to a lack of notice or simply not having enough employees; importance of the employee; or economic hardship on the employer.

Scheduling problems are not the only area where employers face the possibility of religious discrimination. In many offices it's common for employees to have bibles, signs, posters or other religious articles on their desks. It's also typical for some persons to talk openly about their religious beliefs and perhaps refer to these belief in some aspect of performing their job. This raises the deli-

cate question of how an employer walks the line between allowing employees to express their religious beliefs and maintaining a professional work environment that does not invite friction between individuals of different religions.

This can be especially difficult when a supervisor or other decisionmaker is the one proclaiming his religious beliefs. The classic example is the fundamentalist Christian employer who only promotes persons of the same religion and church as the employer. This could easily be challenged as a form of religious discrimination in which the company could be liable.

A company's policy should apply equally and fairly to all individuals and religions within the organization. Religious activities that don't impose upon others, disrupt the workplace or create morale problems should be the focus of the policy. For example, this could include a bible on the desk or wearing a cross or other religious symbol as jewelry. Examples of conduct employers probably should not accommodate are proselytizing in the workplace, statements or evidence of religious favoritism, or use of company time and resources for religious practices.

Using company time and resources for religious practices can be particularly dangerous. In one well-known case, a business required employees to attend staff meetings that began with a short non-denominational talk and prayer. An atheist employee resigned, sued the company and claimed her freedom of conscience was violated by the prayer. The court of appeals ruled the plaintiff's resignation was justified and that the prayers constituted religious discrimination. The voluntary and nondenominational nature of the prayer was discouraged by the court in favor of the plaintiff's claim of a feeling of compulsion to attend and participate.

Court decisions such as these leave little room for employers to conduct similar religious practices in the workplace. No matter how generic or vague a religious practice may be, there is always the chance it will be deemed offensive by someone.

The key to avoiding embarrassing and costly litigation is to prepare a clearly defined policy addressing religion, permissible and impermissible actions and to train managers and supervisors to recognize those circumstances in which allegations of religious discrimination may arise. By taking a few simple steps and providing for "reasonable accommodation" of religious practices, a proactive company can avoid the time and expense of an unnecessary law suit.

## HONORING THE HARDYS CHAPEL VOLUNTEER FIRE DEPARTMENT

HON. BART GORDON

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 9, 1996*

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