

his stories promoting justice and racial harmony in the community. He organized a campaign to rebuild the historic Rocky Fork New Bethel A.M.E. church in Godfrey after it was burned by arsonists. Ande has also volunteered at the Salvation Army to help the poor with food and clothing and helped the late Frances Jackson to start the Alton Food Crisis Center which feeds hundreds of people each month.

Ande is a veteran of the Korean War and has spent a lifetime as an advocate for the rights of men and women who served in the armed forces.

Mr. Speaker, I ask my colleagues to join me in honoring the 41 years of service of Ande Yakstis and to wish both he and family the very best for an enjoyable retirement.

INTRODUCTION OF THE SAFE NURSING AND PATIENT CARE ACT

HON. FORTNEY PETE STARK

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, November 6, 2001

Mr. STARK. Mr. Speaker, I rise to introduce the Safe Nursing and Patient Care Act of 2001 which I am introducing with a group of colleagues today.

There are some 500,000 trained nurses in this country who are not working in their profession. Of course, their reasons for leaving nursing are many. But consistently cited are concerns about the quality of care that nurses' feel able to provide in many health care settings today and increasing requirements to work mandatory overtime.

Listen to these words of a nurse in the state of Washington:

I have been a nurse for six years and most of the time I have worked in the hospital environment. It is difficult to tell you how terrible it is to "work scared" all the time. A mistake that I might make could easily cost someone their life and ruin mine. Every night at work we routinely "face the clock." All of us do without lunch and breaks and work overtime, often without pay, to ensure continuity of care for our patients. Yet, we are constantly asked to do more. It has become the norm for us to have patient assignments two and a half times greater than the staffing guidelines established by the hospital itself. I cannot continue to participate in this unsafe and irresponsible practice. So I am leaving, not because I don't love being a nurse, but because hospitals are not safe places: not for patients and not for nurses.

If we want to ensure quality patient care and a strong nurse work force today and in the future, we must make stories like this nurse's much less frequent. One way to do that is to enact legislation prohibiting hospitals and other health care providers from forcing nurses to work hours beyond what that professional nurse believes to be safe for patient care. That is the purpose of the Safe Nursing and Patient Care Act.

The current practice of mandatory overtime is jeopardizing the quality of care patients receive. It is also contributing to the growing nurse shortage. Current projections are that the nurse workforce in 2020 will have fallen 20 percent below the level necessary to meet demand.

A recent report by the General Accounting Office, *Nursing Workforce: Emerging Nurse*

Shortage Due to Multiple Factors, concludes as follows:

[T]he current high levels of job dissatisfaction among nurses may also play a critical role in determining the extent of current and future nurse shortages. Efforts undertaken to improve the workplace environment may both reduce the likelihood of nurses leaving the field and encourage more young people to enter the nursing profession . . .

We have existing government standards that limit the hours that pilots, flight attendants, truck drivers, railroad engineers, and other professions can safely work before consumer safety could be impinged. However, no similar limitation currently exists for our nation's nurses who are caring for us at often the most vulnerable times in our lives.

The Safe Nursing and Patient Care Act would set strict limits on the ability of health facilities to require mandatory overtime from nurses. While nurses would be allowed to continue to volunteer for overtime if and when they feel they can continue to provide safe, quality care, mandatory overtime would only be allowed when an official state of emergency was declared by the Federal, State or local government. These limits would be part of Medicare's provider agreements. They would not apply to nursing homes as there are alternative staffing and quality measures moving forward for those facilities.

To assure compliance, the bill provides HHS with the authority to investigate complaints from nurses about violations. It also grants HHS the power to issue civil monetary penalties of up to \$10,000 for violations of the act and to increase those fines for patterns of violations.

Providers would be required to post notices explaining these new rights and to post nurse schedules in prominent workplace locations. Nurses would also obtain antidiscrimination protections against employers who continued to force work hours for nurses beyond what a nurse believes is safe for quality care. Providers found to have violated the law would be posted on Medicare's website.

This legislation is not the final solution. I believe that standards must be developed to define timeframes for safe nursing care within the wide variety of health settings (whether such overtime is mandatory or voluntary). That is why the legislation also requires the Agency on Healthcare Research and Quality to report back to Congress with recommendations for developing overall standards to protect patient safety in nursing care.

I know that our Nation's hospital trade associations will claim that my solution misses the mark because it is precisely the lack of nurses in the profession today that is necessitating their need to require mandatory overtime. Let me respond directly. Mandatory overtime is dangerous for patients plain and simple. It is also a driving force for nurses leaving the profession. These twin realities make mandatory overtime a dangerous short-term gamble at best. We should join together to end the practice.

This bill takes the first step to address the problem by strictly limiting the ability of providers to force nurses to work beyond their professional opinion of what is safer for fear of losing their jobs. This is a very real problem facing the nursing profession and that is why my bill is endorsed by the American Nurses Association, AFSCME, AFT, SEIU, AFGE,

UAW, and the AFL-CIO—organizations that speak for America's nearly 3 million nurses.

I urge my colleagues to join with me in support of the Safe Nursing and Patient Care Act. Again, my bill is not the only solution. I also support efforts to increase the number of people entering the nursing profession and have cosponsored legislation to achieve that goal. But, we must also take steps to improve nursing now so that today's nurses will remain in the profession to care for those of us who need such care before new nurses can be trained and be there as mentors for the nurses of tomorrow.

Mandatory nurse overtime is a very real quality of care issue for our health system and I look forward to working with my colleagues to enact the Safe Nursing and Patient Care Act which will start us down the right path toward protecting patients and encouraging people to remain in—and enter—the nursing profession.

WORDS OF VERNON JORDAN

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, November 6, 2001

Ms. NORTON. Mr. Speaker, I rise to draw to the attention of the House the words of a distinguished American, Vernon Jordan. In this House, he is well known through the major roles that chart his extraordinary life: civil rights worker, civil rights leader, leading lawyer, international investment banker. Mr. Jordan's life will be understood through his own words in his autobiography entitled *Vernon Can Read*, just released and excerpted in the October 29th issue of *Newsweek*.

However, Mr. Speaker, in light of what September 11 brought down on our country, what I want to submit for the RECORD today is a remarkable, recent speech by Mr. Jordan to the First Congregational United Church of Christ located in his hometown, Atlanta, Georgia.

I can only imagine how the hometown congregation must have received these inspiring and thoughtful words from Vernon, whom they saw off to DePauw University as a boy and have seen him return as one of the nation's wise men. I have no doubt that Mr. Jordan is also so regarded by this House and ask that excerpts from his remarks be made a part of today's RECORD.

FIRST CONGREGATIONAL CHURCH IN ATLANTA

Thank you, for inviting me here today and for this opportunity to join you for your homecoming service.

For what I am and what I have achieved, I owe that experience and to the people who guided me while I have run this race . . . through all of life's trials and tribulations, joys and triumphs.

I had planned to talk about those people today . . . about my parents who steered me on a straight and narrow path . . . about my teachers at Walker Street, E.A. Ware and David T. Howard High Schools, the counselors at the Butler Street YMCA . . . and about the role of the black church, and its historic mission as a beacon of hope and opportunity for black people.

But like all Americans, my thoughts this past fortnight have been elsewhere.

My thoughts have been with those many thousands of innocent victims of horror . . . with their families and friends . . . and with our wounded nation.

My thoughts have been about how we got to this perilous situation . . . what we must do to overcome it . . . and of the need to affirm our values—especially as those values come under attack from the forces of evil.

The world has changed radically in the past decade. It is a world that has become more complex and more integrated than ever.

The great worldwide division of the past half-century was the struggle between communism and freedom. Freedom won. The American model of freedom and free markets is now the world's model.

But freedom's victory is being tested in a world of diverse cultural, social, and economic traditions. The giant leap forward of technology and free trade have left many behind. The pervasive march of modernity disrupts traditional cultures. Worldwide migrations sharpen culture clashes. The industrial world ages while the developing world's population growth strains its ability to feed or employ its people. The power of new multinational institutions—the European Union, the World Trade Organization, worldwide corporations, and mass media, among others—breed resentment and distrust.

About the only constant is the craving for full participation in political decisions that affect people's lives and in the economic decisions that affect their livelihoods.

That is why many people believe the rush for markets and profits leads to exploitation, unemployment and human suffering. Americans, who have benefitted from the triumph of markets, dismiss such feelings at our peril. For our vision of a fair, democratic capitalist society must include social justice and equitable division of the benefits of the free market.

Absent that, there is a tendency toward a turning within, a rejection of the outside world and modern ways, a rush to a form of traditionalism that wallows in envy and hate—a traditionalism that is not only economically counterproductive, but reflects insularity and deep mistrust of all outsiders.

Broadening the base of freedom and prosperity should be a cornerstone of America's policy. Not only because it might shrink the numbers of disaffected who can be recruited for terrorism. But because it is the right thing to do, the just thing, the moral thing. And it is also practical, for the more people who are productive and well-fed and housed, the higher everyone's living standards will be. The world over.

But it is easy for many of us to be so fixed upon existing poverty and injustices that we confuse cause and effect. They are not the causes of terrorism.

A hatred of modernity and a love of evil are the causes of terrorism. And in this world, as we have so painfully seen, there is no hiding place from terrorism.

It is good to remember that at a homecoming service whose theme is "For the Glory of God and the Good of Humankind." For destroying innocent lives has nothing to do with the good of humankind and everything to do with pure, unadulterated evil.

Our response to the evil of September Eleventh is very clear. By definition, those acts were acts of war. By the principles of international law, self-defense and common sense, we will strike back at the networks of terrorists who attacked us, the networks that support them and are committed to harm us, and the governments that give them shelter, arms and resources.

War is a terrible thing. No one in his or her right mind wants it. But if it is forced upon us—as it has been—it must be pursued as Jeremiah says, with "fury like fire, and burn that none can quench it, because of the evil of your doings."

Even as we do so, we must be clear about what we are fighting for and why. For many

Americans today, gripped by shock and trauma, simple revenge is enough. But great causes cannot be rooted in negativism. Nor can they be driven by raw emotions.

We did not go into World War II solely to avenge Pearl Harbor or because the Nazis were bad. We went to war—and won that war to defend freedom and democracy from those who would replace it with tyranny and despotism.

Yes, our democracy was flawed. But our affirmation of democracy during World War II set the stage for its expansion and growth in the post-war era.

Now we are called upon to defend freedom from chaos and mindless terror. This new kind of war will be long and difficult, for the enemy is elusive and as we have seen, modern societies are highly vulnerable.

We will win that war if we fight for our American values and if we act consistent with those values.

If we defeat them militarily but in the process become less free, less open—they will have won.

Such measures are part of being at war and they are acceptable limitations so long as our basic freedoms are intact.

We must not allow the inroads on those basic freedoms that can happen in times of national emergency. In World War One, there was a "Red Scare" in which the government ignored constitutional rights like freedom of speech. In World War Two, Japanese Americans, including U.S. citizens were forced into detention camps.

Such things happen during wartime, when feelings run high. They must not happen again. For even if we win battles, we would lose the war. We must be on guard against subverting our constitution and our civil liberties in the name of defending the constitution and liberty.

The terrorists who turned civilian planes into destructive missiles were sending a message. It was a message that was not addressed to the White House or the Pentagon or to Wall Street. It was addressed "to whom it may concern" and that means all Americans and all free people.

But they are all Americans. And in the eyes of the terrorists, they all stand for values that are central to the American fabric. And that was enough to make them targets. Just as you and I and all our loved ones are targets now.

Black Americans hold America's values dearly. At times, it seemed as if we were the only ones who did. When this nation was in the grip of racism and segregation, it was black people who reminded America of its basic values of freedom and democracy. It was black Americans who helped America to close the gap between its beliefs and its practices.

And America has responded to our pleas and our demands by changing. Not as fast as we might wish. Not as willingly as we hoped. But change it was. We must understand that change and help moved it forward. For we cannot be frozen in a bitter past; we cannot forever lick yesterday's wounds.

And if we have done so much when we had so little, think how much more we can do now that we have so much more.

We have in fact changed the face of American and the world. We are a great people, and we are patriotic Americans. Take heart from our glorious past and be encouraged by it because it can inspire us to understand the great things we can do when we come together to do them.

HONORING LARRY HIBDON

HON. GEORGE RADANOVICH

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, November 6, 2001

Mr. RADANOVICH. Mr. Speaker, I rise today to pay tribute to Larry Hibdon for his years of dedicated service to the community. After 29 years with the City of Madera's Parks Department, Mr. Hibdon retired last year.

In 1971, Larry began his recreation and community services career as a Recreation Playground Leader. From there, he earned his degree in Recreation from Fresno State University and continued to progress his career with the City of Madera. He spent some time as their Community Services Supervisor and finally became the Director of Parks and Community Services, a position he has held for 13 years.

Larry Hibdon's guiding principal has always been that a Parks and Recreation Department is designed to serve the people. Under Larry's direction and guidance the Parks and Community Services Department has reached new heights. The following are some major milestones for this department under Larry's direction: starting the Disabled Adult Program, creating the Summer Youth Enrichment School, creating the Christmas Basket Program, creating the 50 acre Lion's Town & Country Regional Park, groundbreaking for Madera's first Senior Center, inception of the Madera County Arts Council, creating and opening the Madera Municipal Golf Course, creating the 37 acre Millview Sports Complex, first bike lanes in Madera, creating the Madera Beautification Committee, the Gateway Tree Project implementation, grand opening of the Pan-American Community Center, and the repair of the Route Bus system in Madera.

This list only begins to highlight the vision that Larry has had for Madera. He has continually been dedicated to getting more parks, recreation and leisure activities for all Maderans. In 1999 Mr. Hibdon received the California Parks and Recreation Society District VIII Howard B. Holman Award. The award is the highest honor that can be bestowed in the profession of Parks and Community Services by the profession in the State of California.

Mr. Speaker, I rise to pay tribute to Larry Hibdon for his active and distinguished community involvement. I urge my colleagues to join me in wishing Larry Hibdon many more years of good health and happiness.

IN RECOGNITION OF BIA/SC
PRESIDENT LUCY DUNN

HON. DARRELL E. ISSA

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, November 6, 2001

Mr. ISSA. Mr. Speaker, I rise today to recognize my constituent, Ms. Lucy Dunn, of Coto de Caza, California, for her personal and professional commitment to the building industry. Ms. Dunn was elected Secretary Treasurer of the Building Industry Association of Southern California in 1998 and has served in successive years as second and first vice president before being elected president. In addition, Lucy also serves as director and member