

Kathleen M. McNulty  
Brendan C. Bennick  
William E. Runnels  
Michael R.  
Charbonneau  
Bradley J. Ripkey  
Michael Sakaio  
Christina M. Bjergo  
James E. Elliott  
Brett A. Taft  
Joseph F. Rock, Jr.  
Joseph M. Fierro  
Charles A. Caruolo  
Karl I. Meyer  
Michael A. Baroody  
Robert I. Collier  
Robert R. Harper, Jr.  
Joseph Ponseti, Jr.  
William R. Timmons  
Peter A. Yelle  
Claudia C. Gelzer  
Daniel D. Unruh  
Mark Marchione  
Matthew D.  
Woodward  
John A. Denard  
John B. Milton  
John A. Cromwell  
Scott A. Hinton  
Orin E. Rush, Jr.  
Mitchell A. Morrison  
Christopher B. Hill  
Alan L. Blume  
Jeffery W. Thomas  
Larry L. Littrell  
Christopher M.  
Holmes  
Thomas N. Thomson  
Bryan P. Rorke  
David H. Anderson  
Edward W. Price, Jr.

Thomas J. Robinson  
II  
Richard M. Klein  
Jerry J. Briggs  
William G. Lutman  
Gregory L. Carter  
Roger A. Smith  
James V. Mahney,  
Jr.  
Kevin N. Knutson  
Donna G. Urban  
Raymond C. Milne III  
Joel B. Roberts  
Dale Dean  
David J. Wierenga  
Mark J. Bruyere  
Thomas J. Goldberg  
Michael F. Trevett  
John G. White  
Timothy A. Tobiasz  
Christopher S.  
Nicolson  
Dale A. Bluemel  
Lawrence A. Kiley  
Whitney L. Yelle  
James F. Blow  
Edward W. Sandlin II  
Scott D. Stewart  
Ismal Curet  
Michael A.  
Vanvoorhees  
Lewis M. Werner  
Charles A. Roskam II  
James A.  
Nussbaumer  
Kevin Y. Pekarek  
Michael T. Lingaitis  
Erich M. Telfer  
Constantina A.  
Stevens

William Albert  
Dronen  
William Earle  
Duncan  
Michael P. Duren  
Michael Arthur  
Edwards  
Timothy Aaron Mahr  
Zachary Joseph  
Malinoski  
Gary Mason  
Gregory Alen Matyas  
Austin Joseph  
McGuire  
Eileen Patricia  
Meehan  
Tracy Walsh Mehr  
Brian Arthur Meier  
Peter Neal Melnick  
Sally Messer  
Brian Miles  
Christopher Michael  
Milkie  
Gabrielle Genevieve  
Miller  
Emily Minbiole  
Erica Lea Mohr  
Robert Thomas  
Moorhouse  
Joe L. Morgan  
Seal Gregory  
Morrissey  
Jesse Clate Morton  
Todd William Moyer  
Michael Shawn  
Moyers  
Jonathan Edward  
Musman  
Adam Eric Nebrich  
Benjamin Louis  
Nicholson  
Craig Mickael  
O'Brien  
John Kenneth  
O'Connor  
James Joseph O'Kane  
Thomas Andrew  
Olenchock  
Matthew Orendorff  
Drew Francis  
Orsinger  
Brian Palm  
Michael John  
Paradise  
Andrew Thomas  
Pecora  
Scott Thomas  
Peterein  
Hillary Genelle  
Peterson  
Ty Jeremy Peterson  
Christopher Brian  
Phelan  
Lena Michele Piazza  
Richard Charles  
Pokropski  
Michelle Lee Quach  
Brian Kevin Riemer  
Erick Roane  
Keith Michael  
Ropella  
Michael Ray Roschel  
Andrew Eric  
Rosenbaum  
Brad Rosello  
Herbert Henry  
Eggert  
Michael James Ennis  
Philip Allan Ero  
Salvatore Jason  
Fazio  
Michele Flaherty  
Taina Fonseca  
Anthony F. Franzago  
Michael Shariff  
Fredie  
Ernie Toledo Gameng

Juan Garcia  
Christofer Lyle  
German  
Michael Ryan Gesele  
William Raymond  
Gibbons  
Steven Gilbert  
Kevin David Glynn  
Raja Goel  
Peter Ward Gooding  
Dennis Michael  
Gordon  
Michael Patrick  
Guldin  
Fernando Gutierrez  
Timothy Dale  
Hammond  
Colin Harding  
Mark Koffman Harris  
Rebecca Pearl  
Harvey  
Chris S. Hayter  
Jalyn Gail Heil  
Robert Hengst  
John Hennigan  
Mark Donald Heupel  
Eric Edwards  
Hoernemann  
Christy Lynn Hogan  
Eli Hoory  
Eric Kenneth Horn  
Walter Laurence  
Horne  
Robert Anthony  
Hueller  
John Paul Humpage  
Mark Alan Jackson  
Benjamin Alexandea  
Janczyk  
Merle Johnson  
Reese Parker  
Johnson  
Samuel Johnson  
Anthony Raymond  
Jones  
Alexander Sarol  
Joves  
Eirik Thomasson  
Kellogg  
Carl Martin Kepper  
Robert John  
Keramidas  
Adam Lincoln Kerr  
Timothy James  
Kerze  
Fair Charlie Kim  
Jooyi Kim  
William Anderson  
King  
Heather Kristine  
Klemme  
Chris Kluckhuhn  
Sean Adam  
Komatinsky  
Gabrielle Nicole  
Krajenski  
Jason A. Kremer  
Paul Emil Lafond  
Karl David Lander  
James Willis Larson  
Ryon L. Little  
Scott Stanley  
Littlefield  
Katherine Mary  
MacDonald  
Ryan Alexander  
Roslonek  
Anthony Lee Russell  
Michael Ryan  
Olav Magnus Saboe  
Andrea Lynn  
Sacchetti  
Jerry Wayne Saddler  
Matthew J. Salas  
Aaron Michael  
Sanders

Derek Thomas  
Schade  
Daniel Schaeffer  
Tabitha A. Schiro  
Michael Schoonover  
Cynthia Seamands  
Edward See  
Richard Servantez  
John Edward Shkor  
Jeremy Charles  
Smith  
Christain Jared  
Souter  
Eric Ryan St. Pierre  
Nell Baynham  
Stamper  
Jane Elizabeth  
Stegmaier  
Scott Allan Stoermer  
Brian Patrick Storey  
Tracy Ann Strock  
Daniel Matthew  
Stulack  
Jonathan Theel  
Michael David  
Thomas

Randall Thomas  
Paul Edward Tressa  
Woodrow E. Turner  
Todd David Vance  
Mark Aaron Voris  
Gretchen Anne  
Wagner  
Michael Anthony  
Walsh  
Daniel Ward  
Eric Ward  
Donis Wayne Waters  
Michelle Renee  
Watson  
Andres Michael Went  
William Edward  
Whitaker  
Laurina Mae-Anne  
Wilcox  
Mark Wilcox  
Anthony Wade  
Williams  
Douglas Erhardt  
Williams  
Torrence Bement  
Wilson  
Kimberly Zust

The following cadets of the United States Coast Guard Academy for appointment to the grade of ensign:

Stephen Adler  
Todd Adrian  
Andrew Aguilar  
Christopher Allan  
Ahearn  
Kristina Marie  
Ahmann  
Lee Allison  
Brian Robert  
Anderson  
Pete Agrao  
David Lewis Arritt  
Scott Aten  
Jonathan Dickinson  
Baker  
Alain Velasco  
Balmacedo  
Clifford Ronald  
Bambach  
Agustus James  
Bannan  
Timothy James  
Barelli  
Che Jeremy Barnes  
Jennifer Alice Beaver  
Eric Michael  
Belleque  
Scott David Benson  
John Berry  
Robert Humber  
Bickerstaff  
Jeff Brian Bippert  
Dawn Black  
Chad Eric Bland  
Jed Robert Boba  
George Charles Bobb  
Michael Bolz  
Fred Van Boone  
Russell Eugene  
Bowman  
Sean Terrence Brady  
Paul Brooks

Andy Scott Brown  
Heath Michael Brown  
Jessica Irene Brown  
Thomas Russell  
Brown  
Timothy Tyson  
Brown  
William Alan  
Budovec  
Marc Alan Burd  
Erva Jennifer  
Burhans  
Travis Lance Burns  
Colin Edward  
Campbell  
Rachelle Lyn Cannon  
Willie Lee  
Carmichael  
Scott Eric Carroll  
Anthony Cella  
Adam Abraham  
Chamie  
Casey Louis  
Chmielewski  
Bradley Clare  
Kathryn Nadene  
Clevenger  
Eric Mitchell Cooper  
Phillip Alexander  
Cowan  
Phillip Allen Crigler  
Timothy Patrick  
Cronin  
Christopher Francis  
Dabbieri  
Quincy Lamont  
Davis  
Seth Joo Yong  
Denning  
Jared Colin Dillian  
Patrick Dougan

### INTRODUCTION OF BILLS AND JOINT RESOLUTIONS

The following bills and joint resolutions were introduced, read the first and second time by unanimous consent, and referred as indicated:

By Mrs. HUTCHISON:

S. 1648. A bill to authorize the Secretary of Transportation to issue a certificate of documentation with appropriate endorsement for employment in the coastwise trade for the vessel *Herco Tyme*; to the Committee on Commerce, Science, and Transportation.

By Mr. KERREY (for himself, Mr. DOLE, Mr. EXON, and Mrs. KASSEBAUM):

S. 1649. A bill to extend contracts between the Bureau of Reclamation and irrigation districts in Kansas and Nebraska, and for other purposes; to the Committee on Energy and Natural Resources.

By Mr. HARKIN (for himself, Mr. KERRY, Mr. SIMON, Mr. LEAHY, Ms. MIKULSKI, and Mr. INOUE):

S. 1650. A bill to amend the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin, and for other purposes; to the Committee on Labor and Human Resources.

By Mr. WARNER:

S. 1651. A bill to amend title 10, United States Code, to permit covered beneficiaries under the military health care system who are also entitled to medicare to enroll in the Federal Employees Health Benefits program; to the Committee on Armed Services.

By Mr. MCCONNELL:

S. 1652. A bill to amend the Juvenile Justice and Delinquency Prevention Act of 1974 to establish a national resource center and clearinghouse to carry out training of State and local law enforcement personnel to more effectively respond to cases involving missing or exploited children, and for other purposes; to the Committee on the Judiciary.

By Mr. CONRAD:

S. 1653. A bill to prohibit imports into the United States of grain and grain products from Canada, and for other purposes; to the Committee on Finance.

By Mrs. BOXER (for herself and Mr. BRADLEY):

S. 1654. A bill to apply equal standards to certain foreign made and domestically produced handguns; to the Committee on the Judiciary.

## SUBMISSION OF CONCURRENT AND SENATE RESOLUTIONS

The following concurrent resolutions and Senate resolutions were read, and referred (or acted upon), as indicated:

By Mr. DOLE (for himself, Mr. PELL, Mr. D'AMATO, Mr. PRESSLER, Mr. LEVIN, and Mr. FEINGOLD):

S. Con. Res. 50. A concurrent resolution concerning human and political rights and in support of a resolution of the crisis in Kosovo; to the Committee on Foreign Relations.

## STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mr. KERREY (for himself, Mr. DOLE, Mr. EXON, and Mrs. KASSEBAUM):

S. 1649. A bill to extend contracts between the Bureau of Reclamation and irrigation districts in Kansas and Nebraska, and for other purposes; to the Committee on Energy and Natural Resources.

## THE IRRIGATION PROJECT CONTRACT EXTENSION ACT OF 1996

• Mr. KERREY. Mr. President, I introduce legislation to extend the water service contracts for irrigation projects in Nebraska and Kansas.

Mr. President, a little over 50 years ago, Congress authorized construction of a set of water management projects as a part of the Flood Control Act of 1944. These projects were designed to provide control, conservation, and use of water resources throughout the Missouri River basin. Known as the Pick-Sloan Missouri Basin Program, the system has provided flood control, power generation and irrigation to over 3.7 million acres, as well as stream pollution abatement, sediment control, water supplies for cities and industry, enhancement of fish and wildlife, and recreation opportunities.

Each of the projects had 40-year water service contracts for irrigation with the Bureau of Reclamation, in the Department of the Interior. These contracts are beginning to expire. In fact, three of those 40-year contracts will expire on December 31 of this year. Though the procedures for contract renewal were not spelled out, it is clear that contract renewal was considered when the original agreements were made. It is also clear that an immediate extension of the service contracts is necessary. Extending these contracts will give the Bureau of Reclamation the necessary time to complete the contract renewal process as well as provide us time to collect input to fully evaluate our options and maximize the benefits of the best option.

The legislation I introduce today is straight-forward and simple: It would extend each of 10 water service contracts upon expiration for a period of 4 years. The terms of each contract would be the same as those originally negotiated.

I am glad to be able to say that this legislation has the full and bipartisan support of each Senator from both of

the affected States, Nebraska and Kansas. It has been a real pleasure to work with each of my cosponsors on an issue where we found such clear and easy agreement, both about what needed to be done and how to get there. So, on behalf of myself, the majority leader, BOB DOLE, my friend and fellow Nebraskan JIM EXON, NANCY KASSEBAUM, and the thousands of Nebraskans, Kansans, and visitors who benefit from these projects, I introduce the Irrigation Project Contract Extension Act of 1996.●

By Mr. HARKIN (for himself, Mr. KERRY, Mr. SIMON, Mr. LEAHY, Ms. MIKULSKI, and Mr. INOUE):

S. 1650. A bill to amend the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin, and for other purposes; to the Committee on Labor and Human Resources.

## THE FAIR PAY ACT OF 1996

• Mr. HARKIN. Mr. President, the Equal Pay Act, passed in 1963, made it illegal to discriminate against women when determining pay levels for the same job. Since then, we have made some progress in reducing employment discrimination against women. But we cannot have equality of opportunity in the workplace without equality and fairness in wages and salary. Even though many women have moved up and out of traditionally female jobs, stereotypes and historical discrimination remain firmly imbedded in pay scales.

Current law has not done enough to combat wage discrimination when employers routinely pay lower wages to jobs that are dominated by women. That is why I am introducing the Fair Pay Act of 1996. The Fair Pay Act is designed to pick up where the Equal Pay Act left off by paying women equally for equivalent work.

The heart of the Fair Pay Act will make it illegal to discriminate against employees on the basis of sex, race, and national origin by requiring equal pay for work in jobs that are comparable in skill, effort, responsibility, and working conditions. Women and minorities make up 57 percent of the workforce and their salaries are an essential component of family income. It is a fundamental issue of fairness to provide equal pay for work that is of equal value to an employer.

Wage gaps can result from differences in education, experience, or time in the workforce and the Fair Pay Act does not interfere with that. But, just as there is a glass ceiling in the American workplace, there is also what I call a glass wall—where women are on the exact same level as their male coworkers. They have the same skills, they have the same type of responsibilities, but they are still obstructed from receiving the same pay. It is a hidden barrier, but a barrier all the same. And it is keeping out equality, opportunity, and above all fairness. The Fair Pay

Act is about knocking down the glass wall.

To illustrate, consider a study done in the county of Los Angeles that compared the job requirements and salaries of children's social service workers who were mostly women and probation officers who were mostly men. The two jobs required the same skills and education, and the working conditions were similar. However, the social service workers were paid an average of \$35,000 a year while the probation officers were paid an average of \$55,000 a year—a \$20,000 difference in salary.

Over a lifetime, that kind of wage gap adds up. The average woman loses \$420,000 over a lifetime due to unequal pay practices. Such gaps in income are life changing: it can mean the difference between welfare and self-sufficiency, owning a home or renting, sending your kids to college or to flip burgers, or having a decent retirement instead of an uncertain old age.

The Fair Pay Act is a commonsense business issue. Women and minorities make up over half of the work force and fair pay is essential to attract and keep good workers.

The Fair Pay Act is an economic issue. Working women, after all, don't get special discounts when they buy milk. They can't get a special rate buying clothes for their kids. Bread and gasoline don't cost less for working women than working men. And women and minorities are certainly taxed at the same rate as men are, yet they don't get any break when April 15 rolls around.

The Fair Pay Act is a family issue. Family budgets are getting squeezed by the day. When women are discriminated against in their pay, they aren't the only ones who lose. When women aren't paid what they're worth, husbands and children get cheated too.

Now, I've heard the critics. Some say there is no discrimination in the workplace. It's just the natural economic forces paying workers their fair share.

Others say that this is a decision that should be left to the private sector alone. If the private sector wants to discriminate, they say, that should be their right. Well, we as a society have said discrimination in any form should not be tolerated and that's what this bill is about.

There is perhaps no other form of discrimination that has as direct an impact on the day-to-day lives of workers as economic discrimination. The Equal Pay Act was designed to end that. And it has helped. But we need to go further to address economic discrimination for equivalent work.

And most importantly, the American people want fair pay legislation. The Fair Pay Act has already been endorsed by a wide variety of groups and organizations. In addition, polling data consistently show that over 70 percent of the American people support a law requiring the same pay for men and women in jobs requiring similar skills