

planes, or fighter jets. It made all the difference when I shared Thanksgiving meals with them in Haiti, in Macedonia, in Bosnia.

That advice—"Take care of the troops, and they will take care of you"—has made all the difference as I learned from my mistakes, as I took pride in my achievements.

Today I say farewell to the President who honored me by asking me to serve as Secretary. I say farewell to my colleagues in the administration who worked with me to achieve common goals. I say farewell to my friends in the media, and in the Congress, and to the wonderful friends I have made in the embassies.

And I say farewell to our military leaders who have served our country so brilliantly. They have prepared our forces for war, but they are dedicated to peace. Elie Wiesel has said, "Peace is not God's gift to mankind. It is our gift to each other." And for the last four years peace is the gift we have given the American people.

But the hardest farewell to say is to the troops who have served me and whom I have served. Words cannot adequately describe my pride in you. So my farewell to you is a simple benediction:

May the Lord bless you and keep you.

May the Lord cause His face to shine upon you,

and give you peace.●

THE 4TH ANNIVERSARY OF THE FAMILY AND MEDICAL LEAVE ACT

Mr. SARBANES. Mr. President, I rise today to join my colleagues in recognition of the 4-year anniversary of the Family and Medical Leave Act. Approved by the Senate on January 29, 1993, this important legislation was the first bill of the 103d Congress signed into law by newly elected President Clinton.

Prior to the enactment of the family medical leave law, families already confronting the hardships caused by a seriously ill relative had an additional burden to bear: a fear of losing their jobs should they choose to stay home to care for a loved one. For workers striving to meet the competing demands of home and office, there was no consistent standard of protection.

The Family Medical Leave Act provides that basic standard of job security to more than 67 million American workers; guaranteeing employees up to 12 weeks of unpaid leave to care for a newborn child or newly adopted child or to care for an immediate family member with a serious health condition. In addition, the law enables workers to take medical leave when they themselves are unable to work because of a serious health condition—without fear of being fired or losing their health insurance.

After 4 years of successfully helping American families strike a balance between work and family, it is difficult to believe that it was necessary to struggle for many years and overcome two vetoes by President Bush in order to enact this fundamental protection for working Americans. Since its enactment, this law has enabled approximately 12 million men and women to take time off from work to meet the care-giving needs of their families.

While opponents of the Family Medical Leave Act raised concerns about the law's effect on business, their fears have been proven ungrounded by the congressionally charged Bipartisan Commission on Leave. The Commission on Leave, made up of business and labor leaders, representatives of women and families, and members of Congress, provided an initial assessment of the family medical leave law in April 1996. The Commission found that while the law has had a significant impact on employers' leave policies and practices, increasing the reasons for which employees can take leave, this impact has come with minimal administrative activities and almost no costs. In fact, a number of employers have reported a positive impact on business performance because of Family Medical Leave Act policies.

Mr. President, as a strong supporter and original cosponsor of this significant measure, I am especially pleased with the success of the family medical leave law. Because of this law, millions of Americans, who otherwise may have been forced to choose between the demands of home and workplace, have been able to meet both their personal and professional obligations. As fundamental as the Fair Labor Standards Act, the Social Security Act and the Occupational Safety and Health Act, this law reaffirms the Democratic commitment to ensuring a measure of job protection to all hard-working Americans.

TRIBUTE TO W. PROCTOR JONES

● Mr. REID. Mr. President, I rise today to pay tribute to a Senate institution, Proctor Jones. His hard work and exceptional service have left a lasting mark on the Senate, and he will be sorely missed.

I have known and worked with Proctor Jones since I began my service in the Senate. After having served with one of the giants of the Senate—Senator Richard Russell—Proctor Jones has gone on to become a giant in his own right. His vast knowledge of appropriations has made him an invaluable asset to the committee. Since he began in 1960, his only time away from the Senate came in 1966, when he left Senator Russell's staff to serve in the Marine Corps. Apart from this brief hiatus, Proctor has been a part of the day-to-day operations of the Senate, and it will not be the same without him.

A native of Twin City, GA, Proctor came to work as Senator Russell's right-hand-man immediately after graduation from the University of Georgia. As he rose through the ranks on the Hill, Proctor found time to further his education at the George Washington University. In essence, he never stopped being a student, particularly of the Senate and its appropriations process.

In 1971, when he joined the Committee on Appropriations, Proctor

quickly became a part of the staff leadership. Under every Democratic chairman since 1973, he has been the staff director for the Subcommittee on Energy and Water Development and, under Chairmen McClellan and Stennis, Proctor was deputy staff director of the full committee. Serving under some of the most distinguished chairmen of this venerable committee—Senators Russell, Ellender, McClellan, Magnuson, Stennis, BYRD, and Hatfield—Proctor distinguished himself as a genius of compromise and an expert on the budget.

While the Senate has changed and evolved during Proctor's long tenure, he never lost his fervor for his job. Tireless is an adjective often used to describe public servants, but Proctor epitomizes this description. His seemingly endless supply of energy and love for the Senate made him a constant presence even at the latest of the late-night sessions. This veteran of the Senate has been intimately involved with the annual appropriations bills, as well as handling innumerable continuing resolutions, supplemental appropriations, and rescissions bills, and other measures relating to the appropriations process. Those of us who devote time to the task of appropriation know how grueling it can be. Through it all, Proctor Jones devoted himself completely, using his vast expertise in the service of his country.

In addition to his Senate work, Proctor is an active member of his church and community. He is also the proud father of two daughters, Heather and Lisa. It is my pleasure to speak today in tribute to Proctor Jones, and I wish him every happiness in his retirement.●

SENATE QUARTERLY MAIL COSTS

● Mr. WARNER. Mr. President, in accordance with section 318 of Public Law 101-520 as amended by Public Law 103-283, I am submitting the frank mail allocations made to each Senator from the appropriation for official mail expenses and a summary tabulation of Senate mass mail costs for the fourth quarter of fiscal year 1996 to be printed in the RECORD. The fourth quarter of fiscal year 1996 covers the period of July 1, 1996, through September 30, 1996. The official mail allocations are available for frank mail costs, as stipulated in Public Law 104-53, the Legislative Branch Appropriations act for fiscal year 1996.

The material follows:

SENATE QUARTERLY MASS MAIL VOLUMES AND COSTS FOR THE QUARTER ENDING 09/30/96

Senators	Total pieces	Pieces per capita	Total cost	Cost per capita	Fiscal year 1996 official mail allocation
Abraham	815	0.00009	\$209.83	\$0.00002	\$160.875
Akaka	0	0.00000	0.00	0.00000	48.447
Ashcroft	0	0.00000	0.00	0.00000	109.629
Baucus	0	0.00000	0.00	0.00000	46.822
Bennett	0	0.00000	0.00	0.00000	56.493
Biden	0	0.00000	0.00	0.00000	44.754

SENATE QUARTERLY MASS MAIL VOLUMES AND COSTS
FOR THE QUARTER ENDING 09/30/96—Continued

Senators	Total pieces	Pieces per capita	Total cost	Cost per capita	Fiscal year 1996 official mail allocation
Bingaman	0	0.00000	0.00	0.00000	56,404
Bond	0	0.00000	0.00	0.00000	109,629
Boxer	0	0.00000	0.00	0.00000	433,718
Bradley	0	0.00000	0.00	0.00000	139,706
Breaux	2,811	0.00066	1,989.59	0.00046	92,701
Brown	0	0.00000	0.00	0.00000	86,750
Bryan	73,120	0.05510	9,595.11	0.00723	56,208
Bumpers	0	0.00000	0.00	0.00000	69,809
Burns	0	0.00000	0.00	0.00000	46,822
Byrd	0	0.00000	0.00	0.00000	59,003
Campbell	0	0.00000	0.00	0.00000	86,750
Chafee	0	0.00000	0.00	0.00000	48,698
Coats	0	0.00000	0.00	0.00000	112,682
Cochran	0	0.00000	0.00	0.00000	69,473
Cohen	0	0.00000	0.00	0.00000	52,134
Conrad	0	0.00000	0.00	0.00000	43,403
Coverdell	0	0.00000	0.00	0.00000	131,465
Craig	23,560	0.02208	6,401.43	0.00600	49,706
D'Amato	282,800	0.01561	54,566.49	0.00301	262,927
Daschle	0	0.00000	0.00	0.00000	44,228
DeWine	20,700	0.00188	28,538.77	0.00259	186,314
Dodd	0	0.00000	0.00	0.00000	80,388
Domenici	0	0.00000	0.00	0.00000	56,404
Dorgan	0	0.00000	0.00	0.00000	43,403
Exon	0	0.00000	0.00	0.00000	57,167
Faircloth	0	0.00000	0.00	0.00000	134,344
Feingold	0	0.00000	0.00	0.00000	102,412
Feinstein	0	0.00000	0.00	0.00000	433,718
Ford	0	0.00000	0.00	0.00000	86,009
Frahm	0	0.00000	0.00	0.00000	70,459
Frist	0	0.00000	0.00	0.00000	106,658
Glenn	0	0.00000	0.00	0.00000	186,314
Gorton	147,150	0.02865	28,207.01	0.00549	109,059
Graham	0	0.00000	0.00	0.00000	259,426
Gramm	0	0.00000	0.00	0.00000	281,361
Grams	48,301	0.01078	12,793.51	0.00286	96,024
Grassley	282,700	0.10053	52,804.31	0.01878	73,403
Gregg	0	0.00000	0.00	0.00000	50,569
Harkin	0	0.00000	0.00	0.00000	73,403
Hatch	0	0.00000	0.00	0.00000	56,493
Hatfield	0	0.00000	0.00	0.00000	78,163
Heflin	0	0.00000	0.00	0.00000	89,144
Helms	0	0.00000	0.00	0.00000	134,344
Hollings	0	0.00000	0.00	0.00000	85,277
Hutchison	0	0.00000	0.00	0.00000	281,361
Inhofe	0	0.00000	0.00	0.00000	82,695
Inouye	0	0.00000	0.00	0.00000	48,447
Jeffords	22,250	0.03904	4,757.18	0.00835	42,858
Johnston	2,811	0.00066	1,984.85	0.00046	92,701
Kassebaum	0	0.00000	0.00	0.00000	70,459
Kempthorne	0	0.00000	0.00	0.00000	49,706
Kennedy	0	0.00000	0.00	0.00000	117,964
Kerrey	0	0.00000	0.00	0.00000	57,167
Kerry	0	0.00000	0.00	0.00000	117,964
Kohl	0	0.00000	0.00	0.00000	102,412
Kyl	0	0.00000	0.00	0.00000	93,047
Lautenberg	0	0.00000	0.00	0.00000	139,706
Leahy	5,911	0.01037	3,675.39	0.00645	42,858
Levin	0	0.00000	0.00	0.00000	160,875
Lieberman	0	0.00000	0.00	0.00000	80,388
Lott	0	0.00000	0.00	0.00000	69,473
Lugar	0	0.00000	0.00	0.00000	112,682
Mack	0	0.00000	0.00	0.00000	259,426
McCain	0	0.00000	0.00	0.00000	93,047
McConnell	284,000	0.07563	55,155.85	0.01469	86,009
Mikulski	0	0.00000	0.00	0.00000	101,272
Moseley-Braun	0	0.00000	0.00	0.00000	184,773
Moynihan	0	0.00000	0.00	0.00000	262,927
Murkowski	287,000	0.48893	55,636.53	0.09478	42,565
Murray	37,835	0.00737	9,404.97	0.00183	109,059
Nickles	0	0.00000	0.00	0.00000	82,695
Nunn	0	0.00000	0.00	0.00000	131,465
Pell	0	0.00000	0.00	0.00000	48,698
Pressler	0	0.00000	0.00	0.00000	44,228
Pryor	0	0.00000	0.00	0.00000	69,809
Reid	73,120	0.05510	9,593.56	0.00723	56,208
Robb	0	0.00000	0.00	0.00000	121,897
Rockefeller	131,000	0.07230	29,347.28	0.01620	59,003
Roth	0	0.00000	0.00	0.00000	44,754
Santorum	0	0.00000	0.00	0.00000	199,085
Sarbanes	0	0.00000	0.00	0.00000	101,272
Shelby	0	0.00000	0.00	0.00000	89,144
Simon	0	0.00000	0.00	0.00000	184,773
Simpson	0	0.00000	0.00	0.00000	41,633
Smith	0	0.00000	0.00	0.00000	50,569
Snowe	0	0.00000	0.00	0.00000	52,134
Specter	0	0.00000	0.00	0.00000	199,084
Stevens	0	0.00000	0.00	0.00000	42,565
Thomas	0	0.00000	0.00	0.00000	41,633
Thompson	0	0.00000	0.00	0.00000	106,658
Thurmond	0	0.00000	0.00	0.00000	85,277
Warner	0	0.00000	0.00	0.00000	121,897
Wellstone	0	0.00000	0.00	0.00000	96,024
Wyden	0	0.00000	0.00	0.00000	52,135

AMY NICOLLE JOHNSON, AUGUST
20, 1978–DECEMBER 14, 1995

• Mr. WELLSTONE. Mr. President, I rise to pay tribute to the memory of a fine young person from Minnesota, Amy Nicolle Johnson.

Amy Johnson grew up at her family's home on Lake Sarah and attended the Rockford public schools from kindergarten through her senior year of high school. At age 17, Amy died in a car accident early one morning on her way to the school she loved.

An excellent student, talented athlete, and student leader, Amy was extensively involved in diverse activities throughout the year. A typical school year began for Amy with a class schedule that included band and choir in addition to the traditional academic subjects.

Her 6-year commitment to band was most demanding in the autumn with extra practices for the flag corps of the marching band and many evenings devoted to playing the trumpet with the pep band. She also played volleyball for 5 years, 3 of which were spent on the varsity team.

Gymnastics marked the beginning of the winter season for her. Competing on all four events for all of her 5 years and a varsity team member for 4, Amy's involvement in this sport exemplified the pride, perseverance, and commitment that she applied to every facet of her life.

She enjoyed singing with the choir and participated in choral duets and the stage—jazz—band for several years in district and State competitions. Her musical talent and enjoyment of the dramatic arts led Amy to participate in musicals and plays.

The spring brought Amy outdoors, where she played second base with the varsity softball team for 4 years. Even though the school year would come to an end each spring, the softball season continued into the summer. From the tee ball leagues in second grade to the State softball fast pitch tournament in 1995, Amy spent many hours of her summer vacation on the field.

The past two summers she began saving money for college working at Len Busch Roses and the Hennepin County Baker Park Reserve on Lake Independence.

Throughout all of the season's activities, Amy was a leader inside and outside of the classroom. She was an honors student and a member of the National Honor Society, as well as the secretary of her senior, junior, and freshman class. She was the cocaptain of the gymnastic and softball teams and was recognized in all three sports as an all-conference athlete. In her senior year she was chosen Homecoming Queen.

Most of Amy's friends and teachers will remember her shining smile that simply defined her presence. It is her family's hope that this remarkable young woman's spirit will be perpetuated through a scholarship that was established in her memory.

Amy valued respect, compassion, honesty, integrity, and responsibility. She made a sincere effort to live up to those values daily and she made a positive difference in the lives of all those she encountered.

Mr. President, it is an honor for me to pay tribute to the memory of this remarkable young woman, Amy Johnson, who touched the lives of so many during her brief life. •

TRIP REPORT—THE PEOPLE'S REPUBLIC OF CHINA, HONG KONG, TAIWAN, AND NEPAL

• Mrs. FEINSTEIN. Mr. President, from November 11 through November 26, 1996, I traveled to the People's Republic of China, Taiwan, Hong Kong, and Nepal for discussions with senior leaders in each of these places. I have today transmitted my report on this trip to the chairman and ranking minority member of the Committee on Foreign Relations. I hope my colleagues find it of interest.

I ask that the report be printed in the RECORD.

The report follows:

U.S. SENATE,
Washington, DC, February 5, 1997.

Hon. JESSE HELMS,
Chairman.

Hon. JOSEPH R. BIDEN, Jr.,
Ranking Minority Member, Committee on Foreign Relations, U.S. Senate, Washington, DC.

DEAR SENATOR HELMS and Senator BIDEN:

Attached please find a report on my travel to China, Hong Kong, Taiwan, and Nepal from November 11 through 26, 1996. During the China portion of the trip and parts of the Hong Kong and Taiwan portions, I joined Senators Daschle, Dorgan, Glenn, Kempthorne, and Leahy. Travel costs were at my personal expense.

In China, I discussed with the Chinese leadership the need to develop a long-term strategic framework for our relationship based on our many mutual interests, tensions in the triangular U.S.-China-Taiwan relationship, a variety of U.S.-China trade issues, nonproliferation and other security concerns, and human rights and legal development in China.

In Hong Kong, the itinerary included meetings with British, Chinese, and Hong Kong officials and members of the business community to assess the prospects for Hong Kong's reversion to Chinese rule in July 1997.

In meetings with the Taiwanese leadership in Taipei, I discussed Taiwan's role in the U.S.-China relationship and how to get dialogue across the Taiwan Strait back on track.

In Nepal, I examined the progress made by this fledgling democracy in consolidating its democratic institutions, and looked at ways the United States can be most effective in helping promote Nepal's economic development. I met with His Majesty King Birendra Bir Bikram Shah, Prime Minister Sher Bahadur Deuba, and Foreign Minister Prakash Chandra Lohani, as well as members of the various parties in the parliament.

I am grateful to Ambassador James Sasser and his staff in Beijing, Consul General Richard Boucher and his staff in Hong Kong, American Institute in Taiwan Director Darryl Johnson and his staff in Taipei, and Ambassador Sandy Vogelgesang and her staff in Kathmandu. Their cooperation and assistance helped make this trip as productive as it was. I would particularly like to thank Foreign Service Officers Darcy Zotter, Robert Forden, Michael Meserve, Gina Sullivan, Paul Daley, and Peter Bodde, and AIT staffer Andrew Wilson, for their assistance. I am also grateful to the staff of the Committee on Foreign Relations for their help.