

of Michigan and an informal adviser to the Administration.

Mr. Lieberthal, who also has traveled to China in recent months, said Beijing has re-deployed forces from other parts of the country to the coastal areas facing Taiwan and set up new command structures "for various kinds of military action against Taiwan."

"They have done all this in a fashion they know Taiwan can monitor," he said, "so as to become credible on the use of force."

"I believe there has been no decision to use military force," he continued, "and they recognize that it would be a policy failure for them to have to resort to force; but they have set up the option, they have communicated that in the most credible fashion and, I believe, the danger is that they would exercise it in certain circumstances."

Several experts cited their concern that actions by Congress in the aftermath of President Lee's expected election could be a critical factor contributing to a military confrontation. If President Lee perceives that he has a strong base of support in the United States Congress and presses forward with his campaign to raise Taiwan's status, the risk of a military crisis is greater, they said. A chief concern is that Congress would seek to invite the Taiwan leader back to the United States as a gesture of American support. A Chinese military leader warned in November that such a step could have "explosive" results.

In recent months, American statements on whether United States forces would come to the defense of Taiwan if it came under attack have been deliberately vague so as to deter Beijing through a posture of what the Pentagon calls "strategic ambiguity."

Some members of Congress assert that the Taiwan Relations Act of 1979 includes an implicit pledge to defend Taiwan if attacked, but Administration officials say that, in the end, the decision would depend on the timing, pretext and nature of Chinese aggression.

CHINA THREATENS TAIWAN

China has made no secret of its concern that Taiwan is drifting toward independence with the tacit support of the United States. Beijing pounced on an unofficial visit to America last year by Taiwan's President, Lee Teng-hui, to register its strong objection to any potential change in Taiwan's status. But China has now escalated tensions by recklessly raising the prospect that it might use military force to intimidate Taiwan. The United States and other countries must make clear that such a step would unravel Beijing's relations with the international community and undermine China's prized economic boom.

Patrick Tyler of The Times reports that Chinese officials have let the Clinton Administration know that Beijing has completed plans for a limited military attack on Taiwan as soon as this spring unless the island bows to demands for a lower-profile foreign policy.

These warnings may well be nine-tenths diplomatic bluff. But even so they suggest that Beijing has lost sight of one of the basic understandings underlying improved Chinese-American relations since the Nixon Administration—that Taiwan's future status must be settled by peaceable means.

Beijing is plainly infuriated by the recent efforts of President Lee to win increased recognition for his country in foreign capitals and international bodies like the United Nations. The mainland Government sees Taiwan as an integral part of the historical Chinese empire, torn away by foreign imperialists and Chiang Kai-shek at a time when China was weak. Taiwanese see it differently, pointing to their centuries of sepa-

rate cultural development and, more importantly, their hard-won political democracy and thriving capitalist economy as good reasons for standing somewhat apart.

China apparently hopes its warnings will lead Washington to lean on Mr. Lee to accommodate Beijing. While Washington should urge caution on both sides, the United States must vigorously reject military bullying from Beijing in cases like this.

Taiwan is too big to be treated as a mere pawn in relations between Washington and Beijing. It is America's seventh-largest trading partner, with 21 million people, a vibrant democracy and one of Asia's highest living standards.

More than anything else, it is the fear that today's freedoms and prosperity would be lost under Beijing's harsh authoritarian rule that fuels Taiwan's quest for a separate identity. Beijing would do better to address this fear with political and economic reforms at home rather than threatening the use of force across the Taiwan Straits.●

TRIBUTE TO THE FAITH HOUSE

● Mr. BOND. Mr. President, I rise today to pay a special tribute to the Faith House. It is a great pleasure to recognize this organization for its 4 years of superior service to the underprivileged children of the St. Louis community.

The Faith House was established in 1992 to meet the ever-increasing demand for the care of infants and children exposed to drugs. This residential facility has already succeeded in serving over 250 infants and children in its stable, home-like environment through the dedication of numerous volunteers and professional medical staff. The 24-hour comfort and security provided by the caring individuals comprising the Faith House is essential to the long-term physical, emotional, and intellectual development of our children.

As a father and long-term advocate for children and families, I believe the welfare and security of our Nation's children are of paramount importance to the future of our society. The Faith House aspires to continue its tireless dedication to improving the quality of life for those children who have been some of the least fortunate in our society.

The Faith House is endeavoring to meet the increasing demand for growth and expansion of its quality care through construction of a new 50-bed home. Efforts are currently underway to realize this project, and on February 23, 1996, a dinner-dance and auction will be held in St. Louis to recognize this outstanding facility. It is an honor to congratulate the people of the Faith House on all of their successes and to wish them the best of luck in their future pursuits.●

TRIBUTE TO FATHER MAC

● Mr. SIMON. Mr. President, I would like to bring attention to the outstanding work of Msgr. Ignatius McDermott and Haymarket House. It is my pleasure to inform you that in December, Haymarket celebrated its 20th anniversary.

One of largest treatment and detoxification centers in Chicago and the Midwest, Haymarket is the culmination of one man's lifetime of education and devotion to helping the addicted.

Haymarket was founded in December 1975, when "Father Mac" was in his early sixties. For the last 20 years they have made history, establishing programs for those no one else wishes to serve. The programs include Illinois' first non-medical detox center and Illinois' first sanctuary program for skid row alcoholics. These programs, along with the tireless efforts of Monsignor McDermott, have helped change attitudes about alcoholism and have helped establish it as a disease to be treated, rather than as a social problem.

Through Haymarket, Father McDermott reached out to serve those ostracized by today's society. His goal—to serve the homeless, the chemically dependent, the substance abuser, the disadvantaged, and the unfortunate—is reached through the providing of shelter and care for these people and their families.

When drug addicted infants enraged the public, Haymarket provided the first residential treatment program for drug-addicted pregnant women. This was at a time when those providing treatment were more concerned with liability issues than with the treatment of these women. Since it began, the Maternal Addiction Center [MAC] has delivered 350 drug-free babies. Haymarket, along with Maryville Academy, has also established Illinois' first residential treatment program for postpartum women who have delivered drug-addicted babies.

Haymarket currently runs 28 programs and has served over 13,000 clients. Their unique program is centered around the idea that to achieve long-term recovery the whole person must be addressed. They believe that without a continuum of care, people are more likely to relapse. This continuum brings together drug abuse prevention and treatment, health services, day care, parent training, vocational education, and job placement. These services help the center improve the prevention and treatment services and increase the savings to taxpayers associated with these services.

I encourage my colleagues to join me in commending Father Mac and Haymarket for their continued commitment to the services they provide. I extend to my colleagues an invitation to visit Haymarket when they visit the Chicago area.●

CONGRATULATING PETER CRISTIANO ON HIS DECADES OF SERVICE TO SOUTHFIELD, MI

● Mr. ABRAHAM. Mr. President, I rise today to congratulate and pay tribute to Peter Cristiano on his long and successful service to the city of Southfield, MI. Mr. Cristiano began his public service in Southfield in 1960, when

he was chosen superintendent of parks and recreation. By 1964, he had been appointed deputy city administrator. From 1968 to 1980, he served as Southfield's city administrator, moving on to the city council in 1981 and serving as council president from 1986 to 1988.

Peter won numerous awards during his tenure in Southfield, including the Governor's Distinguished Public Employee Award, the Jaycees' "Man of the Year," and the International City Managers Association's Management Innovation Award. He won these awards the hard way: By making substantial improvements in his city's structure and way of life. Capital improvements, park land acquisition, and development, addition of a sports arena, municipal golf arena, and an animal control facility, all were part of his program to improve Southfield, as were new police-court facilities, a senior adult housing complex, and a new headquarters fire station and training center. As important, Peter initiated and implemented a nationally renowned life support unit emergency medical service—one of the first of its kind in the Nation. And Peter restored the city's lovely historical site, "The Burgh," for all of us to enjoy.

Peter will be missed as a fixture of Southfield city government. His long, dedicated service helped his community in many concrete ways. And his example should serve as an inspiration to all of us concerning what we can accomplish for our neighbors. Thankfully, Peter will not be leaving us altogether; instead he is merely giving up his government position to concentrate on his duties as president and CEO of his own telecommunications company. I would like to wish Peter all the best in his new endeavors and thank him for all the hard work and good service he has done for his community. ●

FEDERAL CONTRACTORS AND AFFIRMATIVE ACTION

● Mr. SIMON. Mr. President, the Federal Government has played an important role in promoting equal opportunity in employment by Federal contractors for the past 55 years. Current Federal policy requires contractors to review their own hiring practices for any intentional or unintentional discrimination. Academic studies show that enforcement of these policies has led to increases in hiring of ethnic minority and female workers and that these programs continue to have a positive and significant impact on remedying discrimination in the workplace.

The Federal affirmative action guidelines not only benefit workers. Employers have found that affirmative action programs help them to ensure that they locate and select the best qualified candidates from an expanded talent pool. Companies also report that a diverse work force leads to enhanced performance and productivity.

There is always room for improvement, however. A Labor and Human Resources Committee hearing last June 15 suggested that some contractors are not aware that their progress in achieving recruitment goals is lagging behind industry or regional norms unless or until they are selected for a compliance review. Witnesses also raised several concerns about the burdens some regulations may impose on the businesses—particularly paperwork.

Shortly after the hearing, my colleague from Michigan, Mr. ABRAHAM, and I wrote to Shirley J. Wilcher, the Deputy Assistant Secretary of Labor who oversees the Office of Federal Contract Compliance Programs (OFCCP). We suggested that OFCCP develop a way of providing employers with earlier indications that their progress toward compliance with affirmative action guidelines should be reviewed for possible problems. We also requested that they meet with representatives from contracting, consulting, and other constituent groups to review OFCCP regulations and to suggest how they may be improved upon or eliminated.

I am pleased to report that OFCCP has made significant progress toward resolution of many of the complaints raised at the hearings. They have developed strategies to ensure that compliance officers are consistent and uniform when administering and enforcing laws and regulations. They are creating a technical assistance manual that will allow contractors to develop affirmative action plans without retaining expensive law firms or consultants. They have clarified the relationship between OFCCP and the Equal Employment Opportunity Commission to ensure that employers are not subject to duplicative, inconsistent, or unnecessary regulatory burdens.

OFCCP officials have had substantive discussions with a variety of constituent groups. These meetings will likely lead to regulatory reforms that will reduce paperwork, reduce the time involved in developing written affirmative action programs, and establish practical reporting requirements without undermining OFCCP's mission. They are also considering the development of an early alert system that would provide contractors with feedback on progress before the need arises for a full compliance review.

I commend Deputy Assistant Secretary Wilcher for the progress she has made. I encourage her and her colleagues to continue to work toward these important changes.

I ask that Ms. Wilcher's written response be printed in the RECORD.

The material follows:

U.S. DEPARTMENT OF LABOR, EMPLOYMENT STANDARDS ADMINISTRATION, OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS,

Washington, DC, December 15, 1995.

Hon. PAUL SIMON,
U.S. Senate, Washington, DC.

DEAR SENATOR SIMON: On June 27, 1995, following the Labor and Human Resources

Committee's hearing on the Office of Federal Contract Programs (OFCCP), you wrote to suggest some actions that I might take to respond to the concerns of the agency that were highlighted in the hearing testimony. This letter responds to your request that we report by December 15th on the progress we have made toward reducing the contractors' compliance burdens and improving OFCCP's performance. I appreciate the opportunity to report on our efforts.

Since coming to OFCCP in February 1994, I have been committed to pursuing a fair enforcement strategy. Over the past several months, I have heard the concerns about the internal program management and administration of the contract compliance program. As noted in your letter, several of the witnesses at the June hearing voiced concerns about the time involved in preparing affirmative action programs; the use of goals as rigid quotas; inconsistency in interpretation and application of the regulations; and duplication of efforts with the Equal Employment Opportunity Commission (EEOC). Because these issues seriously affect our ability to administer and enforce the equal employment opportunity requirements in a manner consistent with our fair enforcement approach, we have taken actions to address each of these concerns.

Several measures have been taken to ensure that compliance officers are consistent and uniform when administering and enforcing our laws and regulations. First, in order to clear up any confusion about how affirmative action works under Executive Order 11246, on August 2, 1995, the agency issued a policy directive on "Numerical Goals under Executive Order 11246." The directive reaffirms OFCCP's longstanding policy that affirmative action program goals are not to be used as quotas which must be achieved through race-based and gender-based preferences.

Rather, as the policy directive explains, goals under Executive Order 11246 are to be used as a tool to aid in breaking down barriers to equal employment opportunity for women and minorities without impinging upon the rights and expectations of other members of the workforce.

Additionally, we provided enhanced training to the staff; conducted several accountability reviews of regional and district office operations; and implemented a customer service improvement plan. Further, we are establishing the position of ombudsperson to handle contractor and constituent complaints about the program and actions of compliance officers. The person assigned to the position will be responsible for outreach, public education and alternative dispute resolution.

In response to complaints about the time and expense associated with developing an affirmative action program, in FY 1995 OFCCP began work on developing a comprehensive compliance assistance program, which will include a technical assistance or "how to" manual. The agency has not had an effective public educational component or a "user friendly" technical assistance manual. As a result, small and newly covered contractors feel obligated to retain law firms and consultants to assist them in developing a written affirmative action program. Our goal is to increase technical support to Federal contractors by establishing programs that expand training about our regulatory requirements and enhance voluntary compliance.

In light of the concerns that OFCCP and EEOC are duplicating work, OFCCP and EEOC have examined the interagency coordinating mechanisms that were established to