

I also say to the World Jewish Congress and Edgar Bronfman and Israel Singer, they are to be commended for never losing faith in continuing their effort. Without their persistence, we never would have reached the point where we now have a proposal to put \$4.7 billion forward in a humanitarian fund to be administered by a number of organizations in countries that will play a part in determining those people who are most in need. That fund would be administered over a period of some 15 years. Without the World Jewish Congress and its leadership, its perseverance, we never would have achieved the results I am speaking to today. That is, the publication of the names of those people who had dormant accounts, going back to 1945, nor would we have achieved the setting up of this humanitarian fund to aid those who are elderly and most in need.

I thank the Chair and I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. FEINGOLD. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. FEINGOLD. Mr. President, I ask unanimous consent to speak as if in morning business for 20 minutes.

The PRESIDING OFFICER. Without objection, it is so ordered.

(The remarks of Mr. FEINGOLD pertaining to the introduction of S. Res. 80 are located in today's RECORD under "Submission of Concurrent and Senate Resolutions.")

#### THE VERY BAD DEBT BOXSCORE

Mr. HELMS. Mr. President, at the close of business yesterday, Tuesday, April 29, 1997, the Federal debt stood at \$5,348,144,848,321.78. (Five trillion, three hundred forty-eight billion, one hundred forty-four million, eight hundred forty-eight thousand, three hundred twenty-one dollars and seventy-eight cents)

Five years ago, April 29, 1992, the Federal debt stood at \$3,887,187,000,000. (Three trillion, eight hundred eighty-seven billion, one hundred eighty-seven million)

Ten years ago, April 29, 1987, the Federal debt stood at \$2,266,610,000,000. (Two trillion, two hundred sixty-six billion, six hundred ten million)

Fifteen years ago, April 29, 1972, the Federal debt stood at \$1,063,005,000,000. (One trillion, sixty-three billion, five million) which reflects a debt increase of more than \$4 trillion—\$4,285,139,848,321.78 (Four trillion, two hundred eighty-five billion, one hundred thirty-nine million, eight hundred forty-eight thousand, three hundred twenty-one dollars and seventy-eight cents) during the past 15 years.

Mr. COVERDELL addressed the Chair.

The PRESIDING OFFICER (Ms. COLLINS). The Senator from Georgia is recognized.

Mr. COVERDELL. Madam President, if I might inquire as to the matter of business before the Senate?

The PRESIDING OFFICER. The Senate is in a period for the transaction of morning business at this time.

Mr. COVERDELL. Madam President, I ask unanimous consent that we dispense with the period of morning business and return to S. 543.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### VOLUNTEER PROTECTION ACT OF 1997—MOTION TO PROCEED

The Senate continued with the consideration of the motion to proceed.

Mr. COVERDELL. Madam President, I guess only those who have just tuned in would be aware of the fact that we have been discussing an attempt since Monday afternoon, from Monday afternoon until Wednesday at 3 p.m., to allow the Senate to proceed to S. 543. The other side has decided to filibuster this legislation and has now twice blocked our attempts to end debate and move on to the bill. Although we are getting closer, we might say, well, maybe if there are five more votes like the one today, we will finally end the debate; the bill being a very narrow, specific proposal that tries to respond to the call of the President and three former Presidents to encourage voluntarism in America.

To revisit for a moment what was going on in Philadelphia, it was Gen. Colin Powell who said that "the multiple crises confronting children in America have the potential to explode our society." I am going to reread the quote of General Powell.

"The multiple crises confronting children have the potential to explode our society," as General Powell called on his fellow Americans to make an extraordinary personal commitment to serve as mentors to at-risk youth.

Earlier today I pointed out that volunteers being called on today are often called on to participate in situations that are less than normal environments; that the potential for volatility and miscommunication and misunderstanding is very high.

S. 543 has perhaps more importance today than it did over a decade ago when it was first envisioned in this Congress because it gives the volunteer a shield, a modest shield I might add, from certain kinds of liability. It does not protect the volunteer from willful or wanton misconduct. For example, if a volunteer were driving an automobile and inebriated, there would be no protection whatsoever. But for the everyday routine activity, it would protect the volunteers.

Here we have General Powell saying to his fellow Americans, make an extraordinary personal commitment to serve as mentors to at-risk youth. And here we are having spent 3 days trying

to pass one modest proposal to help those volunteers step forward and we are systematically choked and throttled. What a great response to General Powell and to the Nation, calling on Americans to come forward and then we have a boot on their neck right here in the Nation's Capitol in this Chamber.

It goes on to say:

Together with President Clinton, former Presidents Bush, Carter, Ford, 30 Governors and 100 mayors participating in a conference on volunteering—

Conference on volunteering—

Powell said that as many as 15 million young Americans need mentors to help them overcome the adversities they face.

Well, by logical conclusion, that means we have to have many millions of Americans to come forward to take care of just this audience—15 million young Americans need mentoring. That does not include the senior citizens who need mentoring, who need Meals on Wheels, who need somebody to come by and visit in the evening. That does not include the young people who are involved in youthful sports like Little League baseball or Pop Warner football. That does not include the Americans that would travel to the Midwest to assist in filling sandbags, who would help clean out the muck and debris that will follow this flood.

In other words, it requires millions upon millions of Americans to step forward. And yet a cursory review of the data demonstrates conclusively that because of legal threats, the number of volunteers is dropping. It is going in the wrong direction in terms of what General Powell and Presidents Clinton and Bush are asking. There are not more Americans stepping forward; there are less. And a principal reason there are less is that they do not mind volunteering, but they do mind putting their entire family's assets—their checking accounts, their home, their business—in a legal lottery.

I told the story this morning of the situation where a charity, a nonprofit, had a gym for youth to use after school and a youngster broke his arm when he dropped the weights. The organization did not have any resources to speak of, but the volunteer receptionist did. Guess who got sued. Right, the volunteer receptionist. Those kinds of things get around, and before long you have more and more Americans saying, "I want to volunteer, but I don't want to jeopardize my family."

General Powell said these children are at risk of growing up physically or psychologically abused. They are at risk of growing up addicted to the pathologies and the poisons of the street. They are at risk of bringing children into the world before they themselves have grown up. They are at risk of never growing up at all.

Madam President, I have been joined by two of my most esteemed colleagues, Senator ASHCROFT of Missouri and Senator THOMAS of Wyoming. I am going to call on Senator ASHCROFT to make a few remarks, but I would just

like to remind the Senator and close on this point, that not only are we asking American volunteers in the summit to step forward in greater numbers but—and this is a key point we have not talked enough about—we are asking them to be volunteers in very difficult environments—in poisonous streets, dangerous streets, where communications are difficult. In other words, where the threat of being liable for an error or mistake is probably many more times multiplied. This is not just asking volunteers to go on a fishing trip. We are asking volunteers to go into some very tough situations which only complicates and calls further on this Senate, this Congress to do something to give them some relief from the threat of everything they own being up for grabs.

With that, I yield the floor.

Mr. ASHCROFT addressed the Chair. The PRESIDING OFFICER. The Senator from Missouri is recognized.

Mr. ASHCROFT. I am deeply grateful for this opportunity to respond to the final point of the Senator from Georgia, who has pointed out that we need volunteers among the most needy and among the most deprived individuals in our culture, and those most needy and deprived individuals are the riskiest people to help.

I cite this article which I hold in my hand on civil justice: "A Thousand Points of Fright?"—f-r-i-g-h-t, not l-i-g-h-t. It is a scholarly work by David Webber. He writes that "lawsuit fears are dampening the enthusiasm of volunteers." And he says, "And the White House is beginning to take notice," which is constructive. I commend the White House. I commend the President for mobilizing the Presidents, to have the Presidents' summit on voluntarism.

But one of the interesting things that the governmental relations director for the National PTA says is that "we are just more conscious than ever before of litigious possibilities. The bad thing has been the chilling effect on activities we can sponsor, especially for high-risk kids—kids with handicaps—and child care programs."

What he has basically said is exactly what the Senator from Georgia was speaking of; that in the highest risk situations we have a chilling effect not only on volunteers but on programs, where you begin to see the withdrawals of programs, the programs that do not go into effect, the programs that do not exist, opportunities that are never capitalized on because of this sort of chill that comes from the litigious, as he calls it, possibilities.

I must admit that frequently these possibilities do not result in a lawsuit with a verdict against the volunteer, but if you work as a volunteer and you are sued, it could cost you \$10,000 just to defend the suit—\$10,000. And, of course, you could have a judgment against you just as the Boy Scout leader from the Cascade Pacific Council had a verdict of \$4 million against him,

because you let the boys play touch football, or the Little League coach who, because he shifted the player from shortstop to left field, gets a judgment against him. I mean these volunteers obviously are going to think about what happens to their family. How can my kids go to school? I would love to help the world, but I have to protect my family.

That would be a response you would have to commend in individuals, and yet it is not something we want in America. We do not want to have to choose between helping the world or protecting our families. We want to be able to say to a volunteer, you can do both. The genius of America is that we do not have to be selfish in order to protect our families. The genius of America is that we have always been able to help each other, while we have protected our families.

The kinds of lawsuits that we have seen are just incredible. A 14-year-old boy was sliding into home plate head first when he collided with the catcher. The catcher had blocked the plate as instructed. Catchers are always instructed to block the plate. In the rules of baseball, it is the only position where you are entitled to stand in front of the plate without the ball. But the catcher had blocked the plate and, unfortunately, there was a neck injury. Although plaintiff came to the league sliding head first, and that was the way he liked to play baseball, the volunteer coaches were found negligent for not being able to adjust the way the child slid—slid. I sound like Dizzy Dean, who used to say "slud into second." But volunteer coaches were held negligent for not instructing the player on proper sliding techniques and failing to warn of the danger created by sliding into home plate head first. Of course, the player obviously watched major league player after major league player, role models all—and they should be, many of them great folks—sliding in head first.

I wonder about asking people to volunteer to coach these children, so many of them without dads in their own homes, so many of them at-risk kids, doing their best to provide them enthusiasm for their sport, and restraints so as to protect themselves. And, when there is an injury, having that kind of lawsuit. So many of our volunteers are around sports—you wonder about the kind of lawsuits that surround sports.

Here is one that really stunned me. It was a part-time official who was asked to officiate in a crucial Big Ten basketball game. At the last second he called a foul that gave one of the teams a victory. He called them like he saw them. It switched the victory. A souvenir company that had anticipated the victory by the other team sued the official, challenging his call with a \$175,000 negligence suit claiming he had wrongfully harmed the souvenir company's ability to sell their souvenirs. The official won the lawsuit. So let us just lay

that to rest, the official won the lawsuit. But only after a 2-year court battle that went all the way to the Iowa Supreme Court.

Do you know what it takes, in terms of resources, to take a court battle to the supreme court of one of our States? I mean, it takes more than it takes to send a kid to college. It takes more than it takes to have family vacations. It takes more than it takes for some families to buy a home. It certainly takes more than it takes even for the wealthiest families, almost, to have a downpayment on a home. We ask people to volunteer in these kinds of settings. It seems to me we ought to have some protection for them.

Here is another one that caught my eye. I should not say "caught my eye," because this is about a person who was hit in the eye, a catcher in a softball game. He was playing without a mask. The umpire had a mask. The catcher got hit in the eye. He sued the umpire because the umpire had not given him his mask. The catcher walked away with a \$24,000 settlement.

We are asking people to volunteer. I think the President is doing the right thing. There is absolutely no question in my mind that he is calling America to greatness, a greatness that reflects the character of the fact that we care for each other. That is what America is all about. It is what sent de Tocqueville back to France, 150 years ago, exclaiming about the virtue of America. He said it was not to be found in the corridors of the bureaucracy or the Halls of the Congress. He said it was to be found in the people. He said America is great because America is good.

We want the goodness of America to be reflected again in this country. We want the capacity of people to identify with each other, to love each other—literally love each other enough to say I am not just content to work with my own kids, I am going to work with the kids in the neighborhood and some kids who are not as fortunate as mine. Maybe they are kids who have lost their mom or dad, for one reason or another. That kind of tragedy has touched my family and it has touched most of the people in this country, and we want the loving character of American citizens to be available and we do not want it to be inhibited. We do not want it to be so you cannot volunteer.

I think about those women in Evanston, IL, who wanted to set up the home for battered women. They could not get insurance because of the litigation potential. All the insurance companies said you have to operate for 3 years without insurance before we can determine whether or not we will insure you. So nobody could risk their own family in order to help other people. They did not want their own homes to be taken in order to provide a home for someone else. So we end up not having that extension of compassion in our culture.

I do not think there is any President who has more successfully said to the

people in this country. "I feel your pain." He says it with sincerity, and I believe he does. He has a great capacity to empathize. And he has called this country to feel it, to feel the opportunity and respond to the opportunity to help one another. And we have a great opportunity to say we are going to take a big roadblock out of the way.

I started out by referring to this article, "A Thousand Points of Fright?," saying the most difficult to help are the riskiest to help. And they need help badly. We have this barrier standing in the way. We have gone through examples. I guess we could tell stories about these lawsuits until the cows come home—at least that's a phrase my aunt used to use—but the truth of the matter is, this is important. It was important enough for the four previous Presidents of the United States to join the current President of the United States and one of the greatest military heroes of our age, to join the whole effort and to galvanize public opinion to try to say we need volunteers.

It is a little bit confounding, to think there are those in this body who want to stop us from considering—who do not even want us to have a chance to debate and vote on an issue like giving volunteers this kind of break.

I do not know how anybody could say we want to make sure that a person who volunteers has the potential to be sued and harassed. I notice that a former Attorney General of the United States, Dick Thornburgh, wrote an opinion piece for one of our major newspapers. He said: "If you are sued, the average cost to defend yourself—" in a case not involving a car, car cases cost a lot of money, usually—"is \$7,500." There isn't anybody who can afford that and that is the average cost. That includes the cases that are dismissed.

I think it is time for us to say we want more volunteers, we want to cooperate with the President, we want America to be what America has the character to be. It is time for us to respond to the people. We need to respond to the people by inviting them to have the kind of caring compassion reflected in voluntarism. It is the least we can do to pull the roadblocks out of their way and make a clear path for Americans to care for each other.

I yield the floor.

The PRESIDING OFFICER. The Senator from Georgia is recognized.

Mr. COVERDELL. Madam President, I appreciate very much the remarks by the Senator from Missouri. As usual they are most eloquent and inspirational and on target. I appreciate very much his coming to the floor and sharing his views on S. 543, of which he is a principal cosponsor.

Madam President, I return to the point I was making a moment ago about what the Nation was being implored to do by General Powell and the President. Most of these initial quotes are from General Powell. He points out that President Clinton appointed Gen-

eral Powell as general chairman of the President's Summit for America's Future and the former Chairman of the Joint Chiefs of Staff pledged to ensure that "promises made during the celebrity-packed event are fulfilled long after the hoopla is over."

Madam President, the hoopla is over. It is time, frankly, for all of these officials to send a message here, I think, that we need to take this affirmative step. It is a perfect affirmative step for us to take, following the glorious visuals, and get down to the real grass-roots practicals, which are the protection, as framed in S. 543, of volunteers, so that they are able to respond to the hoopla. Down in my part of the country, they say this is now where "the rubber hits the road." It is no longer the glory of the balloons and television. We are talking about the real, practical efforts that have to take place on the ground to make it possible for volunteers to renew America's volunteer spirit.

The President went on to say to General Powell: "This may be your most important mission and I thank you for reenlisting." The few thousand delegates from across the Nation who were seated on the lawn outside the historic structure, rose to their feet in applause.

It is obvious that the inspirational moment was infectious. How often have we witnessed a gathering like this, raising the expectations, lifting the heart, bringing a nation to its feet—an exhilarating moment, only to find 3 months later or 6 months later that the issue disappeared with the last hand clap, that all the expectations that were being sought were forgotten after everybody got back on the plane, got back home. We do not want that to be the legacy of this summit. Congress ought to step forward, not only on the proposal that I and others have offered here, which alleviates, and creates a shield, protects the volunteers, makes it possible for them to answer this call and to be a piece of this applause, to be an extension of this applause.

There are many things we ought to do to expand voluntarism in America, and make it easier and more readily doable. But an absolute must, as a beginning, Madam President, is that we remove the chill and legal intimidation that has caused a dramatic drop in the number of Americans who will answer the call, that have left doubt in volunteers about what they do. Even if they answer the call, the way they respond to their activity is changed and altered by this legal chill that hangs over voluntarism in America.

It goes on to say:

By encouraging volunteering, the President is trying to promote positive change in American society at a time when the Congress and bipartisan emphasis on balancing the Federal budget make it politically difficult, if not impossible, to create new Government programs to address the country's pressing social problems.

This is an appropriate response. This is exactly correct. America's financial predicament does not allow us to do

some of the things we have done in the past, and America must call on its citizens to help fill the gaps.

This is not a new experience for America. America was founded in times of austere circumstances for most Americans, and it was in that era that the concept of American voluntarism was born. So we are not creating a new phenomenon here; we are simply returning to our roots.

Everybody remembers—we have either seen it or read about it—the volunteer coming to the aid of a family that was damaged by some accident or problem in the rural area of our country—the barn building, the coming together in any kind of need to help families, community members. As I said earlier, this is as much a part of America's treasure as its Capitol, as its monuments, as its parks. Voluntarism is a unique feature of American life, and it ought to be nurtured and protected, just as we do the other American treasures, like the way we care for this Capitol. This is the Capitol of the United States, the capital of the free world, and it is an expression of who we are as a people, and we care for it. We should be every bit as attentive to our concern about the treasure that voluntarism makes for America.

There is no way to ever calculate the value of what American voluntarism has meant to our country in any given year. It is billions upon billions of dollars that are freely given and invested to help the country be a better place. But I think the connection that the President makes between the need for voluntarism and the financial predicament the country faces is correct.

This is a difficult time. This is a time of shrinking resources. Our generation of Americans has to confront decisions that were made over the last three decades that have left our generation to deal with over \$5 trillion worth of debt and to deal with promises that, unmanaged, will consume 100 percent of the U.S. Treasury within 8 years.

Let me repeat that. Our basic entitlement programs already consume over 50 percent of the U.S. Treasury, which is a dramatic increase from when I arrived just 4 years ago. It is spiraling upward. So it is absolutely correct for the President to make a linkage between the financial condition of the country and the need to reach out and get Americans to do things on their own accord that the Government can no longer do—maybe one can argue never should have done in the first place. I am sure part of the reason voluntarism has been weakened is because there has been a message that has been reverberating around the country for about 25 years that the final resolution of all of our community ills ought to be the Government. I think we are learning that that is not, and has never been, the case.

The final resolution of many of our ills rests with the people themselves. A key component of that is the American spirit and the American willingness to volunteer.

The President goes on and says:

The era of big Government may be over, but the era of big challenges for our country is not.

I think every American would agree with that.

"So we need an era of big citizenship," the President said in Philadelphia. "We need an era of big citizenship."

I certainly agree with that, and I think every Member of Congress would agree with that. But while the Government may not be able to do some of the things it used to do, the Government certainly should not be an impediment to big citizenship. The Government ought not to be throttling attempts to make it easier to be a forthcoming citizen.

Frankly, I don't think the Government should be engaged in a filibuster that prevents our moving legislation that would make it dramatically and clearly easier to be a part of the era of big citizenship.

General Powell, who has experience orchestrating successful operations, has made it his own personal crusade to recruit an army of millions of volunteers around the country. He has committed himself to being able to certify by the year 2000 that the 2 million children lacking mentoring, safe places to play and learn, health care, marketable skills, and a good education will have those needs met.

Once again, he alludes to the point that I have mentioned several times this afternoon. Safe places to play begs the question that many of them do not have safe places to play today. They are dangerous places, and being dangerous, they are more likely to be places in which accidents and mistakes and misunderstandings occur. In other words, this is not your normal playground. This may be a rough-edge community which you are asking the volunteer to enter, to subject themselves.

A more dangerous place means it is fraught with the potential of legal action. So we are asking these millions of volunteers not only to come forward, but to come forward into environments that are less predictable and, therefore, create a greater risk for the volunteer.

I mentioned earlier today, Madam President, that the need for this legislation is fairly new; that we did not have a problem of volunteers being sued until we got into the eighties. Suddenly they became targets, and once you get something like that started, it feeds on itself, and it has. So the lawsuits have grown, and the threat has grown.

Now we are saying, in this environment where litigation is more prevalent, on top of that, we want you to go into a more difficult environment. Well, there is an incongruity here. As a result of this exchange, one of my first acts will be to communicate to General Powell that we need his help to convince this Congress that they need to remove barriers so that he can get his 2 million volunteers to come forward.

Madam President, the hour is now 20 till 4. We have now been on this since 2 o'clock last Monday, this 12-page bill, double spaced, and we continue to be prohibited from actually going to the debate. We will revisit this, but for the moment, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The assistant legislative clerk proceeded to call the roll.

Mr. LOTT. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER (Mr. FAIRCLOTH). Without objection, it is so ordered.

#### EXECUTIVE SESSION

#### NOMINATION OF ALEXIS M. HERMAN, OF ALABAMA, TO BE SECRETARY OF LABOR

Mr. LOTT. Mr. President, I ask unanimous consent that the Senate now go into executive session to consider Executive Calendar No. 70, the nomination of Alexis Herman to be Secretary of Labor. I further ask that there be 30 minutes of debate on the nomination to be equally divided between the chairman and ranking minority manager; I further ask unanimous consent that immediately following the expiration or yielding back of the time, the Senate proceed to a vote on the confirmation of the nomination, and immediately following the vote the President be notified of the Senate's action, and the Senate then return to legislative session.

Mr. DASCHLE. Mr. President, reserving the right to object, and I only do so to commend the distinguished majority leader for his work in bringing us to this point. This has been the subject of extraordinary discussion and negotiation. It would not have been possible were it not for his cooperation and the work by several Senators, including the distinguished chairman of the Labor Committee and the ranking member, who are on the floor at this time. I thank the majority leader for his effort, and I appreciate very much the work to bring us to this point.

I have no objection.

Mr. LOTT. Mr. President, before the Chair rules on the unanimous consent request, I suggest the absence of a quorum.

The PRESIDING OFFICER (Mr. ASHCROFT). The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. LOTT. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. LOTT. Mr. President, I renew my request for a unanimous-consent agreement that we proceed to Calendar No. 70, the nomination of Alexis Herman to be Secretary of Labor.

The PRESIDING OFFICER. Is there objection to the request?

Hearing no objection, it is so ordered.

Mr. LOTT. Mr. President, I do want to thank the distinguished Democratic leader for his comments. He knows quite well that there had been concerns, initially, about this nominee. I have been satisfied that she is qualified for the job. But I didn't know all the details of allegations or problems that had been identified. The committee, under the leadership of the chairman, took their time, they looked into the potential problems and allegations, and they finally took a vote. I believe it was a unanimous voice vote. Members of the committee had adequate time to look into these potential problems. I think the nominee has assured Senators that her conduct is going to be very circumspect as Secretary of Labor. I am satisfied that she will do that and that she will work with the Congress and the Senate, on both sides of the aisle, and will do a good job as Secretary of Labor.

Now, the second problem, of course, has been the idea that there would be an Executive order with regard to Federal union contracting. There has been a considerable amount of concern, as the Senator knows, about this being done through Executive order. We feel that should be done by the Congress with recommendations and time for consideration. But we have worked out an understanding with the administration of how this matter will be handled. Based on their assurances, which we feel they will honor, we felt it was appropriate to proceed with this nominee.

I want to say, again, that the nominee was not the problem over the last few weeks. The problem was an understanding about how labor law should be changed. I think we have reached a point where we can enter into this agreement. I thank the assistant majority leader, DON NICKLES, for his effort. He is knowledgeable in this area. He has been aggressive in trying to identify the problem and trying to find a solution. I did have a chance to discuss this last night with the President. He has had an opportunity to discuss it with representatives from the White House, and I feel that an amicable arrangement has been reached.

I yield the floor.

Mr. DASCHLE. Mr. President, I thank the majority leader for his explanation and for his description of the current set of circumstances. We have known now for some time that the delay in confirming Ms. Herman had little to do with her qualifications or the degree to which there was support on the Senate floor. It had to do with the dispute over Federal contracting.

I am pleased that the dispute has ended and that we find some applicable resolution to that issue. I have not seen the details of that particular agreement, but I am very pleased that, at long last, Ms. Herman will have the