

her own resources to help start and sustain these important programs and services. Bessie Baughn not only practices volunteerism, she preaches it as well. She writes a weekly column in the Independent where she encourages community work and volunteerism.

Mr. Speaker, Bessie Baughn is an outstanding woman and I salute her for her remarkable contributions and commitment to our community. I ask my colleagues to join me in honoring her on being inducted into the San Mateo County Women's Hall of Fame.

INTRODUCING THE FAIR PAY ACT  
OF 1999

**HON. ELEANOR HOLMES NORTON**

OF THE DISTRICT OF COLUMBIA  
IN THE HOUSE OF REPRESENTATIVES

*Wednesday, March 24, 1999*

Ms. NORTON. Mr. Speaker, Senator TOM HARKIN and I are introducing the Fair Pay Act of 1999, a bill that would require employers to pay equal wages to women and men performing comparable jobs in an effort to remedy the pay inequities that women continue to endure. We introduce this bill simultaneously in both Houses as an indication of the preeminent importance many American families attach to equal pay today.

At 76 percent of a men's wage, women's wages and the wage gap remain totally unacceptable. The continuing disparity is especially untenable considering that a significant part of the narrowing of the gap since 1963 is because of a decline in men's wages over the decades. The Equal Pay Act (EPA) was passed in 1963, and by focusing on pay disparities where men and women were doing the same (or similar) jobs, has helped narrow the wage gap between men and women. The Fair Pay Act takes the Equal Pay Act an important step further and seeks to confront the pay disparity problem of the 1990's the way the EPA confronted the equal pay problem in the 1960's.

Why has equal pay, once considered a women's issue, gone to the top of the polls for American families today? American families are becoming deeply dependent on women's wages today. Even in two-parent families, 66% of the women work, and the number of female-headed households has more than doubled since 1970.

Although most American families today must rely heavily on women's wages, women continue to earn less than their male counterparts with comparable qualifications and duties. Women complete more schooling than men but still have not caught up with men in earnings. Much of what progress has been made can be traced to the earnings of a small group of professional or highly skilled women. The average woman—the woman who works in a historically underpaid traditionally female occupation—has seen little progress. Over her lifetime, a woman loses over \$420,000 because of pay inequity, and collectively, women and their families lose more than \$100 billion in wages each year because of wage discrimination.

The FPA recognizes that if men and women are doing comparable work, they should be paid a comparable wage. If a woman is an emergency services operator, a female-dominated profession, for example, she should be

paid no less than a fire dispatcher, a male-dominated profession, simply because each of these jobs has been dominated by one sex. If a woman is a social worker, a traditionally female occupation, she should earn no less than a probation officer, a traditionally male job, simply because of the gender associated with each of these jobs.

The FPA, like the EPA, will not tamper with the market system. As with the EPA, the burden will be on the plaintiff to prove discrimination. She must show that the reason for the disparity is sex or race discrimination, not legitimate market factors.

As women's employment has become an increasingly significant factor in the real dollar income of American families, fair pay between the sexes has escalated in importance. There are remaining Equal Pay Act problems in our society, but the greatest barrier to pay fairness for women and their families today is a line drawn in the workplace between men and women doing work of comparable value. I ask for your support of the Fair Pay Act to pay women what they are worth so that their families may get what they need and deserve.

TRIBUTE TO MRS. FAY MARTIN  
JOHNSTON

**HON. CHARLES W. "CHIP" PICKERING**

OF MISSISSIPPI  
IN THE HOUSE OF REPRESENTATIVES

*Wednesday, March 24, 1999*

Mr. PICKERING. Mr. Speaker, I would like to pay tribute to a remarkable lady, Mrs. Fay Martin Johnston. Mrs. Johnston was one of my constituents from Forest, Mississippi. She passed away on February 27, 1999.

Mrs. Johnston was born in Edwards, Mississippi and was a resident of Forest since 1941. Mrs. Johnston was the wife of the late Eric E. Johnston, Jr. He was the former editor and publisher of the Scott County Times newspaper, Mayor of Forest, and noted author of books related to Mississippi politics.

During World War II, Mrs. Johnston assumed publication of the Scott County Times newspaper when her husband was called into the Army. She literally "did it all"—writing, editing, and operating the printing press in order to get the paper published. Mrs. Johnston was a charter member of the Scott County Chapter of the Daughters of the American Revolution and was actively involved in the Forest Presbyterian Church.

Mrs. Johnston's pride and joy was her family that included daughters Carol (Mrs. Bob Lindley), and Lynn (Mrs. Ben Catalina) and their families, her son Erle "Bubby" Johnston III, and his wife.

Mr. Sid Salter, current editor and publisher of the Scott County Times said, "Fay Johnston was a great lady and matriarch of a great newspaper family in Mississippi. She and Erle dedicated their lives to this community and were good stewards of the newspaper. In return they had the respect of the community and many, many friends here. The Johnston family has left a great mark on this city and country."

The legacy Mrs. Johnston leaves behind may best be described as love of God, love of family, love of Mississippi and country, and certainly love of Scott County and the town of Forest. I wish to extend my sympathy to her

family, while at the same time, express my appreciation for her life of service.

SAN FRANCISCO STATE UNIVERSITY'S 100TH ANNIVERSARY: A CENTURY OF OPPORTUNITY

**HON. TOM LANTOS**

OF CALIFORNIA  
IN THE HOUSE OF REPRESENTATIVES

*Wednesday, March 24, 1999*

Mr. LANTOS. Mr. Speaker, I rise today to invite my colleague to join me in celebrating the 100th anniversary of the founding of San Francisco State University. The university was established on March 22, 1899. For three decades I had the privilege of serving as a professor of economics at this august educational institution, possibly the most ethnically diverse university in America. Then, as now, it had a commitment to provide a first-rate education to those who could not easily achieve one elsewhere—first and second generation immigrants and the working class.

My colleagues on the faculty of San Francisco State University are outstanding. They have received innumerable honors and awards over the years, including the Pulitzer Prize and the prestigious MacArthur "genius" grant. The all-round excellence of the faculty has created a curriculum renowned for its diversity. The creative writing, poetry, performing arts, film, and journalism departments are all nationally acclaimed. The masters program in biology was ranked first in the nation by the National Science Foundation for graduates who went on to earn doctorates. In the astronomy department, Professor Goeff Marcy and Paul Butler discovered two planets orbiting stars beyond our solar system in 1996, and they have discovered 10 more planets since then.

Though the faculty's academic strengths and excellent research are obvious, at San Francisco State teaching comes first. This school, which began as a teacher's college, retains its dedication to educating its students. Academic appointments are competitive, and as a result San Francisco State has been able to hire the best. Professors are hired for their teaching ability and dedication, generally carrying a course load of four classes.

Assigning teaching the number one priority has paid off in the classroom. Robert Corrigan, the excellent president of San Francisco State, says of the student experience: "Students get a better education here. They are in a classroom with someone with a doctoral degree and 20 years of teaching experience, and there might be only 25 students in the class."

During its century of service to the Bay Area, San Francisco State University has awarded 185,020 degrees. Its students have gone on to successful careers in every conceivable field, and even our current Mayor of San Francisco is a former student of the university. Graduates and faculty of San Francisco State have also served with us here in the Congress.

For the past hundred years San Francisco State University has educated and enriched the Bay area, the state of California, and our nation. I am honored to have contributed to this outstanding educational institution, Mr.

Speaker, and I am delighted on this auspicious anniversary to pay tribute to its tradition of diversity and excellence. San Francisco State is truly American in the best possible sense of the word—it provides the opportunity for anyone to excel. As an educator, as a member of the San Francisco State community, and as a Californian, I congratulate San Francisco State University on its first century.

TRIBUTE TO MRS. FATEMEH  
AZODANLOO

**HON. EDOLPHUS TOWNS**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, March 24, 1999*

Mr. TOWNS. Mr. Speaker, I would like to bring to my colleagues attention the attached remarks on the condolences to the Rajavi and Azodanloo families, particularly to Mrs. Maryam Rajavi, Iran's President-elect, at their loss.

With great regret, I learned of the death of Mrs. Fatemeh Azodanloo at the age of 75. I offer my condolences to the Rajavi and Azodanloo families, particularly to Mrs. Maryam Rajavi, Iran's President-elect, at their loss. For the past 25 years, Mrs. Azodanloo was a comrade in arms in her daughter's struggle for human rights and democracy.

During both the shah and Khomeini eras, Mrs. Azodanloo was a firm supporter of the Resistance to establish democracy and human rights in Iran. She and her family were subjected to constant abuse by the shah's officers and the theocratic mullahs. In the early 70s, her son Mahmood was arrested for cooperating with the Mojahedin by Savak—the vicious secrete police of the shah. Until the overthrow of the shah, she was harassed and her house raided by Savak and its notorious officers on many occasions.

She came to know other Mojahedin family members during her visits to Mahmood in the shah's prisons. Along with them, she began to expose the violation of human rights by the shah and to raise money for the families of political prisoners. During this period, her daughter Nargess, was arrested and later on executed by Savak. In the early 1970s, her daughter Maryam along with her other children made contact with the Mojahedin and began working for their democratic, humanitarian goals and ideals. During this period Mrs. Azodanloo helped her daughter Maryam, who had become a leader of the anti-shah student movement and a women's rights activist.

After the downfall of the shah in February 1979, the Azodanloo family home became known in Tehran as a center for exposing Khomeini's religious dictatorship. Mrs. Azodanloo expanded her efforts to spread the Mojahedin's ideas in defense of human rights and democracy. She took every opportunity to expose Khomeini and his despotism under the name of Islam. She was also active during her daughter Maryam's candidacy in the first parliamentary elections, in which she received 250,000 votes despite rampant rigging.

On June 20, 1981, in response to the Mojahedin's call, half a million people demonstrated in Tehran. The protest against violations of democratic rights was turned into a blood bath on Khomeini's order. From that night, the massacre of members and supporters of the democratic forces, particularly the Mojahedin, began. It was absolutely clear that the era of political activity had

ended, and resistance was the only option. From then on, Mrs. Azodanloo, despite nearly 60, embraced an underground life. Despite the repressive atmosphere in Tehran, she lived in the Resistance's bases, obtaining necessary supplies and drawing up security plans.

At this time, her youngest daughter, Massoumeh, was wounded in an armed attack by Revolutionary Guards, who ambushed her house in order to arrest her and her husband. She was pregnant when arrested. She was brutally tortured, and at the age of 23 in September 1982, died under torture. Her husband, Massoud Izadkhan, was executed.

Despite her sorrow, Mrs. Azodanloo never gave up, and persisted in her resistance, encouraging the Mojahedin in their struggle. She remained among the movement's staunchest supporters, throughout the most difficult of times.

Mrs. Fatemeh Azodanloo escaped from Iran in 1985. She remained active on behalf of the Resistance outside Iran, and always held dear the resistance forces inside Iran and in the National Liberation Army on the Iran-Iraq border. At her request, a few months prior to her death, she left Paris for one of the NLA's bases on the Iran-Iraq border, where she died in the company of her children and grandchildren.

TRIBUTE TO MARION JOSEPH

**HON. ANNA G. ESHOO**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, March 24, 1999*

Ms. ESHOO. Mr. Speaker, I rise today to honor Marion Joseph, an extraordinary citizen of San Mateo County, California, who will be inducted into the San Mateo County Women's Hall of Fame on Friday, March 26, 1999.

Marion Joseph has devoted more than 38 years as a volunteer and a professional to improve the lives of California's youth. Marion has focused specifically on disadvantaged and special education students. In the early 1960's she designed and implemented a program that served more than 700 children a week and involved over 300 tutors in centers throughout the poorest sections of Sacramento.

During the 1970's she served on the Senior Executive Staff of the State Department of Education where she was a key architect of the California Master Plan for Education. Marion was critical to the School Improvement Plan, a plan which helped parents become more active in their child's education.

Marion is currently serving her second term on the State Board of Education and is affectionately called the "Paul Revere of Reading." Marion Joseph came out of retirement to find a solution to the problem of failing reading scores in California and the result of her extraordinary work was The Reading Lions Project.

Mr. Speaker, Marion Joseph is an outstanding woman. I salute her for her remarkable contributions and commitment to our community and I ask my colleagues to join me in honoring her on being inducted into the San Mateo County Women's Hall of Fame.

HONORING THE INDIANA  
NATIONAL GUARD

**HON. DAN BURTON**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, March 24, 1999*

Mr. BURTON of Indiana. Mr. Speaker, the recent visit of French President Jacques Chirac to the Nation's Capital included the presentation of the Legion of Honor, an award created by Napoleon Bonaparte, to three veterans of the First World War. This serves to remind us that eighty years ago, in the Spring of 1919, thousands of "doughboys" of the American Expeditionary Forces in France were returning to the United States following the first major appearance of U.S. military forces on the stage of world affairs.

A weather-beaten newspaper clipping hails the arrival in New York City Harbor of a Navy transport ship, the *Leviathan*, carrying the 150th Field Artillery Regiment. ("Indiana Boys of Rainbow Welcomed Home," New York Times, April 23, 1919). They came back to U.S. soil after engaging in combat operations and then occupation duty with the famed 42d (Rainbow) Division. The Hoosier gunners, members of the old 1st Indiana Field Artillery, Indiana National Guard, landed in New York after having served in five major campaigns in France. These Hoosiers were among the first to arrive and among the last to leave before the occupation of postwar Germany became the responsibility of the Regular Army.

Today, more than 14,000 dedicated men and women are currently serving in units of the Indiana Army National Guard and Air National Guard. They continue the tradition of patriotism and selfless service of World War I's "Rainbow Hoosiers." They hold down full-time civilian employment; they maintain families; they are active in community life—and they devote whatever time is mandated to fulfill Federal standards in order to maintain the military skills that have a distinct impact on our National security. Their trained capabilities have helped make it possible for the United States to sustain its awesome global responsibilities. However, we cannot forget that the National Guard is also a community enterprise. The chances are excellent that almost any Hoosier has some relative or knows someone who is serving, or who has served, in the Indiana National Guard. More than 70,000 Hoosiers are National Guard family members.

The Indiana National Guard has a rock solid foundation. During the realignment and readjustment of military forces in the post-Cold War era, we have witnessed the high regard which the Indiana National Guard enjoys in the missions it has been called upon to perform, and the special tasks which it has assumed, as a consequence of increased reliance on National Guard and Reserve forces by the Department of Defense.

As examples, Mr. Speaker, let me share just some of the things the Indiana National Guard is doing: Both the Army and Air Guard units have been designated to receive advanced readiness training in order to be prepared for possible deployment at the leading edge of U.S. commitments throughout the world. Along with stepped-up homeland defense, and anti-terrorism and anti-drug missions, these are assignments which require serious and dedicated training. The Indiana Guard is involved