

TRIBUTE TO THE LATE CARL
DINCLER

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mr. McINNIS. Mr. Speaker, it is with great pride and honor that I rise today to tell you of a man whose life was filled with family values, civic duty, kindness and love. He lived every moment of his life as though it were his last.

Carl Dincler loved to have the spotlight. He also loved sharing that light with everyone so that they might feel the inspiration and zest for life that he had so much of. Throughout the 86 accomplished years of his life, he touched so many people, whether it was in one of his business ventures or in one of his many community activities. Ultimately, these people knew they were in the presence of a great human being when in Carl's company.

With his equally accomplished wife Jeanette, Carl started a fabric store which became known for the stage curtains they made. If the curtains were not hung perfectly each time, Carl would get out the ladder and start over. He took pride in everything that he did, including his long time commitment to the community. Carl served as president of the Pueblo Board of Water Works and also former president of the Downtown Association and Lion's Club.

Aside from his many achievements in the business world, he has left a proud legacy in his family. He is survived by his wife Jeanette who is also known for her active role in the community. Together they had a daughter, Sharon, who has a Ph.D. in continuing education from the University of Denver and today edits doctoral theses. One granddaughter and a great-great-granddaughter also survive. These wonderful people will undoubtedly carry on the legacy of Carl's accomplished life.

Mr. Speaker, for the people of western Colorado and from the bottom of my heart, I say thank you to this man for realizing that one man can make a difference. His dedication to his family, his faith and his community will long be remembered and admired. He was an outstanding American and will be missed greatly.

TRIBUTE TO THE REEBOK SHOE
COMPANY

HON. JOHN JOSEPH MOAKLEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mr. MOAKLEY. Mr. Speaker, the role this nation plays in international conflicts, in providing humanitarian aid abroad, and in working to better the lives of all humanity is a constant matter of debate throughout the United States. I believe we do have an obligation to use our tremendous resources, know-how and prosperity to help uplift the difficult conditions many find themselves in throughout the world. And, I believe everyone in this nation can play a major part in that effort. Our influential corporations, while doing business abroad, can and should play a major role by acting responsibly and showing nations what it means to protect human rights, respect the rights of

labor and respect the environment. Today, I'd like to highlight how one corporation—the Reebok shoe company—is working to make a positive difference in the lives of their workers. By allowing an objective third party labor rights organization to freely monitor the conditions of two of its factories in Indonesia, and make those findings public, Reebok has shown its desire for openness and cooperation, as well as a strong respect for the rights of the hard working people that make the company successful. I hope other major U.S. corporations will join in this effort.

I am very proud that the Reebok Corporation is located in my congressional district in Massachusetts. I commend the enclosed piece describing the latest initiative by Reebok's Chairman and CEO Paul Fireman, which recently appeared in the Washington Post, and ask that it be included in the CONGRESSIONAL RECORD.

[From the Washington Post, Oct. 17, 1999]
STEPS WE MUST TAKE ON THIRD-WORLD
LABOR

(By Paul Fireman, chairman and CEO of
Reebok International Ltd)

Working conditions in overseas factories that produce apparel for the U.S. market have become controversial, putting companies on the spot for their decision to transfer jobs to faraway countries. Here's how one company is responding.

Tomorrow, Reebok International Ltd. will become the first company in the footwear industry to release an in-depth, third-party examination of labor conditions in the factories that make its products. We are not making the report public because it shows our company in an unequivocally favorable light—far from it. We are releasing it because we think it is time to confront and accept responsibility for correcting the sometimes-abusive conditions in factories overseas. We'd like to encourage other multinational corporations to follow suit.

The report, titled Peduli Hak—Indonesian for "Caring for Rights"—assesses conditions in two factories, PT Dong Joe Indonesia and PT Tong Yang Indonesia, which employ approximately 10,000 workers to make our footwear. Reebok doesn't own these factories; we selected them because they account for more than 75 percent of our footwear production in Indonesia, and have many similarities with other athletic footwear factories in Asia.

We chose the independent research and consulting firm Insan Hitawasana Sejahtera (IHS) to perform the assessment, based on the recommendation of leading human rights professionals who credit it with impartiality and objectivity. To ensure the team's independence, we guaranteed IHS full access to factory records and workers, without intervention from Reebok or the factory management. We also promised in advance to make the IHS report public.

The report, based on 1,400 hours spent inspecting the plants, observing working procedures and interviewing workers over a 14-month period, highlights some disturbing facts about the working conditions there. For example, it criticizes the way the factories' managers communicate with workers, noting that most workers are functionally illiterate and could not understand their rights under their collective bargaining agreement or the details of their wage statements. The report also found that it was more difficult for women than men to obtain promotions or supervisory positions. It faulted the factories' health and safety procedures—in particular the procedures governing the use and handling of chemicals. The report also describes steps the factories'

owners have been taking to rectify these problems.

Some of the flaws the IHS inspectors uncovered presented more of a challenge to correct than others. It is fairly simple to improve inadequate lighting, or ventilation where workers were being exposed to chemicals. And factories raised pay to bring it in line with the government's determination of a minimum living wage, since wages had not kept in line with the rapid fluctuations in prices following Indonesia's economic crisis. But it was altogether different when inspectors reported that drums containing the remains of hazardous substances were routinely left in areas accessible to the public, in violation of local hazardous waste laws. When the factory management changed its procedures to comply with the law, members of the local community protested; they had been collecting the drums and reselling them. In response, the factories adopted policies to allow for local collection of scrap metal and other non-hazardous waste materials.

Why did we undertake this potentially damaging workplace assessment, and why was it important to make the results public?

The simple answer is because of the commitment we at Reebok have made to respect the fundamental human rights of the nearly 25,000 workers in Asia who produce our footwear. That's why we placed a heavy emphasis on worker interviews (950 workers answered surveys; 500 took part in confidential interviews). It is also why we made Indonesian-language copies of the report available to the workers, and why we presented the report at a meeting with our footwear contractors.

But there is another reason, which is just as important. We want to encourage other multinational corporations that may be reluctant to open the doors of the factories manufacturing their products to in-depth inspections. Quite simply, we want to show that a detailed, critical report about factory conditions can be disclosed without the sky falling. And we'd like to change the attitude that has prevailed among many companies for many years—that they do not have any real responsibility for conditions in factories they do not own, or for the treatment of workers who are not their employees.

In 1992, Reebok adopted a code of conduct requiring that the factories of our global suppliers comply with internationally recognized human rights standards. Ever since, we have incorporated that code of conduct into our contractual agreements with factory owners and have monitored their compliance.

Despite these efforts—and those of some other companies—critics remained skeptical. They rightly point out that codes of conduct are little more than window dressing unless there is an effective process to monitor workplace conditions and determine whether standards are being met.

The Peduli Hak assessment was an attempt to address these concerns. But many multinational corporations that produce footwear, apparel and toys in the global marketplace remain fearful; although many now have codes of conduct, they are unwilling to undergo independent external monitoring, or suffer the embarrassment and expense that exposing workplace conditions might produce.

This fear of monitoring is seen in the reluctance of many companies to join the Fair Labor Association (FLA), which is chaired by former White House counsel Charles Ruff. The FLA has adopted procedures to accredit independent monitors who will be qualified to inspect factories for compliance with a Workplace Code of Conduct covering nine key areas: child labor, forced labor, discrimination, harassment, freedom of association,

wages, health and safety, hours of work and overtime compensation.

Reebok and nine other companies (Adidas-Salamon AG, Kathie Lee Gifford, Levi Strauss & Co., Liz Claiborne, L.L. Bean, Nicole Miller, Nike, Patagonia, Phillips Van Heusen) have agreed to participate in the FLA's monitoring program. While this is a good beginning, it does not amount to the broadly representative segment of the business community that any monitoring program will require to be effective. Of course, we hope the Peduli Hak assessment will benefit thousands of workers in Asia—but we also hope that its publication will encourage other companies to join us in seeking solutions to substandard workplace conditions in the global economy.

TRIBUTE TO THE REV. DR.
GEORGE EDWARD McRAE

HON. CARRIE P. MEEK

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mrs. MEEK of Florida. Mr. Speaker, it is indeed a distinct honor and privilege to pay tribute to one of Miami-Dade County's great leaders, the Rev. Dr. George Edward McRae, pastor of Mt. Tabor Missionary Baptist Church in Liberty City. On Thursday, October 28, 1999, the Miami Herald will honor him as a recipient of the 15th Annual Charles Whited Spirit of Excellence Award, along with five other distinguished South Floridians.

Admired by his friends and colleagues as a "multi-talented man of God dedicated to service," Rev. McRae truly represents one of the noblest public servants of our community. As pastor and teacher at Mt. Tabor Baptist Church for the last ten years, he has been relentless in leading the members of his congregation in the ways of God, focusing his efforts on the agenda of spiritual wisdom and compassionate service to our community's less fortunate—the sick and the elderly, the hungry and the homeless, the poor and the disenfranchised, and the imprisoned and the dying.

Indeed, he genuinely exemplifies a true Spirit of Excellence for being a "leader in outreach," defining his life's consecration to the disenfranchised and the forgotten. As my pastor and confidante, I want to acknowledge Rev. McRae's tremendous work for constantly reminding us of the love and understanding for our fellow human beings. He truly evokes the example of Christ, the Good Shepherd, and is constantly enlightening his flock of believers, sharing with us the fact that our lives are inextricably interwoven with one another—regardless of our creed, color, gender, or philosophical persuasion.

The outreach programs Rev. McRae founded include Christian Education, HIV/AIDS awareness and education, a prison ministry, substance abuse forums, homeless shelters and feeding programs for the children, the elderly and the homeless. He is a down-to-earth minister of the Gospel who pragmatically aligns himself to the adage that ". . . people would rather see a sermon than hear it." All through these years I have learned from him the very centrality of God's role in our daily lives, conscious of the fact that ultimately the mandate of our faith to help the less fortunate among us does not contradict, but rather com-

plement, our public stewardship on behalf of our constituents.

In its laudatory recognition The Miami Herald aptly described him as "the catalyst for monumental strides in the church's outreach programs," succinctly recognizing that our churches, along with our synagogues and temples, form a substantial part of a larger network of institutions that fittingly serve as the pillars of our community. Accordingly, his standards for learning, caring and achieving for the underserved has won for him countless accolades from South Florida's ecumenical community and beyond. Likewise, public and private agencies have deservedly cited him for his untiring commitment to service and his uncompromising stance on simple justice and equal opportunity for all.

Long before Florida's Black churches and community organizations came to the understanding of HIV/AIDS, Rev. McRae has single-handedly trailblazed our consciousness into the scourge that this virus has inflicted on our community. He pioneered the establishment of MOVERS (Minorities Overcoming the Virus Through Education, Responsibility and Spirituality), a program geared toward helping people survive the effects of HIV/AIDS. Today MOVERS is being replicated all over the country as it addresses the dilemma of the African-American community currently plagued by what he calls "the triangle of death"—i.e., drugs, incarceration and AIDS.

Our community is comforted by his undaunted leadership and compassionate caring. Accordingly, The Miami Herald has articulated our deepest respect and admiration for him with its prestigious Spirit of Excellence Award. Most of all, I am grateful that he continues to teach us that the ethic of our stewardship from God is genuinely manifested by our service to our fellow men. This is the legacy the Rev. George Edward McRae shares with us, and I am indeed privileged to have his friendship and confidence.

ROCKVILLE COLOR GUARD
MARCHES TOWARD GLORY

HON. CONSTANCE A. MORELLA

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mrs. MORELLA. Mr. Speaker, it is my great pleasure to congratulate the American Legion Post 86 Color Guard for their victory at the National Senior Color Guard Competition (Closed Military Class) at the American Legion National Convention in Anaheim, California.

The Post 86 Color Guard was formed in 1981 to promote Americanism and patriotism. Augmented by members of the Auxiliary and Sons of the Legion, the Post 86 Color Guard quickly proved itself within the state of Maryland. For the past seven years, they have been the Department of Maryland (American Legion) state champion. The Post 86 Color Guard will now proudly serve as the National American Legion Color Guard for 1999–2000.

For their service to the American Legion, the community, our veterans, and our country, I ask my colleague to join me in congratulating the Henderson-Smith-Edmonds Post 86 Color Guard of Rockville, Maryland.

STUDENT RESULTS ACT OF 1999

SPEECH OF

HON. PATSY T. MINK

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 20, 1999

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 2) to send more dollars to the classroom and for certain other purposes:

Mrs. MINK. Madam Chairman, I believe strongly that all children deserve the opportunity to receive the best education possible. Title I was enacted with this credo in mind.

Our federal education dollars have always focused on specific areas of need within our education system. Since we provide roughly only 7% of the total elementary and secondary education funding spent in this country, we have always sought to concentrate these limited federal dollars in areas where they can make a real difference.

Title I is arguably the most important program of our federal education funds; it certainly is the largest. It provides nearly \$8 billion annually to address inequities in education for our poorest students. This program is critical to helping communities provide high quality instruction and educational services to disadvantaged children.

And Title I is working. Earlier this year, the U.S. Department of Education issued "Promising Results, Continuing Challenges: The Final Report of the National Assessment of Title I." This in-depth analysis of Title I concluded that the initial results of Title I's systemic accountability system have proven successful. Out of the six States reporting data, five showed improvement in math achievement and four in reading. Out of the 13 urban school districts reporting, 9 showed substantial increases in either math or reading achievement. Most importantly, the National Assessment told us that, when fully implemented, systemic reform will very likely close the achievement gap between disadvantaged students and their non-disadvantaged peers.

I do have serious concerns about certain provisions, or lack thereof, in H.R. 2.

In particular, I am concerned about the changes in the schoolwide poverty requirements, the exclusion of the Women's Educational Equity Act, and the repeal of the Native Hawaiian Education Programs from the Elementary and Secondary Education Act.

H.R. 2, as reported, lowers the poverty eligibility threshold for schoolwide programs from 50% to 40%. Presently, schools with over 50% of their student population from low-income families can operate a schoolwide program. When this provision was first passed, schools had to have 75% poverty to be eligible.

Although schoolwide programs have been shown to be very effective for disadvantaged students, they are only considered advantageous if there are a significant number of children in poverty. By lowering the poverty threshold to 40, the Majority is diluting the program's focus on poor children. 40% poverty means that 60%—the majority of the school—is not poverty-stricken. It is imperative that these Title I funds remain with the kids who need it the most.

During Committee consideration of H.R. 2, the Committee, passed an amendment by