

global economy, a more collaborative process has developed that brings workers and employers together on an ongoing basis. Companies ranging from Texas Instruments and IBM to Harley-Davidson motorcycles have instituted ongoing employer-employee work councils in which employees and employers cooperatively determine the direction of their company.

There is, I believe, little disagreement about the value of these councils. There is, however, considerable debate about the legality of these groups. We are told by some that this disagreement produces a chilling effect that hinders the continued and future development of employer-employee work councils.

I have worked for some time to find a balance. During the 103d Congress, I introduced legislation, S. 2499, which, among other features, established a formal election process for employee representatives to labor-management groups.

During the 104th Congress, improved labor-management relations were hijacked by partisan politics and corporate greed in the form of the TEAM Act which attempted to rewrite Federal labor law to give employers control of labor-management teams.

I did not reintroduce that legislation but continued to explore other ways to accomplish change. I seriously considered offering an amendment to the TEAM Act to give employees the right to select their own council representatives; ensure that council agendas were open to both employees and employers and finally, prohibit the unilateral cancellation of a council.

The TEAM Act, and similar ideas are certainly not the answer. I am concerned, however, that past labor-management relations will not continue to serve us well either. As a nation, we now find ourselves involved in a global economy competing with other countries, not other companies. In addition, more and more of our trade is high technology. The era of workers spending all day inserting tab A into slot B is coming to an end. Workers must be better educated and well trained in high technology.

With that education, high-tech training and on the job experience, today's workers have valuable insights and ideas that should be welcomed by their employers. It should be our job to allow the exchange of thoughts and ideas to take place but without employees endangering their employment in the process.

I sincerely hope that in the future, Congress will, without partisan and special interest bias, work to make it easier for employees and their employers to cooperatively determine the future of their company.●

METRIC CONVERSION

● Mr. PELL. Mr. President, As my colleagues have heard me say many times before, The United States is the only

industrialized country in the world that has not converted to the metric system of measurement. I ask my colleagues to imagine what we are missing by being so out of step with the rest of the world.

The answer is basic: The United States stands to gain untold millions—possibly billions—in export trade we are currently losing because our non-metric products literally do not fit into international markets. The U.S. Department of Commerce estimates that U.S. exports could be increased by up to 20 percent by offering metric-sized goods to international markets. In a booklet published by the Small Business Administration [SBA] for small businesses considering converting to the metric system, the SBA cites three examples of the trade problems caused by the production of nonmetric goods.

Saudi Arabia rejected a shipment of American-made appliances because the power cords were 6 feet long rather than the 2 meter length required by Saudi law.

A Middle Eastern company was forced to rewire all electronic equipment imported from the United States because standard American wire sizes are different from international standards.

Countries around the world have great difficulty finding American lumber companies that will produce lumber in metric lengths for use in the construction.

In that regard, I strongly believe that the Federal Government should lead by example and conduct its business, including all procurement, in the metric system. By doing business and thereby promoting the metric system, our Government would send a very important and badly needed signal to American businesses and our trade partners around the world that as a nation we are back on track with the conversion process that has already taken place in the rest of the modern world.

During the closing weeks of this Congress, I had the pleasure of working with Senator GLENN and Senator HOLLINGS in an effort to moderate antimetric legislation that came before the Senate. Senator HOLLINGS and I have worked together on this issue for some time—particularly in the all important area of trade. I am confident he will continue this fight in the years to come.

Senator JOHN GLENN—a pioneer in space exploration—is a man of science, a man of the future. During floor debate on unfunded mandates legislation at the beginning of the 104th Congress he gave a most eloquent defense of the metric system. The metric system is an integral part of both science and our future. I hope Senator GLENN will take my place and bring his knowledge and experience to the fight.●

RECOGNITION OF OUTSTANDING ACHIEVEMENT AND DISTINGUISHED SERVICE BY WILLIAM DANTE BUCCI

● Mr. SANTORUM. Mr. President, I have been made aware of plans to honor Mr. William Dante Bucci next month and I would like to take the opportunity to share with my colleagues the outstanding achievement and distinguished service he has displayed.

Not only has Mr. Bucci displayed a high level of professional achievement and concern for his community, but he has also celebrated his family's heritage. Mr. Bucci was born in Philadelphia, PA, and has been a member of the Order Sons of Italy in America, Grand Lodge of Pennsylvania, since 1 year of age. In fact, Bill is the longest continuously active member of the Ivy Ridge Lodge 251.

William Bucci is a 1974 cum laude graduate of Roman Catholic High School of Philadelphia, where he earned the Thomas E. Cahill Merit Award for outstanding achievement as a senior. Bill then earned a congressional appointment to the U.S. Naval Academy receiving a bachelor of science degree in 1982.

Following his graduation from the Naval Academy and his naval service, Bill then demonstrated a high level of achievement in the world of business. After being Market Executive of the Year with the Xerox Corp. in Philadelphia, Bill was named a full partner and first vice president at age 29 in the brokerage firm Smith, Barney, Harris Upham & Co., Inc. William is a three-time winner of Smith, Barney's Broker of the Year Award and is a life member of their President's Club. In 1992, William joined Shearson Lehman Bros. as a senior vice president. Following the purchase of Shearson Lehman Bros. by Smith, Barney, Bill was recruited by Prudential Securities Inc. in Bala Cynwyd, PA, where he is now a senior vice president.

William Bucci's commitment to serving his community is well known to those that have had the opportunity to interact with him. Bill has served as junior varsity basketball coach for the Cardinals of Dougherty High School in the Philadelphia Catholic League. In addition, he was a head coach for 10 years in the Philadelphia Archdiocese CYO program. Not surprisingly, Bill has been recognized by his coaching peers as the league's all-star coach on three different occasions.

William Bucci's connection to the Order Sons of Italy in America is well cemented. He is the grandson of Francesco Bucci, past president of the Giulio Caesar Lodge 612 O.S.I.A., and Giuseppe Mercurio, a founder and charter member of the Ivy Ridge Lodge 251, O.S.I.A. His list of credentials in the Order Sons of Italy in America is truly impressive. For instance, Bill has served or currently does serve in the following capacities: third vice president for the Commonwealth of Pennsylvania; a trustee, O.S.I.A. Charitable

and Education Trust; member, Pennsylvania State Finance Committee; served as chairman for the Purple Aster Awards Ball souvenir program book for 1995; member, national membership committee; member, national fund raiser committee; ex-officio delegate to the national convention; three-term past president, Ivy Lodge 251, of which he has served as vice president and as trustee.

Mr. President, I am extremely pleased to say that William Dante Bucci is a constituent of mine. Mr. Bucci has been, and will continue to be, a community leader and standard bearer for Italian Americans.●

THE OMNIBUS APPROPRIATIONS BILL

● Mr. SANTORUM. Mr. President, I rise today to call attention to provisions in the recently approved omnibus appropriations bill dealing with electronic benefits transfer [EBT].

In the waning hours of the negotiations on the omnibus appropriations bill, legislative language was inserted—sections 664 and 665—providing for the delivery of EBT services by the Federal Government. In effect, the provision nullified an August 13, 1996, D.C. Circuit Court of Appeals decision involving the procurement process in an EBT initiative under the direction of the U.S. Department of the Treasury.

While I supported passage of the omnibus appropriations bill, I have very serious concerns with the impact of the EBT language and, as a result of these provisions becoming law, remain concerned with the direction of EBT. The financial ramifications and impact associated with providing benefits through EBT are enormous. The fact these provisions were added to the bill and became law with virtually no congressional oversight is extremely troublesome. I am uncomfortable with Congress overturning court decisions and ultimately directing multimillion dollar contracts without review. These provisions on EBT have not been reviewed in detail by the committees of jurisdiction nor have they been subject to hearings.

Mr. President, throughout my service in Congress, I have focused considerable legislative effort in the area of social policy, and I'm very pleased to have played a role in the development and direction of the landmark welfare policies that became law earlier this year. The efficiencies associated with delivering social service benefits through EBT have been an integral part of welfare reform discussions over the past 5 years. And with the enactment of the landmark welfare reform law, the need to develop a comprehensive EBT policy becomes all the more important.

If Congress is to better manage the delivery of Federal services and benefits, we must start with EBT. Throughout the remainder of this year and into the next Congress, I intend to address

this issue, not only with the Secretary of the Treasury, but also with the leadership of the committees of jurisdiction. It is imperative that Congress develop a comprehensive EBT policy with comment and direction from the Banking, Agriculture, Finance, and Governmental Affairs Committees, all who have major interests in this area.

Mr. President, with the recent passage of the omnibus appropriations bill, I wanted to take a moment of Senate business to express my very serious concerns with the language on EBT and the impact that this will have on the future delivery of social service benefits. I appreciate the attention of my colleagues today and encourage your interest and involvement.●

HONORING THE LAWRENCES ON THEIR 50TH WEDDING ANNIVERSARY

● Mr. ASHCROFT. Mr. President, families are the cornerstone of America. The data are undeniable: Individuals from strong families contribute to the society. In an era when nearly half of all couples married today will see their union dissolve into divorce, I believe it is both instructive and important to honor those who have taken the commitment of "till death us do part" seriously, demonstrating successfully the timeless principles of love, honor, and fidelity. These characteristics make our country strong.

For these important reasons, I rise today to honor Sherlie and Beulah Lawrence of Maplewood, MO, who, on November 9, 1996, will celebrate their 50th wedding anniversary. My wife, Janet, and I took forward to the day we can celebrate a similar milestone. Sherlie and Beulah's commitment to the principles and values of their marriage deserves to be saluted and recognized.●

HONORING THE MUNSONS ON THEIR 50TH WEDDING ANNIVERSARY

● Mr. ASHCROFT. Mr. President, families are the cornerstone of America. The data are undeniable: Individuals from strong families contribute to the society. In an era when nearly half of all couples married today will see their union dissolve into divorce, I believe it is both instructive and important to honor those who have taken the commitment of "till death us do part" seriously, demonstrating successfully the timeless principles of love, honor, and fidelity. These characteristics make our country strong.

For these important reasons, I rise today to honor Ed and Marty Munson of Marshfield, MO, who, on November 11, 1996, will celebrate their 50th wedding anniversary. My wife, Janet, and I look forward to the day we can celebrate a similar milestone. Ed and Marty's commitment to the principles and values of their marriage deserves to be saluted and recognized.●

PRESIDENTIAL AWARD

● Mr. HATFIELD. Mr. President, on Wednesday, September 25, 1996, one of my favorite Oregon institutions was honored by the President of the United States. Saturday Academy of Oregon received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring. The award was presented to Kathryn Gail Whitney, executive director of the academy since 1983, in a ceremony in the Indian Treaty Room of the Old Executive Office Building. I am pleased to add my congratulations to this deserving organization.

This award includes a \$10,000 grant and a Presidential commemorative certificate. It is given to individuals and institutions which have encouraged minorities, women, and persons with disabilities to earn degrees in science, mathematics, and engineering; 10 individuals and 6 institutions were honored this year, the first year in which these awards were presented.

Saturday Academy is a private, non-profit precollege educational program established in 1983, and based at the Oregon Graduate Institute of Science & Technology in the Portland, OR, metropolitan area. Four other Saturday Academy centers are located in Oregon. The academy enlists accomplished professionals from industry, higher education, and community agencies to create hands-on classes and apprenticeships for motivated 6th-through 12th-grade students. While the program focuses on science, math, and technology, instruction includes arts and humanities as well.

The academy began in 1983 with three classes: Materials science, electronics, and large computer systems. Even while growing rapidly, Saturday Academy has worked for inclusiveness. This is an important goal in science and math education—we need strategies to encourage greater participation of women and minorities. Saturday Academy has worked diligently to increase the enrollment of young women—it now has an even enrollment of both sexes.

Gail Whitney's arrival as executive director when the program was only months old, brought a change in recruitment strategy. Academy press releases began to stress the search for motivated students rather than gifted ones. The change has been significant. Experience shows that students who may not fit a school system's gifted criteria are designing electrical components or operating a business. A child who is quiet or reserved in the larger classroom may thrive in the hands-on environment of eight peers.

In 1983, the academy's roster listed 9 classes and 71 students. The following February, the figures increased to 19 classes and 200 students. The 10th anniversary year of the program, 1993, found 40 classes per term being offered. During the 1995-96 school year there