

John Sturdivant represented the same people I represent: federal and D.C. government employees. John's work often wasn't much different from mine. If so, I knew I'd hear from him.

When I first met John, however, we were not on the same side—at least not structurally. I was cast as the manager of a troubled agency, John as the local union president. President Carter had named me to chair the Equal Employment Opportunity Commission when the Commission had gone through perhaps the most troubled period—a huge backlog, firings by the President at the top of the agency, the whole ball of wax. Though entirely a management problem, it could not be fixed without top to bottom change and a wholesale make over. As a civil rights lawyer and a veteran of the movement, I did not look forward to tension with the employees, and there inevitably was some. The union never missed a beat, but John had a lot to do with the mixture of wit and determination that made it all work. In the end, the agency got rid of most of its backlog, not by fighting the union, but by empowering the workers with new, upgraded duties.

John Sturdivant rose through the ranks of his own union the way unions insist that employees should move up in the workplaces that unions represent. But, John rose the way that yeast makes bread rise—because, by conviction and ability, he could not be contained. John Sturdivant was made for the modern era of American unionism. He knew how to do it by fighting, he knew how to do it by negotiating, and he knew how to do it in ways nobody had thought of. He was a strategic thinker who knew how to pick his fights while keeping the others alive to be fought another day. Without that kind of smarts, he would never have achieved the landmark changes that occurred when I chaired the old Subcommittee and that John wore on his sleeves like stripes; the political empowerment of government workers through Hatch Act reform, locality pay, and the first government-wide buyouts.

In the end, John Sturdivant, who was a leader in reinventing modern unionism, was not about to let government reinvent itself without the union as a partner. And the man who had risen to leadership with the rise of public sector unionism was not about to preside over its decline. John Sturdivant had a quality union leaders seek in these tough times for workers and that public officials with a movement background like mine most admire. John knew how to work the inside with the vision of an outsider. Now if the rest of us could only learn to beguile our opponents with a broad, disarming grin.

#### TRIBUTE TO JOHN STURDIVANT

##### HON. WILLIAM (BILL) CLAY

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 13, 1997

Mr. CLAY. Mr. Speaker, our Nation has lost an outstanding labor leader. The late John Sturdivant was a loyal public servant who faithfully served our Nation's public servants. As president of the American Federation of Government Employees, John Sturdivant deeply believed in the importance of Government service and deeply valued our system of Government.

From 1991 through 1994, as the chairman of the House Post Office and Civil Service Committee, I was privileged to work with John Sturdivant on a variety of issues. I respected

John as an aggressive advocate of the rights of Federal workers. He was very actively involved in the successful effort to enact the landmark Family and Medical Leave Act. And, John fought tirelessly to protect the salaries and benefits of his members as those on the other side sought to balance the Federal budget on the backs of Government workers. He worked closely with the members of the Post Office and Civil Service Committee staff and took a strong personal interest in all legislation affecting the retirement and health benefits of Federal workers. He and his fellow union members worked closely with the Post Office and Civil Service Committees to develop legislation to mitigate the effect of defense downsizing and base closings on Federal workers. John Sturdivant also helped to establish a Federal employee buyout program that became the model for civilian government agencies experiencing downsizing.

John Sturdivant was at the forefront of the effort to ensure that Government, itself, lives up to the promise of equal opportunity for its own workforce. No one worked harder to bring about reform of the Hatch Act. Until it was amended, the Hatch Act precluded Federal employees from engaging in any effort to campaign in a partisan election campaign. John Sturdivant clearly understood the dangers of Hatch Act restrictions on Federal workers and was outraged that anyone should be required to sacrifice this most vital right of free speech in order to work for the Federal Government.

When John Sturdivant became president of the American Federation of Government Employees, he worked diligently and successfully to lobby the Congress to amend the antiquated Hatch Act. Then he encouraged his members to exercise their new rights and take an active interest in the politics of this Nation and the affairs of Government. John Sturdivant helped bring out the voice of Government workers. He understood that in a democracy, the ballot was the ultimate power and that the surest means of self-protection for AFGE members was active, informed political participation. John Sturdivant made certain that those he represented understood their rights and responsibilities. That by itself is a significant legacy.

I will miss John Sturdivant as I cherish his memory.

#### TRIBUTE TO JOHN STURDIVANT

##### HON. RICHARD A. GEPHARDT

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 13, 1997

Mr. GEPHARDT. Mr. Speaker, I rise to pay tribute to the late, great American labor leader, John N. Sturdivant. John passed away on October 28 after a long and courageous battle with cancer. He will be forever remembered and missed, especially by those of us who worked alongside him on issues of critical importance to America's working men and women.

John was the National President of the American Federation of Government Employees [AFGE] since 1988. An AFGE activist for more than 30 years, he worked his way up the ranks, serving as president of Local 1754 in Winchester, VA, from 1968 until 1976, when he joined the union's national office. Upon his

election as national President in 1988, he had the proud distinction of being the first African-American to hold that office and to serve as president of a major AFL-CIO union.

John was born in Philadelphia on June 30, 1938 and raised in Bridgeport, CT. In 1956 he enlisted in the Air Force, where he served our country until 1960. In 1961 he went to work as an electronics technician with the Army Interagency Communications Agency in Winchester, VA, where he became active in AFGE.

When he was elected National President of AFGE, John inherited an AFGE that was in dire financial straits. Although the union was near bankruptcy, John was determined to save it and continue its long history of service to Federal employees. He made the difficult financial decisions needed to stabilize the union, and succeeded in saving the organization from disarray. Today, AFGE has about 178,000 active members in 1,100 locals and represents over 700,000 workers in 68 Federal agencies, more than one third of the Federal workforce. Under John's leadership AFGE became a watchdog against inefficiency in government and a champion of workers' and human rights both at home and abroad.

John was well known and highly respected on Capitol Hill, where he worked tirelessly on behalf of better pay, improved working conditions, and higher quality health and retirement benefits for federal employees. He helped win the locality pay system that will bring Federal salaries in line with those in the private sector. And he led a long battle for the Health Act Reforms that now permit Federal employees to participate in our democratic process.

In the aftermath of the Oklahoma City bombing, John worked closely with President Clinton and Federal, State and local officials to provide aid and comfort to survivors and to the families of those who died. Once the grieving had subsided, he was instrumental in bringing increased security measures at Federal installations so this tragedy would never be repeated.

As a member of the President's National Partnership Council, he was a full partner in the effort to create better employee-management relationships and to reinvent the Federal Government. He understood that the best way to improve service to the public is by giving those who do the work a voice in how the work is done.

During the partial shutdowns of the Government in 1995 and 1996, John's voice was a powerful one in support of reopening the government and providing workers with back pay when they returned.

John, who lived in Vienna, VA, had been an at-large member of the Democratic National Committee. He was a vice president of the AFL-CIO and a trustee of the George Meany Center for Labor Studies. He received a Bachelor of Arts degree in Labor Studies from Antioch University in 1980 and later studied law at George Washington University.

John Sturdivant devoted his life to championing the causes of working people in America. His courage, honesty, dedication and vision made him the model of a great union leader. I was proud to know and work with him. All of his many friends and colleagues join me in remembering his passing, and praising his many contributions to improving our Government and Nation.

CONFERENCE REPORT ON H.R. 2264,  
DEPARTMENTS OF LABOR,  
HEALTH AND HUMAN SERVICES,  
AND EDUCATION, AND RELATED  
AGENCIES APPROPRIATIONS  
ACT, 1998

SPEECH OF

### HON. MAXINE WATERS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Friday, November 7, 1997*

Ms. WATERS. Mr. Speaker, I am pleased to support the fiscal year 2000 \$300 million dollar funding level for the Corporation for Public Broadcasting contained in this bill. That is a \$50 million dollar increase over last year, an amount which only partially offsets the three consecutive years of rescission of public broadcasting funds. The American public has sent a clear message to Congress that it supports a public broadcasting system.

The House Appropriations report concerning CPB funding specifically supports the commitment made by CPB in 1994 to formalize partnerships among the organizations of the National Minority Public Broadcasting Consortia, television stations and other public broadcasting organizations to maximize resources to increase the amount of multicultural programming on public television. That 1994 agreement was over a year in the making, but unfortunately, it has never received any funding.

I trust that \$50 million dollar increase will make it possible to fund the Principles of Partnership Initiative, and would encourage CPB to see if they can find fiscal year 1998 and fiscal year 1999 funds to get this Initiative of collaboration under way.

The Minority Consortia organizations—Pacific Islanders in Communications, National Black Programming Consortium, National Latino Communications Center, National Asian American Telecommunications Association, Native American Public Telecommunications—have provided Public Broadcasting's program schedule hundreds of hours of programming addressing the cultural, social, and economic issues of the country's racial and ethnic communities. Additionally, each consortium has been engaged in cultivating ongoing relationships with the independent minority producer community by providing program funding, programming support, and distribution assistance. They also provide numerous hours of programming to individual public television and radio stations.

I would like to point out that the newest Consortia member, Pacific Islanders in Communications, is headquartered in Hawaii and has already had major responsibility for several award winning public broadcast productions, notably "Storytellers of the Pacific" which was co-produced with Native American Public Telecommunications, and "And Then There Were None."

I look forward to an increasingly productive partnership between public broadcasting and the National Minority Public Broadcasting organizations and the communities they represent.

IN HONOR OF SUSAN STRONG

### HON. ROBERT T. MATSUI

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, November 13, 1997*

Mr. MATSUI. Mr. Speaker, I am honored to rise today in tribute to Ms. Susan Strong, former executive director of the Center for AIDS Research, Education and Services [CARES].

Located in Sacramento, CA, CARES provides a unique mix of out-patient, state-of-the-art medical care, mental health counseling, health education and case management services, and psychiatric services to persons living with HIV and AIDS.

In 1988, it took a tremendous collaborative effort among northern California's major public and private health care entities to establish the Center for AIDS Research, Education and Services as a community-based clinic.

Under the leadership of Susan Strong, CARES grew to become a major regional HIV/AIDS non-profit clinic in northern and central California. Its growth is a testament to the professional abilities of its former executive director.

The dream of establishing a centralized location in the downtown Sacramento area to provide quality health service while coordinating with other AIDS service providers was fully realized under the stewardship of Susan Strong.

Since the founding of CARES, the epidemic of HIV and AIDS has changed dramatically, impacting more women of color, a community whose special needs are varied and great. Under the guidance of Susan Strong, CARES established a Women's Clinic to meet these special concerns.

As executive director, Ms. Strong steered CARES to ensure that the depth and breadth of its services continually expanded and strengthened while serving an ever-increasing and demanding client case load.

It is through Susan Strong's inspiration, dedication, and hard work at CARES that the Sacramento area and the entire northern California region has benefited in the successful operation of these programs to care for those suffering from HIV and AIDS.

Although Ms. Strong departed from her position as CARES executive director last month, the foundation of compassionate care which she laid so well will carry-on for years to come.

Since its founding, CARES has served approximately 3,000 infected people and maintains an active caseload of approximately 1,200 clients at this time.

These patients rely upon the extraordinary specialized medical expertise which CARES provides. Without the steady guidance of Susan Strong, CARES would not be the great success story that it is today.

Mr. Speaker, today I ask my colleagues to join with me in saluting the remarkable work of Susan Strong, a great leader in the area of community-based HIV and AIDS health care in Sacramento. I am confident that her selfless

endeavors at CARES will endure well into Sacramento's future.

CONFERENCE REPORT ON H.R. 2264,  
DEPARTMENTS OF LABOR,  
HEALTH AND HUMAN SERVICES,  
AND EDUCATION, AND RELATED  
AGENCIES APPROPRIATIONS  
ACT, 1998

SPEECH OF

### HON. PATSY T. MINK

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

*Friday, November 7, 1997*

Mrs. MINK of Hawaii. Mr. Speaker, I rise today in support of the Conference Report on H.R. 2264, the Labor Health and Human Services, and Education Appropriations Bill for Fiscal Year 1998, and want to take this time to specifically express my support for the funding for the Corporation for Public Broadcasting.

The conference report includes \$300 million in advance funding for fiscal year 2000 for the Corporation, which is a \$50 million increase over the fiscal year 1999 level. I hope that these additional funds will make it possible to fund the Principles of Partnership Initiative, a \$5 million effort set forth by the Corporation in 1994 to increase the amount of multicultural programming on public television. This initiative is to be accomplished through the establishment of formal partnerships among the organizations of the National Minority Public Broadcasting Consortia, television stations, and other public broadcasting organizations.

The House Committee Report specifically supported this initiative and called upon the Corporation to maximize resources for this initiative.

The National Minority Public Broadcasting Consortia organizations include Pacific Islanders in Communications, National Black Programming Consortium, National Latino Communications Center, National Asian American Telecommunications Association, and Native American Public Telecommunications. They have contributed hundreds of hours of programming addressing the cultural, social and economic issues of our country's racial and ethnic communities. These important programs help us explore who we are and learn more about the rich diversity of cultures and experiences that define our country.

I am proud to note that the newest member of the Consortium is Pacific Islanders in Communications which is headquartered in Hawaii. This group has already promoted several award winning public broadcast productions including "Storytellers of the Pacific" which was co-produced with Native American Public Telecommunications.

Mr. Speaker, I sincerely hope this increase in funding will allow the Corporation to fully implement the goals of the Principles of Partnership Initiative in Fiscal Year 2000 and that the Corporation will work dedicate resources now to begin this unique partnership project to recognize and highlight the contributions of our diverse ethnic populations.