

Here we are back at your house. Tell me what "democracy: above and beyond" means.

Wait a minute! We've seen democracy in the past and in the present, so what about the future of democracy?!!!

You determine tomorrow—the future of democracy. You are tomorrow's leaders, voters, and elected officials. Now, tell me, what did you learn?

Okay. I learned that Democracy literally means "rule by the people", and because of that fact, each vote counts, each man (or woman) matters, and every voice can be heard. Because the basic foundation to democracy is that "all men are created equal . . .", democracy is above national lines and beyond racial boundaries. "Democracy: Above and Beyond" means that democracy is above and beyond other forms of government. Democracy doesn't mean we don't have problems, but we can meet those problems head-on. Democracy in America started with our founding fathers and has given us national success. But, we are responsible for its success tomorrow. I guess that's it.

Good job. You did listen. I must go now.

But where will you be if I need you again?

As the spirit of democracy, I am alive in each American and every person in the world who yearns for government by the people. You'll be okay, just keep "democracy—above and beyond!"

ORGAN DONATION

HON. GEORGE R. NETHERCUTT, JR.

OF WASHINGTON

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 6, 1997

Mr. NETHERCUTT. Mr. Speaker, between now and the end of June, the Treasury Department will be including information on organ donation with each tax refund check it mails.

I was proud to support the Health Insurance Portability and Accountability Act last year which directed the Treasury Department to provide this information with tax refund checks.

This information educates Americans about organ donation and makes it easier for people to become organ donors. It has the potential to save thousands of lives—and at minimal cost to the Federal Government. Once someone has learned about organ donation, all he or she needs to do is fill out the card and discuss the decision with his or her family.

Currently, over 50,000 Americans are awaiting organ transplants. Eight people die every day because an organ is not available. Hundreds of thousands of others could also benefit from tissue transplants and many Americans are not aware how they can become organ donors. By learning about the opportunities, individuals can, in the unfortunate event of a fatal accident, have their organs used to save someone's life.

Sometimes, we can save a life while we are still alive. For example, I have made a decision to be a bone marrow donor. When I learned that a friend of my daughter, Meredith, had a potentially fatal bone marrow disease, I had my own bone marrow tested. While there was not a match, I am keeping my bone marrow type on file should another person with a life-threatening illness requiring a transplant have a similar bone marrow type to my own. To save that person's life, all that would be required of me would be to have a small amount of my own bone marrow taken for transplant.

I encourage others to become donors, whether of organs, bone marrow, or even

blood. Although easy to make, this is an important decision, and I encourage people considering it to do as I have done and sit down with their families and discuss their decision. This way, a person's family becomes aware of a donor's intentions.

I hope that by including information on organ donation with tax returns, we will remind people of the life-saving possibilities of becoming an organ donor. To become a donor is as simple as filling out a card. But, as simple as that is, the implications are tremendous. You could give someone with a life-threatening illness a new lease on life.

The inclusion of these cards with tax refunds should serve to remind us all of the importance of organ donation. It only takes a small effort to make a great contribution.

IN HONOR OF PATRICK O'KEEFFE, A DISTINGUISHED GENTLEMAN NAMED IRISHMAN OF THE YEAR

HON. ROBERT MENENDEZ

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 6, 1997

Mr. MENENDEZ. Mr. Speaker, I rise today to pay tribute to a distinguished gentleman, Patrick O'Keeffe, who was named Irishman of the Year by the Jersey City St. Patrick's Day Parade Committee. He will be honored at the committee's annual dinner dance on March 7, 1997 to be held at the Quality Inn in Jersey City.

Friday's festivities will celebrate the many contributions Mr. O'Keeffe has made to his family, community and his fellow Irish-Americans. His journey began in County Clare, Ireland where he was born on March 7, 1926. In his beloved native Ireland, Mr. O'Keeffe received his early education in a one-room schoolhouse. Later, his learning would continue under the direction of the Christian Brothers.

In 1957, the American leg of Mr. O'Keeffe's journey began when he immigrated to the United States, where he settled in what is now my district in Jersey City. Subsequently, Mr. O'Keeffe would marry and become the proud father of eight children: Michael, Margaret, Patrick, Brian, Sean, Noreen, Nuala, and Brendan. Mr. O'Keeffe has instilled a love of Irish music, dance, and literature in each of his children. They have come to exemplify Mr. O'Keeffe's motto: "It's nice to be important, but it's more important to be nice."

In addition to his devotion for his family, Mr. O'Keeffe has exhibited an unwavering commitment to fellow community members as well as all Irish-Americans. Although he is an American citizen, Mr. O'Keeffe's heart will always take him back to his roots on the Emerald Isle. For many years, he has been working toward a united Ireland. Toward this goal, Mr. O'Keeffe has joined a number of organizations, including the United Irish Counties Club of Hudson County, the Irish Immigration Reform Movement, and the Irish American Unity Conference.

It is an honor to have such an outstanding and caring individual living in my district. Patrick O'Keeffe is a true community leader. I am certain my colleagues will join me in honoring him.

CARM COZZA COACHES FINAL GAME AT YALE

HON. ROSA L. DeLAURO

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 6, 1997

Ms. DeLAURO. Mr. Speaker: On November 16, 1996, coach Carmen Cozza will coach his final home football game at Yale University against the Princeton Tigers. This day will be proclaimed Carm Cozza's Day in recognition of the contributions he has made to Yale University and the game of football. I am very pleased to rise today to honor Carm and to recognize his great coaching accomplishments.

Carm has followed in the footsteps of another great coach and player. Walter Camp is both the father and founder of American football and was the first Yale University football coach. Carm has the impressive distinction of surpassing Walter Camp's win total at Yale in 1976. Carm's record speaks for itself. Under his leadership, the Yale Bulldogs won the Ivy League in 1967–69, 1974, 1976–77, 1979–81, and 1989. Indeed his achievements have brought him some well-deserved recognition. He was named the winner of the 1995 George C. Carens Award by the New England Football Writers Association for his outstanding contributions to New England football. He also won the 1992 Distinguished American Award by the Walter Camp Football Foundation. Carm has distinguished himself by becoming the coach with the most wins in Ivy League history.

However, all of Carm's wins do not say as much about him as the wonderful feelings and memories his former players and colleagues have for him. Everyone who has known or worked with Carm remarks about his integrity, his class, and his respect for and love of the game. What is most indicative of Carm's tenure are the things that he is most proud of. Carm boasts that 99 percent of his players have graduated and he likes to claim that he is the best premed, prelaw coach in the country. He truly cares about his players and is as proud of their academic achievements as he is of their athletic accomplishments. Carm imparts a reverence for the game, a sense of discipline, and the meaning of sportsmanship to all the players he works with. These are his legacies to the Yale University football team.

I am proud to join Carm's family, his wife Jean, his colleagues and his past and present players in saluting a lifetime of great coaching. Carm's vision, leadership, and enormous talent are his parting gifts to Yale and to the game of football. Yale has been truly blessed during his time there with a coach who cares deeply for the game and all those who play it. I wish Carm and enjoyable retirement and the very best during his final games at Yale. He will be greatly missed.

INTRODUCTION OF THE CIVIL RIGHTS PROCEDURES PROTECTION ACT OF 1997

HON. EDWARD J. MARKEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 6, 1997

Mr. MARKEY. Mr. Speaker, I am proud to join today with Representative CONNIE

MORELLA and a bipartisan group of colleagues to introduce the Civil Rights Procedures Protection Act of 1997. This bill is designed to reassert workers' rights to have their claims of unlawful employment discrimination.

Recently employers and even whole industries have sought to circumvent civil rights laws by forcing employees to sign away the fundamental rights to a court hearing. As a condition of hiring or promotion, a growing number of employers are requiring workers to agree to submit any future claims of job discrimination to binding arbitration panels. This practice, called mandatory arbitration, is engaged in most prominently by the securities industry, but is also increasingly relied upon by employers in information technology, health care, engineering, and other fields. Together, they are reducing civil rights protection to the status of the company car: a perk which can be denied at will.

The U.S. Constitution guarantees every citizen equal justice under law. Forcing employees to choose between their civil rights and their job denies them their right to equal justice. Employees who consent to mandatory arbitration give up their right to due process, trial by jury, the appeals process, and full discovery.

By no means, do I wish to denounce arbitration in general. Voluntary arbitration in an impartial setting can be a fair and inexpensive way to resolve a wide range of disputes. But when it is forcibly imposed on one party with inherently less bargaining power, it ceases to be of value.

Mandatory arbitration of civil rights is wrong even if the arbitration process were a balanced one. But, too often, it has a semblance of impartiality. The securities industry, in particular, has transformed a potentially impartial and independent judicial environment into one where neutrality and independence are virtually nonexistent. A 1994 GAO study of the security industries' arbitration process found that vast majority of securities arbitrators are white men over 60 with little or no expertise in the area of employment law. At best such a setting has the appearance of unfairness; at worst, it is a tainted forum in which an employee can never be guaranteed a truly fair hearing. Like forcing employees to buy goods at the company store, the price of such so-called justice is just too high.

Our legislation would protect the rights of workers to bring claims against their employers in cases of employment discrimination. By amending seven Federal civil rights statutes to make it clear that the powers and procedures provided under those laws are the exclusive ones that apply only when a claim arises, the Civil Rights Procedures Protection Act would prevent discrimination claims from being involuntarily sent to binding arbitration. In short, this bill prevents employers in all industries from forcing employees to give up their right to go to court when they are discriminated against on account of race, sex, religion, disability, or other illegal criteria.

By reinforcing the fundamental rights established under various civil rights and fair employment practice laws, our bill restores integrity to employer-employee relationships. No employer should be permitted to ask workers to check their constitutional and civil rights at the front door.

COMMENDING HON. WARREN CHRISTOPHER FOR EXEMPLARY SERVICE

SPEECH OF

HON. SHEILA JACKSON-LEE

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 5, 1997

Ms. JACKSON-LEE of Texas. Mr. Speaker, I rise in full support of Senate Concurrent Resolution 4, which recognizes the exemplary service of the Honorable Warren Christopher as Secretary of State.

When Warren Christopher was selected by President Clinton to serve this Nation as its Secretary of State the President could not have had any knowledge of how difficult a job it would be.

The war in the former Yugoslavia was at its height and peace seemed to be an illusive goal that only a few committed individuals believed was truly possible. Secretary Christopher was one of those committed individuals, and because of his personal resolve for peace—the Dayton accord resulted in the people of Bosnia, Croatia, and Serbia living through the last year without war.

The quiet dignity that exudes the persona of Warren Christopher is one that we can all admire. He has been a skilled negotiator when representing the interest of the United States, both here and abroad. He has been tireless in his pursuit of positions that promote peace and better understanding among our allies and advisories.

When Secretary Christopher said, "The end of the cold war has given us an unprecedented opportunity to shape a more secure world of open societies and open markets," he worked to reap those benefits for our Nation.

While Secretary Christopher was managing diplomatic relations with the world's great powers and international institutions he was also creating jobs here in the United States by opening markets abroad.

More than 200 trade agreements over the last 3 years have helped our exports grow by 34 percent since 1993 and created 16 million new jobs. Through Secretary Christopher's efforts in promotion of the North American Free-Trade Agreement, concluding the Uruguay round, and forging the Miami summit commitment to achieve free and open trade in our hemisphere by 2005—and the Asia-Pacific economic cooperation commitment to do the same in the Asia-Pacific by 2020—the United States is positioned to become even more dynamic in the global economy in the 21st century.

He worked tirelessly to provide the peace and security that the American people require by promoting constructive relations with other nations and international institutions.

From the issue of championing NATO's Partnership for Peace, the United States-European Union new transatlantic agenda, and other post-cold-war initiatives have improved European stability and strengthened United States-European economic ties and security cooperation.

With Japan, under Secretary Christopher's leadership, we have signed a security declaration and reached 21 market-opening agreements. Now United States exports to Japan are rising five times as fast as imports.

Warren Christopher has played a critical role in creating constructive relations with Rus-

sia during the transition period of their nuclear weapons arsenal, and the strengthening of vital elements of democratic reforms.

Warren Christopher has served his Nation well as its 63d Secretary of State, and is very deserving of this accolade in the form of a House concurrent resolution.

EXTENDING THE DELTA LOAN PROGRAM

HON. MICHAEL P. FORBES

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 6, 1997

Mr. FORBES. Mr. Speaker, I rise today to bring to the attention of my colleagues a bill that I introduced to improve the Defense Loan and Technical Assistance Program, known in short as the DELTA Program. I am honored to be joined by Congresswoman CAROLYN MCCARTHY in this effort.

As a former regional administrator of the Small Business Administration, I had the opportunity to see firsthand the correlation between a thriving defense industry and a successful small business community. In the early 1990's, Congress mandated a reduction in overall defense spending. As a result of those cuts, many defense businesses and contractors across the country were forced to terminate thousands of employees, eliminate services, and close down factories. Some parts of the country were hit harder than others. On Long Island we saw the departure of our largest employer, Northrup/Grumman and 30,000 jobs lost. In fact, Long Island's economy is still experiencing a recession and we have yet to recover those lost job opportunities.

That is why as a member of the Appropriations Committee, I worked hard to make the DELTA Program a reality.

Currently, \$30 million is authorized and appropriated for the DELTA Program with the specific purpose of helping defense dependent small businesses to diversify within the commercial market, while at the same time retain and create jobs. Since becoming operational in 1995, the DELTA Program has been a success. As of February 1, 1997, 94 DELTA loans have been made nationwide. I am proud to say that eight of those loans were made by the Long Island SBA office, which makes Long Island the leader in the Northeast region. Initial figures show that the DELTA Program has created more than 400 jobs and more than 700 jobs have been retained. While these are impressive numbers, it is important to note that they are not representative of the success of the program. The results of a SBA survey on the program have not been reported yet. I am confident that the survey results, coupled with SBA's initial figures on job creation and retention, will reveal that the DELTA Program has led to the creation and salvation of thousands of jobs.

No question about it—the DELTA Program is a success. And that is why I introduced legislation to make it more accessible to small businesses. My bill calls for three changes to the existing DELTA Program that will ensure that the \$30 million appropriated will not go unused.

First, my bill extends the life of the DELTA Program 1 year to 1999. If unchanged, the DELTA Program will sunset at the close of fiscal year 1998. If we allow this to happen, all