

a man for all seasons. He has spent nearly all of his life in public service.

Tally Talbot was born in Newark, NJ, my hometown. He is a man of diverse interests and experiences. He has been an educator, labor leader, senior citizen advocate, musician, public housing administrator, and Democratic district leader. He has truly served his community well.

Mr. Talbot's retirement will mark the end of a 32-year career with the Newark Housing Authority. During these years, he has used his education, skills, and life experiences to help others. He has worked with, counseled, and served countless individuals.

Mr. Speaker, I am sure my colleagues will join me as I offer congratulations to Tally C. Talbot. I would also like to extend my best wishes to him and his family—his wife, Marta Adelina Talbot, and his two children, Erica and Joanne.

### THE POST WITH THE HEART

#### HON. MARCY KAPTUR

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 29, 1996*

Ms. KAPTUR Mr. Speaker, I rise this evening to pay tribute to the Goldstein-Goodman Post No. 6909 of the Veterans of Foreign Wars as it celebrates its 50th anniversary this month. For the Goldstein-Goodman Post, it has been 50 years of dedication to community service that has brought honor to the memories of the two servicemen after whom the post is named.

Morris Goldstein and Barney Goodman were the first Jewish men from the Toledo community to be killed in action in their respective theaters of war in World War II.

From its earliest days, Post 6909 lived up to its more recently adopted motto: "Dedicated to Community Service." Even with its modest treasury, the post was able to donate time and money to schools, hospitals, and other community institutions such as the National Home in Eaton Rapids, Criel Hospital in Cleveland, St. Anthony's Orphanage, Cherry and La-grange schools, the Jewish Community Center, the Society for Crippled Children, Darlington House, and numerous churches and synagogues.

Today, Post 6909 is known throughout Toledo as "The Post with the Heart." It sponsors The Goldstein-Goodman Scholarship Fund at the University of Toledo, and over \$1 million has passed through the post's treasury to beneficiaries such as the Medical College of Ohio, Riverside Hospital, and local schools systems. Post members have and are still devoting hundreds of hours of time to community projects.

In May, 1946, Vice Mayor Michael DiSalle and Rabbi N. Katz installed Louis Baum as the first commander of Post 6909, and it is still going strong today.

Mr. Speaker, I commend to my colleagues Toledo's Post with the Heart on their 50th anniversary and wish them 50 more years of service to our community.

#### TRIBUTE TO THOMAS E. DELBRIDGE

#### HON. BART GORDON

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 29, 1996*

Mr. GORDON. Mr. Speaker, I rise today to recognize Mr. Thomas Delbridge of Rutherford County, TN. Mr. Delbridge leaves his position as director of administrative services at the Tennessee State Department of Human Services on Friday, May 31. What will be a gain for his family will be a loss for all of Tennessee because this loyal service and dedication have meant so much throughout his 26 years of public service.

In February 1973, Tom began his tenure with the Tennessee State Department of Education as a supervisor of the trade and industrial program. His title reflected technical expertise gained through 21 years of vocational experience in the U.S. Air Force. Following his transition into civilian life, he worked as an industrial arts teacher at Hendersonville High School. His duty to country completed by military service, Mr. Delbridge found an equally high calling in education.

He accelerated from supervisor of trade and industry to the director of the comprehensive vocational education department, where he served until 1981. He then moved to the divisional level as director of administrative services for the vocational education department. The, in 1984, Mr. Delbridge made the transition to the Department of Human Services, where he now serves.

We honor Mr. Delbridge today because he held the education of young people and public service as his first priority. He has been entrusted with Tennessee's future, and the future of America as well. It is a trust he has earned respectively, and a bright future for Tennessee he has shaped.

#### CONGRATULATING VANDY L. MILLION ON HIS RETIREMENT

#### HON. ALBERT RUSSELL WYNN

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 29, 1996*

Mr. WYNN. Mr. Speaker, there are many people in Federal Government whose specific contributions to our society are unknown to the vast majority of the public. They do their jobs year in and year out, working behind the scenes, largely unrecognized for their efforts on the public's behalf.

That is why I rise today, Mr. Speaker, to take this opportunity to recognize 42 years of dedicated Federal Government service by my constituent, Mr. Vandy L. Miller of Silver Spring, MD, on the occasion of his retirement. In a career of military and civilian service spanning over four decades, Mr. Miller has earned a tremendous amount of respect and a reputation as a committed and effective leader and manager. Integrity and humility have been hallmarks of his career.

Mr. Miller, a native of Bluefield, WV, began his Federal service in the U.S. Army in 1954 as a second lieutenant and distinguished military graduate of West Virginia State College, Institute, WV, and rose to the rank of full colo-

nel in the Medical Services Corps. During his 24 years as an Army officer and soldier, he held many positions of increased technical and leadership responsibility in military installations in Europe and the United States, culminating with his retirement from military service as the Radiological Hygiene Consultant, Officer of the Army Surgeon General in the Pentagon.

Mr. Miller joined the Nuclear Regulatory Commission in 1978 as the Branch Chief, Material Licensing Branch. He was promoted to the Senior Executive Service, a military two-star general equivalency, in 1984 while serving in the Branch Chief position. In 1988, he was promoted to Assistant Director for Agreement States, Office of State Programs. In October 1993, Mr. Miller was appointed to the position of Director of the Office of Small and Disadvantaged Business Utilization and Civil Rights.

Throughout his career, Mr. Miller has always advocated the concepts of professional growth and development, networking, and continuing education. A humble and dedicated man, he has constructed a career of service and accomplishments using his values and principles he brought with him to work each day. Under Mr. Miller's leadership as the Nuclear Regulatory Commission's Assistant Director for Agreement State Program, Office of State Programs, realistic policy guidelines were developed for the States to ensure the technical adequacy and compatibility of their programs for regulating nuclear materials. In his position as the Director, Office of Small Business and Civil Rights, he successfully led the implementation and coordination of the Nuclear Regulatory Commission's Equal Employment Opportunity [EEO] Program, the Small Business Program, and the Affirmative Employment Program. Under his direction of the EEO program, the number of formal EEO complaints being filed remained relatively low.

His dedication, competence, and professionalism are unsurpassed, and they have been recognized by a number of awards over the past decades. Mr. Miller has been recognized by the Federal Government for his outstanding public service. He was presented with the Nuclear Regulatory Commission Meritorious Service Award in 1992 and the Presidential Meritorious Executive Rank Award earlier this month. He has been the recipient of the Outstanding Community Leader in Education Award from the Montgomery County Council and numerous other community awards and citations.

In addition to his full time work for the Federal Government, Mr. Miller also understands the importance of community service to ensure the efficient running of our society. With this mind, he has held leadership positions in this Kappa Alpha Psi Fraternity, the Washington Metropolitan Organization of Black Scientists, the West Virginia State College "W" Club Association and the Woodside Civic Association, Silver Spring, MD. With his remaining spare time, Mr. Miller has served as a mentor for the Nuclear Regulatory Commission's Mentor Program and as an active member of the Deacon of the 12th Street Disciples of Christ Christian Church. Mr. Miller has not only served the public, but has encouraged others to follow his lead. Members of his own family, his wife, Sylvia, and three children, Kerwin, Karen, and Karmen are among the many people who have been drawn into community service, inspired by his example. I am

sure he will continue to be active in his community in the future.

We can point with pride to Federal professionals like Vandy Miller for exemplifying the real spirit of public service. He has served with undying dedication, unrelenting commitment, and fervent devotion. I urge my colleagues to join me in paying tribute to this outstanding American, a man of God, a devoted public servant, and a family man.

Mr. Speaker, on behalf of the House of Representatives and my constituents in the 4th Congressional District of Maryland, I want to personally thank Vandy Miller for his exceptional career of service to his country and community, congratulate him on this special occasion, and wish him all the best in retirement as he enters the next chapter of his life. In addition to wishing him and his supportive wife Sylvia good luck and Godspeed in his retirement, we also wish long and happy lives to his children and grandchildren, Markia, LaShawn, Kyle, and Vandy.

#### SMALL BUSINESS JOB PROTECTION ACT OF 1996

SPEECH OF

HON. VIC FAZIO

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 22, 1996*

Mr. FAZIO of California. Mr. Speaker, I rise in support of H.R. 3448, the Small Business Job Protection Act of 1996.

Small business is the backbone of our Nation's economy. According to the Small Business Administration, small businesses generate more than 50 percent of our gross domestic product and employ 53 percent of the American work force.

Small businesses know their communities well. They often take a more personalized approach and fulfill unique needs for their communities that big business has no hope of duplicating.

With the downsizing of many large corporations, our Nation's economic health increasingly will become tied to the health of small business. Statistics indicate that small business accounted for two-thirds of the new job growth in the United States in 1994. Any further economic development our Nation hopes to enjoy in the next few years will be seriously inhibited without the expansion of small business.

Yet smaller firms can be at a disadvantage in getting the capital needed for start-up or expansion. It is essential to provide incentives to enable more small businesses to develop and grow throughout the United States, so that every American can benefit from the personalized services, innovative products, and modern technology as well as the new jobs and economic growth that smaller businesses provide to our communities.

So I was particularly disappointed that the research and development tax credit, usually a bipartisan provision, was voted down in the Ways and Means Committee on a party-line vote.

However, in light of the rapidly decreasing number of legislative days in this Congress to reach out to small business employers and employees, I nevertheless support H.R. 3448. It is the last opportunity to provide essential in-

centives for the development of small businesses. It also promotes job growth and educational opportunities for the millions of hard-working entrepreneurs who are at the heart of American economic success.

One of the main obstacles which has deterred small business development in the past is the difficulty small businesses face in providing employee pension plans comparable to those of large corporations. This bill creates the savings incentives plan for employees of small businesses that could operate as an IRA or a 401k plan. It will enable small businesses to offer the same long-term savings plans as larger firms, so that they can offer the same incentives in retaining qualified employees.

The Small Business Job Protection Act also addresses the concerns of many employees of nonprofit, tax-exempt companies who do not currently enjoy the security of a retirement account. This bill allows these organizations to offer 401k plans.

Work and education are the core of our economic success, and we should heartily support public policy proposals which encourage work with education, education with work. Incentives for both are provided by this legislation through the work opportunity tax credit and the employer-provided educational assistance tax deduction.

The work opportunity tax credit replaces the expired targeted jobs tax credit. Employers receive a tax credit equal to 35 percent of an employee's wages, for employees who receive economic assistance, including high-risk youth and veterans. The tax credit for employer-provided educational assistance allows individuals to deduct from their taxable income up to \$5,250 a year for employer-provided assistance for undergraduate tuition.

Hard-working people are taking risks to start and expand small businesses. They are discovering new approaches that stimulate and generate economic growth. We must nurture the efforts of these entrepreneurs, and we must also help small business employees who work hard to sustain these efforts.

H.R. 3448 is a step in the right direction towards encouraging the growth of small business and with it, the strengthening of our Nation's economy. I urge my colleagues to support H.R. 3448, the Small Business Job Protection Act.

#### ASIAN PACIFIC AMERICAN HERITAGE MONTH

HON. NANCY PELOSI

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 29, 1996*

Ms. PELOSI. Mr. Speaker, I rise today to celebrate and honor the almost 9 million Americans of Asian Pacific heritage who make such a magnificent contribution to our society.

As the Representative of a district that boasts Asian Pacific Americans as more than 28 percent of its population, I am proud to be able to praise the men and women of Asian Pacific American heritage who have worked both to make our world a better place to live.

Yvonne Lee is just one of those people making a difference. A San Franciscan appointed by President Clinton to the U.S. Commission for Civil Rights, she has a long and outstanding record of community service, both

in San Francisco and throughout the Nation. Currently a fellow at the Asian Pacific American Leadership Institute, Yvonne previously served as the executive director of the Chinese American Citizens Alliance, a national civil rights organization.

I join my colleagues in celebrating Asian Pacific American Heritage Month and in saluting those in the Asian Pacific American community who have transformed our country.

#### HONORING PONTIAC CENTRAL HIGH SCHOOL'S U.S. FIRST TEAM

HON. DALE E. KILDEE

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 29, 1996*

Mr. KILDEE. Mr. Speaker, I rise today to urge my colleagues in the House of Representatives to join me in paying tribute to the great accomplishments of the members of the U.S. First Team. The team consists of 32 students and 7 faculty members from Pontiac Central High School, that is located in my district. The U.S. First Team, is also comprised of 28 engineers from Delphi Interior Lighting Systems. I am proud to inform my colleagues that the U.S. First Team, from Pontiac Central High School, received the coveted National All Star Rookie of the Year Award, during the 5th Annual U.S. First Competition, in Orlando, FL. The team has also been honored by receiving the Worcester Polytechnical Institution [WPI] design innovations scholarship.

The hard work and dedication of the team is reflected in the fact that more than 96 teams from all over the country were involved in the national competition. Their success is a remarkable display of what can be accomplished when people work together toward a common goal.

Mr. Speaker, I am truly honored to be able to recognize the outstanding achievements of each of the members of the Pontiac Northern High School U.S. First Team. They deserve the title of national winners. I know the entire U.S. House of Representatives joins me today in honoring this fine group of Americans.

#### SUPER SALESMAN ROBERT DAVID

HON. JOE KNOLLENBERG

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 29, 1996*

Mr. KNOLLENBERG. Mr. Speaker, I rise today to honor a supersalesman and special person—WXYT's Robert David.

David was recently honored with 1996 Sales Success Award from the sales and marketing executives of Detroit.

Recognized as one of the best salesmen in metro-Detroit, the Northville native is such a charmer, he met his future wife on the Ohio turnpike, eventually sweet-talking her into marriage.

As the national sales manager at WXYT radio in Southfield, Rob has increased sales revenues tenfold in just 8 years. And he has done it through knowing his customers, studying their language, and speaking to them on their own terms.

His simple strategy has been nothing but a recipe for success. And yet, that is not