

represents the 17 months that the average woman must work to earn the same amount the average man earns in just 12 months. It is calculated according to the U.S. Census Bureau data showing a 27% wage gap in 1998.

While women's participation in the labor market has increased dramatically over the last few decades, their pay has not. Women now comprise 46% of all workers, up from 33% in 1960. During this same period, federal legislation was enacted with the intent of mitigating labor market discrimination against women and others.

This Equal Pay Act, mandated equal pay for men and women employed in the same or substantially same jobs in a company.

The Civil Rights Act of 1964, prohibited discrimination in employment and compensation against women and other protested classes of workers.

Executive Order 11246 also forbade labor market discrimination and required affirmative action for protested classes of workers employed by federal contractors and subcontractors.

Yes, these measures have given today's working women opportunities their mothers never had. Women now work in many different fields, each requiring different skills and experience and paying different wages. However, opening doors for working women has not closed the door on pay discrimination. Women continue to earn less than men for comparable work. U.S. Census data from 1998 shows that women earn only 73 cents for every dollar earned by men.

Women get paid less because employers still discriminate in several ways.

(1) Jobs usually held by women pay less than jobs traditionally held by men—even if they require the same education, skills and responsibilities.

For example, stock and inventory clerks, who are mostly men, earn about \$470 a week. General office clerks, on the other hand, are mostly women and they earn only \$361 a week.

(2) Women don't have equal job opportunities. A newly hired woman may get a lower-paying assignment than a man starting work at the same time for the same employer. That first job starts her career path and can lead to a lifetime of lower pay.

(3) Women don't have an equal chance at promotions, training and apprenticeships. Because all these opportunities affect pay, women don't move up the earnings ladder as men do.

Equal pay is a problem for all working women.

Women lawyers—median weekly earnings are nearly \$300 less than those of male attorneys—and women secretaries—who receive about \$100 a week less than male clericals;

Women doctors—median earnings are more than \$500 less each week than men's earnings—and the 95 percent of nurses who are women but earn \$30 less each week than the 5 percent of nurses who are men;

Women professors—median pay is \$170 less each week than men's pay—and women elementary school teachers—receive \$70 less a week than men;

Women food service supervisors—paid about \$60 less each week than men in the same job—and waitresses—weekly earnings are \$50 less than waiters' earnings. (AFL-CIO data)

Every penny lost to wage inequity means fewer dollars available for women to spend on food, rent, health care, and education. So, unequal pay doesn't just affect women, it affects our entire economy. A working lifetime of diminished earnings costs the average working woman an estimated \$250,000 in lost wages. Lower lifetime earnings translates into lower pension, retirement benefits and savings. As a result, women are more likely to enter retirement in poverty.

By calling attention to these facts, our Equal Pay Day Resolution can heighten awareness and help create a climate in which pay discrimination can be eliminated and every person paid according to his or her worth. I am introducing this bill with 23 original cosponsors to demonstrate strong support in the U.S. House of Representatives for change across the country.

#### HONORING THE DISTINGUISHED CAREER OF ANGELO VOLPE

#### HON. BART GORDON

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, May 9, 2000*

Mr. GORDON. Mr. Speaker, today I rise to recognize the career of Angelo Volpe, president of Tennessee Technological University and the longest currently serving public university president in the state of Tennessee. Dr. Volpe's retirement on June 30, 2000, will mark 13 years at the helm of the university.

During Angelo's first week at Tennessee Tech, he and his wife, Jennette, started a tradition that would endear them to thousands of students to come. They opened their home at Walton House to the entire freshman class, shook every hand and learned something about each person. Often he would later surprise a student by remembering a name, hometown or favorite sports team. His dedication to the individual is one of the qualities Tech students and faculty have come to appreciate in Angelo Volpe.

Angelo's tenure at Tennessee Tech saw many accomplishments. He presided over the first two capital campaigns in the university's history, both of which exceeded expectations. He saw the addition of two Ph.D. programs, two Chairs of Excellence and three new construction projects. Angelo also worked diligently to create the Leona Fisk Officer Black Cultural Center and the Women's Center. Possibly his greatest achievement is that Tennessee Tech achieved all these accomplishments and maintained a commitment to educational excellence in the face of five years and \$4 million dollars in budget cuts.

Angelo and Jennette Volpe's presence will be missed on the campus of Tennessee Tech. I am pleased, though, they will remain in Cookeville, TN. I congratulate him on an admirable and distinguished career and wish him well in retirement.

#### HADDON HEIGHTS SPRING FESTIVAL COLORGUARD

#### HON. ROBERT E. ANDREWS

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, May 9, 2000*

Mr. ANDREWS. Mr. Speaker, I rise today to commend the students that participated in the 2000 Haddon Heights Spring Festival Colorguard Event. As a result of their hard work and dedication, the members of the indoor Percussion Ensemble, and the "High Voltage", "Synergy", and "Cadet" indoor Color Guards, all located in Haddon Heights, have obtained outstanding rankings in various competitions. I wish the best of luck and continued success to the Percussion Ensemble members: Joel Forman, Tim Berg, Mike Grasso, Jessica Wright, Nicole Molinari, Karen Stone, Jennie Walko, Danny Pawling, Amir Montgomery, Staci Malloy, Kate McClennan, Christy Khun, Matt Mazaika, Nate Robertson, John "Waldo" Spolitzback, Pat Deegan, Justin Ballard, Matt Kuhlen, Jason O'Shea, Devon Carr, Brian Aldeghi, Darryl Hunt, Thersa Murphy, Joe Haughty, Josh LaPergola, and Adam Fox; the "High Voltage" members: Tiffany Bruey, Amy Dyer, Jessica Facchine, Sara Lamonte, Jenny Mastantuono, Peggy Slamp, Vikki Deegan, Danielle Facchine, Megan Gallardo, Heather Marks, and Cindy O'Shea; the "Synergy" members: Carrie Banks, Nicole Harshaw, Alyssa Poulton, Megan Slemmer, Jamie Slotterback, Julia Foster, Lauryn Heller, Melissa Tulini, Bridget Sharer, and Megan Zebley; the "Cadet" members: Amber Bushby, Kim Hill, Stephanie Lucioti, Erin Murray, Melissa Pfab, Meghan Green, Ashley Kendra, Rachel Mazaika, Melissa Peck, and Natalia Rosa.

#### SALUTE TO ROBYN STRUMPF OF NORTHIDGE, CA, SELECTED FOR THE 2000 PRUDENTIAL SPIRIT OF COMMUNITY AWARDS

#### HON. HOWARD P. "BUCK" McKEON

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, May 9, 2000*

Mr. McKEON. Mr. Speaker, I would like to congratulate and honor a young student from my district who has achieved national recognition for exemplary volunteer service in her community. Robyn Strumpf of Northridge, CA, has just been named one of my state's top honorees in the 2000 Prudential Spirit of Community Awards program, an annual honor conferred on the most impressive student volunteers in each state, the District of Columbia and Puerto Rico.

Miss Strumpf, a seventh grader at Sierra Canyon Middle School in Chatsworth, CA, is being recognized for creating "Project Books and Blankies," a service project that aims to fight illiteracy by providing books along with handmade blankets to children. Robyn's inspiration for the project goes back to when she was struggling with reading in school. After overcoming her own reading problems, she realized that illiteracy was a significant problem facing children today. Robyn began asking local businesses and bookstores for book and quilt donations, so she could start collecting

books and sewing quilts that would be attractive to children. Through "Project Books and Blankies", she donates blankets, along with a basket of books, to children's educational programs in her area. Robyn also reads aloud to children once a week, in an effort to show them the importance of books.

In light of numerous statistics that indicate Americans today are less involved in their communities than they once were, it's vital that we recognize and support the kind of selfless contribution this young citizen has made. People of all ages need to think more about how we can work together at the local level to ensure the health and vitality of our towns and neighborhoods. Young volunteers like Miss Strumpf are inspiring examples to all of us, and are among our brightest hopes for a better tomorrow.

The program that brought this young role model to our attention—The Prudential Spirit of Community Awards—was created in 1995 by The Prudential Insurance Company of America in partnership with the National Association of Secondary School Principles. It aims to impress upon all youth volunteers that their contributions are critically important and highly valued and to inspire other young people to follow their example. In only five years, the program has become the nation's largest youth recognition effort based solely on community service, with nearly 75,000 youngsters participating since its inception.

Miss Strumpf should be extremely proud to have been singled out from such a large group of dedicated volunteers. I heartily applaud Miss Strumpf for her initiative in seeking to make her community a better place to live and for the positive impact she has had on the lives of others. She has demonstrated a level of commitment and accomplishment that is truly extraordinary in today's world, and deserves our sincere admiration and respect. Her actions show that young Americans can—and do—play important roles in our communities, and that America's community spirit continues to hold tremendous promise for the future.

A TRIBUTE TO MICHAEL "DOC"  
DUNPHY

HON. BENJAMIN A. GILMAN

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, May 9, 2000*

Mr. GILMAN. Mr. Speaker, I would like to take this opportunity to recognize a brave American veteran, Michael A. Dunphy, Jr., of Greenville, NY, who was awarded the Bronze Star this past February 4th at a West Point ceremony.

Moreover, I am honored to attend a ceremony on June 17th, 2000, at the Greenville Town Hall in Greenville, NY, in which the people of New York will be able to express their appreciation for the contributions of "Doc" Dunphy.

On February 4th, 1969, Michael "Doc" Dunphy was a 20 year-old Private First Class serving as a combat medic with 3rd Platoon of C Company in the rice paddies of Vietnam. That day his platoon was ambushed and when he heard the calls for medical attention from his comrades, he rushed through a wall of machine gun fire and mortar attacks to reach the

wounded. This courageous display of valor in the face of oncoming fire is a testament to the patriotism and esteemed character of Michael Dunphy. His actions on the field of battle saved the life of a man who is now a Tennessee State Trooper.

Michael Dunphy is the recipient of several military awards for his service to the United States including the Combat Medic Badge, Army Commendation Medal, and the Purple Heart. Mr. Dunphy is now employed at the Middletown Psychiatric Center and he and his wife, Cheryl, are the proud parents of four children.

I would also like to commend Colonel Thomas Bedient on his persistence in making sure "Doc" Dunphy received the Bronze Star, which was delayed due to a bureaucratic mistake. At the ceremony on February 4th, "Doc" Dunphy said: "America didn't do very well saying thanks to our soldiers." Mr. Dunphy is correct in that sentiment, and by bestowing this award to him we are thanking an individual who went above and beyond the call of duty from his country.

Mr. Speaker, I invite my colleagues to join in congratulating Michael "Doc" Dunphy, Jr., on receiving the Bronze Star and thank him for his valor and heroism in serving our Nation.

THE STORY OF COREY JOHNSON

HON. JOHN F. TIERNEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, May 9, 2000*

Mr. TIERNEY. Mr. Speaker, every so often we learn of individuals confronted with enormously difficult choices who take the courageous, though difficult, path. The story of Corey Johnson, a constituent of mine from Middleton, Massachusetts, and a student at Masconomet High School, fits that description.

Corey is co-captain of the school football team, a good athlete in several sports, and popular among classmates. Although he suspected his homosexuality since grade school, it was this year that he shared the information with family, friends, teammates and strangers—by nature of the publicity attendant to the circumstances surrounding a gay athlete's decision to "come out."

Sunday, April 30, 2000, the New York Times front page carried the story of Corey's courage, and the community's reaction—thankfully mostly tolerant and supportive. Because the story is—as the article notes—a hopeful model, I submit the article for the RECORD.

[From the New York Times, Apr. 30, 2000]

ICON RECAST: SUPPORT FOR A GAY ATHLETE

(By Robert Lipsyte)

When Corey Johnson told teammates on the Masconomet High School football team last spring that he was gay, the two other starting linebackers responded characteristically. Big, Steady Dave Merrill, quietly absorbed the almost physical shock, then began worrying if the revelation would divide the team. Merrill said he decide to take it on as a challenge, a test of the captaincy the two shared and a test of his own character. Jim Whelan, the artist, said he looked into Johnson's eyes and saw a need for instant support. He broke the silence by saying, "More than being teammates we're your

friends and we know you're the same person."

Their reactions were critical in the risky, uncharted, carefully planned campaign to bring out of his increasingly claustrophobic closet an American icon, the hard-hitting football hero. The campaign involved Johnson's parents, teachers, and coaches, as well as a gay educational agency, all encouraged by the administration of a school with a long history of diversity training. One measure of their success will be seen Sunday when Johnson, who turned 18 on Friday and will graduate in June, speaks in Washington at the Millennium March for Equality.

For gay activists trying to shatter stereotypes, Johnson is a rare find, a bright, warm quick study who also wrestled and played lacrosse and baseball as he earned three varsity letters on a winning football team. For athletes, whose socialization often includes the use of homophobia by manipulative coaches, he is a liberating symbol. And for school systems struggling with such complex issues as diversity, tolerance and jock culture, his story is a hopeful model.

"Someday I want to get beyond being that gay football captain," Johnson said, "but for now I need to get out there and show these machismo athletes who run high schools that you don't have to do drama or be a drum major to be gay. It could be someone who looks just like them."

At 5 feet 8 inches and 180 pounds, Johnson had to make up for drama-club size with the speed and brutality of his blocking and tackling. "He hit like a ton of bricks," said Whelan, who became his friend in seventh grade because, he recalls, "he had a strong mind, he liked to think and he was unwilling to accept injustice."

Others in school, including the girls he refused to date ("It's not fair to use people as pawns," he said) were attracted by his friendliness and sly wit. Asked for publication in the yearbook how football captains spent the night before a game, he said, "I go to sleep early with my Tinky Winky." And he indeed has one of those purple Teletubby dolls "outed" by the Rev. Jerry Falwell, crammed in a corner of a stereotypically messy room filled with trophies, athletic posters and balled-up T-shirts.

"This is a great kid with a mind of his own," said Coach Jim Pugh, who faced down a booster club president who wanted Johnson's captaincy revoked. "My issues with him were not gay-related. They were about who knows better how you step out on certain defensive plays."

Johnson said he had suspected his homosexuality since sixth grade but suppressed thinking about it. In the high school's "elite jock mix" of heterosexual innuendo and bravado, he came to realize "this just isn't me." His crushes were on other boys.

"In health class a teacher told us that in every large group of friends, one turns out gay," he said. "When I was lonely and depressed and isolated, I kept thinking, 'Why does that have to be me?' I wanted to live a quiet normal life."

In the fall of 1997, in the first game of his varsity career, as a sophomore starting at both right guard and middle linebacker, his blocking was so effective and he made so many sacks that the line coach awarded him the game ball. Yet, he was so afraid that everyone would hate him when his secret was revealed that he was often unable to sleep at night or get out of bed in the morning.

He would reach out on the Internet in a teen chat room on a site called Planetout.com finding other gay youngsters, even other gay football players. For years, he has exchanged e-mail messages with a gay right guard in Chicago.

Johnson's decision to come out began taking shape during his family's 1998 Super Bowl