

human tasks involved with operating a plow and a machine, this transition was very painful. Early 19th century Britain had to deal with the Luddites, a group of people so concerned about the replacement of human labor by machines that they resorted to sabotage.

The Luddites did not succeed in stopping the last revolution, and none of us will be able to resist this one. We must make the choice to adapt or die.

First, each of us will need a more diverse set of business and technical skills than we presently employ. The skills needed at any given time will change rapidly depending on market opportunities. Second, we will need the ability to both attract and release talent dependent on the changes. Third, each of us must also realize that we must individually grow to meet the ever changing market demands. The capacity and willingness to learn will likely be the most important characteristics of successful people in the information age.

Finally, the behaviors suitable to these new organizations will be fundamentally different than in large industrial "machines." Incenting and compensating people for efficient repetition of prespecified tasks is not necessarily a winning proposition. Results-oriented variable compensation and portable benefits are almost certain to be part of our future.

You may take some comfort in knowing that all of these revolutions have been scary to the people experiencing them. Nonetheless, they have all improved society in the end. Their common impact on people has been an increased role of choice, freedom, and responsibility. No longer will it be "the machine" which determined your future for you. You will have to make choices about where you think your talents will be the most valued. You will then have a greater role in educating yourself in order to aspire to these new opportunities. You alone will be responsible for the outcome. You will all have the freedom to choose your own destiny. Good choices will yield great rewards.

CONCLUSION

Soon, this dinosaur standing before you today will be gone. But many of you will remain behind. You will make many choices that will determine not only your own future, but that of the people and the organizations around you. I don't claim to have a crystal ball about what that future looks like, but I do believe that if you seize control of it, the opportunities for greatness are abundant.

No matter what the precise outcome, I expect to find that successful organizations and people of the future will be the ones who best adapted to this time of great change. The age ahead will be characterized by a declining focus on physical assets, and an increased emphasis on diverse human skills. The need for energy in the information age will not dissipate, but it will change form.

The road ahead is certainly fraught with peril, yet ripe with opportunity. If we remain rigid and resist, like the Luddites, the only place they will find us in the future is the history books. For those who choose to learn and grow, the future looks very bright from where I stand.

Thank you for having me here today, enjoy the revolution, and good luck with your future.

TRIBUTE TO MATHEW J. GABERTY

SPEECH OF

HON. DAVID E. BONIOR

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 12, 1997

Mr. BONIOR. Mr. Speaker, I rise today to pay tribute to my good friend Mathew Gaberty. He is being honored on Wednesday, March 12, 1997, at The Daughters of Isabella, Queen of the Skies Circle No. 683 annual testimonial dinner in Mt. Clemens. This event is held each year to recognize a community leader for outstanding service and to raise funds for charity.

Taking an active role in one's community is a responsibility we all share, but few fulfill. Mat has dedicated much of his life to this endeavor. He found the Mat Gaberty Heart Fund in 1981 with the aim of fighting heart disease. The Mat Gaberty Annual Gold Classic has become the largest single day fundraiser to combat heart disease. The renowned Mat Gaberty Heart Institute of Mount Clemens General Hospital was opened in 1989 and has become a major center for open heart surgery. His time, talents, and energy are appreciated by all of us. I thank Mat for all his efforts and commend him for his good work.

Mat Gaberty has more than fulfilled his civic responsibilities. He was elected for four terms to the Macomb County Board of Commissioners. He served 11 years on the Macomb County Parks and Recreation Committee, and 9 years on the Macomb County Retirement Board. He has also served as a Macomb County Commissioner, 8 years as chairman and 5 years as vice chairman. He was co-founder of the Urban County Road Association and served as chairman of the Inter-County Road Commission. I deeply admire his strong values and outstanding example of civic involvement.

I applaud the Daughters of Isabella for recognizing Mat Gaberty. He has provided leadership to our community and I know he is proud to be honored by this fine organization. On behalf of the Daughters of Isabella, Queen of the Skies Circle No. 683, I urge my colleagues to join me in saluting Mathew Gaberty.

ITALY'S HIGH SCHOOL'S BOYS BASKETBALL TEAM

HON. MARTIN FROST

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. FROST. Mr. Speaker, I rise today to pay tribute to the Italy Gladiators, an amazing high school basketball team located in my district. On Saturday, March 8, in Austin, TX, the Italy Gladiators defeated Vanderbilt Industrial 71 to 63 to capture the 2-A State championship.

The Italy Gladiators advanced to the State playoffs for the first time since 1968. Italy's record for the 1996-97 basketball season was an impressive 27-4, and senior guard Keith Davis led Italy in the championship game with 27 points and was named the game's most valuable player. Keith was also named to the all-tournament team, along with Kenneth Wallace and Jontae Anderson.

My congratulations to the 1996-97 Italy Gladiators: Don Clingenpeel—coach; Kyle

Holley—coach's assistant; Josh Droll, Nick Clark, Dennis Copeland, Brian Weaver, Donnie Clingenpeel—managers; Jontae Anderson, Kenneth Wallace, Keith Davis, Dejuan Davis, Chris Boyd, Jordan Huggins, Randy Johnson, Jason Uehlinger, Michael Shelby, Nick Cooper, David Weaver, Edwin Wallace, and Sam Owen.

RENEWAL ALLIANCE—A BETTER WAY

HON. RON PACKARD

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. PACKARD. Mr. Speaker, today I will join 27 of my colleagues at the Washington, DC, Darrel Green Learning Center for Underprivileged Children to kick-off a series of events designed to promote charitable, community, and faith-based solutions to some of our Nation's most intractable problems.

Washington bureaucrats took their crack at it with dismal results, wasting billions of dollars and destroying lives. We know there is a better way. My colleagues and I formed the Renewal Alliance to take that message across the Nation.

Currently, the newly formed alliance comprises 28 Congressmen and Senators who plan to highlight community efforts to solve poverty, repair broken families, end substance abuse, and a host of other problems.

The welfare reform critics think one way—Washington's way or no way. The fact is, folks across the country work everyday to touch lives and restore hope with phenomenal results. A volunteer's compassion, dedication, and genuine desire go much further than a nameless, faceless check from Washington.

I have served at the local level as a mayor, a school board member, a chamber of commerce board member, part of the Cub Scouts and been active in my church. I can attest to the power of the individual, and to what we can do when we work together. Our Government must support rather than replace faith, family, work, and community.

TRIBUTE TO A GREAT CIVIL RIGHTS LEADER

HON. STENY H. HOYER

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. HOYER. Mr. Speaker, it gives me great pleasure to rise today with my colleague from Texas, Ms. JACKSON-LEE, to honor a lifelong crusader for civil rights, Arnold Aronson, as he celebrates his 87th birthday. His distinguished career in civil rights began nearly 60 years ago and he has been at the center of nearly every major civil rights fight since the New Deal.

Most notably, Mr. Speaker, Mr. Aronson was one of the founders of the Leadership Conference on Civil Rights in 1950. The single-most important event forming this conference was a historic gathering of over 4,000 delegates from 33 States in Washington, DC, to protest racial injustices throughout the Nation. Arnold Aronson and Roy Wilkins organized this, the national emergency civil rights

mobilization, and many of the civil rights' accomplishments which we herald today resulted from this gathering.

The Leadership Conference on Civil Rights not only played a crucial role in organizing and mobilizing African-Americans throughout the Nation, it also framed the civil rights issue in a way that all Americans could relate to and understand. In fact, it is important to note, that most of Mr. Aronson's work on behalf of the civil rights movement was performed while he was the program director for the National Jewish Community Relations Council. He thus serves as a living symbol of the historic alliance between the Jewish and Black communities.

Many of the successes that we point to today in the area of civil rights is as a result of Arnold Aronson's hard work and dedication. He was directly involved in the development of President Roosevelt's Executive order barring discrimination on the basis of race, creed, or national origin, and in the drafting of the report issued by President Truman's Citizens Committee on Civil Rights in 1947, which became the basis for the 1957 Civil Rights Act.

Mr. Aronson once said, "the struggle for civil rights cannot be won by any one group acting by or for itself alone but only through a coalition of groups that share a common commitment to equal justice and equal opportunity for every American." One of the most impressive aspects of the work of Arnold Aronson has always been his commitment to peaceful demonstration, civility, and coalition building.

Mr. Speaker, I am honored to join with my colleagues to recognize the lifelong achievements of Arnold Aronson and to honor him today on his 87th birthday. This is a man who represents what is right in America, and while there is much work which remains in the area of civil rights, we must never forget the commitment and dedication of individuals like Arnold Aronson who were responsible for the historic progress of the civil rights movement in our lifetime.

Mr. Speaker, I would like to close with a quote from the late civil rights leader Clarence Mitchell, Jr., the former Washington director for the NAACP, who once referred to Arnold Aronson as "one of the giants who labored longer and earlier than many * * * none of our great achievements would have been possible without him." Our Nation is forever indebted to Arnold Aronson for his life's work and I am pleased to have been able to honor him today on the floor with my colleagues.

IN HONOR OF THE 75TH ANNIVERSARY OF THE PORTUGUESE INSTRUCTIVE SOCIAL CLUB

HON. ROBERT MENENDEZ

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. MENENDEZ. Mr. Speaker, I rise today to pay tribute to an exceptional institution serving the residents of my district, the Portuguese Instructive Social Club, on their 75th anniversary. This momentous occasion will be celebrated on March 15, 1997, during an evening of festivities to be held at the Portuguese-American Hall in Elizabeth.

The Portuguese Instructive Social Club is an organization dedicated to the continuing pro-

motion of the cultural heritage of the diverse community in Elizabeth. The 5,000 individuals connected with this exemplary group have committed themselves to the betterment of both children and adults. The children of Elizabeth are fortunate to have the Portuguese Instructive Social Club preparing them for their future achievements.

Among the numerous services provided by this unique organization is a Portuguese language school, teaching 300 children. The Portuguese Instructive Social Club also promotes the physical well-being of the young people of Elizabeth through its youth soccer program. Additionally, there is a youth division of the club, Nova Mocidade, serving young people up to the age of 18.

While youthful attainment is an important mission of the Portuguese Instructive Social Club, cultural awareness is its main focus. To accomplish this laudable goal, the group is dedicated to artistic endeavors. These commendable endeavors include "Dancarees E Cantres de Portugal," serving both adults and children, a theater group, an amateur soccer group, a newsletter focusing on issues of interest to the Portuguese community, and other cultural presentations, including one by the renowned Portuguese singer, Fado. Furthermore, the Portuguese Instructive Social Club is responsible for organizing the annual Portuguese Day celebration which is attended by 10,000 ardent participants.

I ask that my colleagues join me in recognizing the outstanding work of the Portuguese Instructive Social Club. I heartily commend their accomplishments and all that they have done to pass on the rich culture of Portugal to future generations. It is an honor to have such an outstanding organization working on behalf of the constituents of my district.

MIDDLE EAST PEACE DEPENDS ON ECONOMIC DEVELOPMENT

HON. JAMES P. MORAN

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. MORAN. Mr. Speaker, I rise to express my support for more projects like the new Marriott Hotel to be built on the beachfront in Gaza. I offer the recent essay by my constituent, Mr. Ralph Nurnberger, from the Christian Science Monitor, as an excellent recognition of the need for more targeted economic aid to the West Bank and Gaza. As Mr. Nurnberger states, " * * * the real test of the peace process is how it affects the daily lives of Israelis and Palestinians. If substantive and visible improvements do not result, no international agreements can succeed." He is absolutely right. Only the development of a strong economic infrastructure will progress and peace succeed.

[From the Christian Science Monitor, Mar. 6, 1997]

NOT A HEARTBREAK HOTEL—GAZA PROJECT SHOWS WAY TO REVERSE PALESTINIAN DESPAIR

(By Ralph Nurnberger)

The day before he left for his official visit to the United States, Yasser Arafat presided over the groundbreaking ceremony for a Marriott Hotel to be built on the beachfront in Gaza.

This project says, symbolically, that the Middle East peace process might, finally, produce tangible benefits for the people in the area, especially through direct involvement of the private sector. The construction and later operation of this hotel will provide employment for hundreds of Palestinians. It will contain a modern commercial center to enable international visitors and Palestinians to conduct business as it is done elsewhere in the world. The project will include a self-contained telecommunications center for international calls, faxes, and e-mail as well as excess telephone capacity for the local market.

This project will be the first major American private sector involvement in Gaza. The total investment will be approximately six times more than all other American investments in Gaza—combined!

While diplomatic achievements are essential, the real test of the peace process is how it affects the daily lives of Israelis and Palestinians. If substantive and visible improvements do not result, no international agreements can succeed. For the majority of Israelis, the key element is security. Israelis must feel safe riding buses, shopping in malls, and sending their children to schools. If random acts of violence occur, they must be assured that the Palestinian Authority will work with Israeli officials to find and prosecute the terrorists.

PEACE DIVIDEND: LOWER INCOMES

Although more Israelis have been killed through terror attacks since the Sept. 13, 1993, signing than in any comparable period, it appears that the Palestinians finally understand their responsibility to work with Israelis to enhance security concerns. The test for most Palestinians is whether the peace accords will result in an improved quality of life. Developing a thriving economy that provides new employment opportunities will not only minimize hatreds and tensions, but will also bring about the promise of a new life.

Economic divergence exacerbates political and religious tensions. Since the first Rabin-Arafat signing, Israeli per capita income has increased from \$13,800 to over \$15,000, while Palestinian incomes have dropped by a third to under \$1,200.

Delays and reallocations of internationally pledged contributions, the reluctance of foreign investors to establish projects in Gaza and the West Bank, border closures, the slow pace of diplomatic negotiations, and difficulties encountered in setting up a viable Palestinian economy have contributed to growing frustration. Public infrastructure and services, including education, health care, sanitation, water, waste water disposal, and electricity continue to be inadequate. Despite a minor building boom, a housing shortage remains.

While the Netanyahu government has eased some limits on Palestinians seeking employment in Israel, the numbers able to cross the borders are significantly below the 120,000 able to find daily work in Israel in 1992.

Rather than growing to absorb these workers, the Palestinian economy has declined over the past two years. Thus, workers have fewer opportunities to find employment within Palestinian areas. The unemployment rate in Gaza, always high, is now estimated at approximately 50 percent, with the rate in the West Bank estimated at 30 percent. Unemployment is highest among young, single men—the most likely recruits for terror-oriented groups.

BIG AID PLEDGES, LITTLE FOLLOW-THROUGH

The US hosted an international meeting on Oct. 1, 1993, at which \$2.4 billion in assistance to the West Bank and Gaza was pledged.