

four pilots and wounding many on the ground, including one young man who had 68 percent of his body covered with burns, and the deaths of two 6-year-old girls, and it was a fatal accident for Senator Heinz.

Senator Heinz had an illustrious career in the Congress of the United States. I first met him in 1971 when he was running for the seat of former Congressman Robert Corbin, who had died. And Elsie Hillman, the matriarch of Pennsylvania politics, and a leading figure nationally, had asked me to come be a speaker for a John Heinz fundraiser in her home.

I was then the district attorney of Philadelphia. I recall very well meeting this good-looking young man who was 32 years old, soon to be elected to the House of Representatives, and saw him in one of his maiden speeches charm the crowd and move on to the House of Representatives.

My next extensive contact with John Heinz was in the 1976 primary election where we squared off in what was a traditional Pennsylvania battle of east versus west. I was no longer the district attorney but had a significant following within the metropolitan area in eastern Pennsylvania, and John Heinz was the "Zion" of the west. It looked promising for a while when Philadelphia came in 10 to 1 in my favor and then United Press International declared me the winner at 1:30. But Allegheny County and some of the western counties came in as much as 15 to 1. This was a very close vote by 2.6 percent. With 26,000 votes out of a million cast, John Heinz became the U.S. Senator following the 1976 election at the age of 38.

He was a very distinguished Senator, as the record shows. He had a place on the Finance Committee. He had a place on the Banking Committee. He was chairman of the Aging Committee. It was rumored that he intended to run for Governor of Pennsylvania in 1994, and that he had aspirations for the White House. Of course, those potentialities were snuffed out by his untimely death.

John Heinz had unlimited political potential and was really one of the rising stars on the American political scene. His death left an enormous void in Pennsylvania politics, in American politics, and in the Senate.

I had seen him just the day before when we were in Altoona, PA, together. We were speaking at a lunch for the hospital association and had become very good friends after our tough primary battle which had occurred some 15 years before. Senator Hugh Scott and his administrative assistant, Bob Kunsic, had counseled John and me when he was elected to the Senate in 1980, that together we wouldn't be twice as strong but we would be four times as strong.

I used to drive John Heinz home. We both lived in Georgetown—he in a mansion and I in a condominium. In the early 1980s, Senator Baker used to

work us very late, as did Senator Dole, and then Senator BYRD and then Senator Mitchell, our majority leaders. I would drive him home in the wee hours of the morning. And sometimes after 1 a.m., after one of those 20-hour days, we would sit and talk in his back alley before he entered his home, and we called it an end to the day.

The day before he died, I had Joan with me. I called her Blondie, which I do from time to time, and he was surprised. The last words I heard John Heinz say was, "Does she call you Dagwood?" I said, "No, she doesn't, John."

But in memory of John Heinz there have been many posthumous recognitions. The most important of all are the Heinz Awards, established by his then-widow Teresa Heinz, with very substantial endowments in five categories which were of greatest importance to John Heinz. They were: First, arts and humanities; second, environment; third, human condition; fourth, public policy; and, fifth, technology, the economy, and employment.

John Heinz left behind three extraordinary sons, Henry John IV, Andre, and Christopher. Hardly a day goes by that I don't think of John Heinz and the great contributions he made to the United States Senate.

I am advised that once a Member has been gone for 10 years, the Member is then eligible to have a stamp named after him. I am sure there will be many awards given to John Heinz. Already the numbers are significant, with the John Heinz Pittsburgh Regional History Center; the H. John Heinz Center for Science, Economics and the Environment; the H. John Heinz, III School of Public Policy and Management at Carnegie Mellon University; the John Heinz National Wildlife Refuge at Tinicum; and the H.J. Heinz Department of Veterans Affairs Medical Center.

CAPTAIN WILL BROWN

Mr. LOTT. Mr. President, I rise today to recognize and honor Captain Will Brown, United States Navy, as he retires upon completion of over 26 years of honorable and faithful service to our nation.

A native of Queens, New York, Captain Brown joined the Navy in 1975. A career Supply Officer, he began his service as the Sales Officer aboard USS GUAM, LPH-9, followed by a shore assignment at Naval Aviation Technical Training Center, Lakehurst, New Jersey. Captain Brown returned to sea as the Supply Officer aboard USS BARNEY, DDG-6, and then served as the Combat Systems Analyst at Commander, Naval Surface Force, U.S. Atlantic Fleet. Following graduation from the Naval War College, he was the Director of Consumable Logistics Management on the Chief of Naval Operations Staff followed by an assignment as Director of Repairables at Naval Supply Systems Command, Mechanics-

burg, Pennsylvania. Captain Brown was then selected for the prestigious position of Executive Assistant to the Assistant Secretary of the Navy for Financial Management in Washington, DC. Following a successful tour of duty, he next reported to the Navy Office of Legislative Affairs as Congressional Liaison for Readiness Programs. Captain Brown was then chosen to serve as a senior Supply Officer on-board USS PUGET SOUND, AD-38. Recognized for his sustained outstanding leadership and organizational skills, Captain Brown was then selected to serve as the Senior Analyst on the Department of the Navy's Organization, Management and Infrastructure Team.

Returning to a position working with our nation's lawmakers, Captain Brown was handpicked to serve as Director of the Naval Programs Division, Navy Office of Legislative Affairs. In this capacity he was a major asset to the Navy, Marine Corps, and Congress and has been considered a valued advisor to the very top echelons of the Navy and Congress. His consummate leadership and integrity ensured that Naval programs were appropriate, understood, and well communicated. A role model and mentor to those who worked for and with him, he made his impact on people as well as programs. Through his brilliant insight and dedication, he directly contributed to the future readiness of the United States Navy and this nation.

Captain Brown's distinguished awards include the Legion of Merit, the Meritorious Service Medal, the Navy Commendation Medal, the Navy Achievement Medal, the Sea Service Ribbon, Battle "E" Ribbon, Navy Meritorious Unit Commendation and the Navy Unit Commendation.

The Department of the Navy, the Congress, and the American people have been defened and well served by this dedicated naval officer for over 26 years. Captain Will Brown will long be remembered for his leadership, service and dedication. He will be missed. We wish Will, and his lovely wife Phyllis, our very best as they begin a new chapter in their life together.

EQUAL PAY

Mr. KENNEDY. Mr. President, yesterday, Equal Pay Day, marked the day this year when women's median earnings for 2000 and 2001 to date, catch up with what men earned last year.

It is disgraceful that hard-working women and people of color are still battling wage disparities and pay discrimination on the job. There is a wealth of evidence that shows that the wage gap still continues to plague American families, and that wage discrimination continues to be a serious and pervasive problem in workplaces across the country. In spite of the progress we have made, women still earn only 76 cents for every dollar earned by men. African American

women earn just 64 cents, and Latinos earn only 54 cents for every dollar earned by white men.

I have long supported the Equal Pay Act, which was signed into law 37 years ago by President Kennedy, and believe that the wage gap in the United States is unconscionable. Women and people of color should not be treated as second class citizens when it comes to pay. But not everyone shares my view. I was deeply troubled to learn this week that Diana Furchtgott-Roth, one of the strongest and most vigorous opponents to equal pay, was newly named as Chief of Staff to the Council for Economic Advisors.

These pay disparities translate into large costs in lost wages and lost opportunity. The average working woman loses \$4,200 in earnings annually, and suffers a loss of \$420,000 over her career. This gender gap has a long-term impact, since lower wages and lower lifetime earnings lead to lower pension benefits in retirement. The median pension benefit received by new female retirees is less than half that of the benefits received by men.

While some critics argue that the differences in pay are based on different levels of education, years in the workforce, occupational differences and similar factors, these factors alone do not explain away the wage gap. Studies have found substantial pay differences between men and women even when these factors are held constant. In fact, women now surpass men in the percentage of those earning a college or advanced degree, but college-educated women working full-time earn almost \$28,000 less annually than college-educated men. An African American woman with a master's degree earns \$29,000 less annually than a college-educated white male. An Hispanic female with a bachelor's degree makes only \$872 more than a white male with only a high school degree.

Pay discrimination is not just a women's problem, it's a family problem. The wage gap costs America's families \$200 billion a year. Nearly two-thirds of working women report that they provide half or more of their family income. In addition, nearly one in five U.S. families is headed by a single woman, yet these women continue to earn the lowest average rate of pay. Women are entitled to the same paychecks as their male colleagues who are performing the same or comparable work. Without pay equality, women are less able to provide an economic safety net for themselves and their families.

If married women were paid fairly, their family incomes would rise by nearly six percent, and their families' poverty rates would fall from 2.1 percent to 0.8 percent. If single working mothers were paid fairly, their incomes would rise by 17 percent, and their poverty rates would be reduced from 25.3 percent to 12.6 percent. These figures demonstrate the staggering effects of these unfair pay disparities on the lives of women and their families.

The equal pay provisions of the Democratic leadership bill would toughen the Equal Pay Act by providing more effective remedies for women denied equal pay for equal work, allowing prevailing plaintiffs to recover compensatory and punitive damages. It also eliminates loopholes that employers use to evade the law, authorizes additional training for enforcement agencies to better handle wage disputes, and provides for the study of pay dynamics in the U.S. labor market to better understand the pay inequity problem. Finally, the bill forbids employers from prohibiting employees from disclosing their wages to co-workers, thereby making it easier for workers to evaluate whether their rights are being violated.

Congress should pass these equal pay provisions. It is unacceptable for women and people of color to work hard and yet be denied fair compensation. These disparities are particularly alarming, because they persist 37 years after the Equal Pay Act was first enacted and at a time when our nation has been enjoying unprecedented prosperity. It's the right thing to do, and the fair thing to do, for working families.

CERTIFICATION OF THE FEDERAL REPUBLIC OF YUGOSLAVIA

Mr. VOINOVICH. Mr. President, today I extend my congratulations to President Vojislav Kostunica, Prime Minister Zoran Djindjic and the Government of the Federal Republic of Yugoslavia on their courageous actions this past weekend in arresting former Yugoslav dictator Slobodan Milosevic. This important and encouraging development underscores Belgrade's commitment to making real and significant progress on certification requirements as outlined in the fiscal year 2001 Foreign Operations Appropriations Act.

For Belgrade, arresting Milosevic was an important factor in their ability to achieve certification by the U.S. Therefore, I am pleased with the decision of President Bush and Secretary of State Colin Powell to grant certification to the Federal Republic of Yugoslavia, FRY. I share their view that the Government of the Federal Republic of Yugoslavia has met the requirements for certification outlined by Congress last year, and I fully believe they will continue to make progress in these areas well beyond March 31.

It is clear that the government in Belgrade has taken some difficult steps in recent weeks to further democratize. The presence of hundreds of pro-Milosevic demonstrators rallying outside of Milosevic's villa over the weekend showed that opponents to democratic reform in the Federal Republic of Yugoslavia still exist. Despite those who remain in opposition, it is critical that President Kostunica's government stand strong in its efforts to promote democracy. To help in that regard, I

believe that the United States should continue to support those in the FRY who are committed to a new era of peace, stability and democracy in the Balkans.

As one who has a lengthy personal history with southeastern Europe, I was pleased with the certification announcement by the State Department. To me, it was rivaled only by the excitement I felt at the final outcome of the presidential elections in the Federal Republic of Yugoslavia last fall which brought Vojislav Kostunica to the presidency. For years, I had worked to bring about democratic changes in the FRY working with opposition leaders to Slobodan Milosevic in diaspora. Since coming to the Senate, I have made a handful of visits to the region to get first-hand perspectives on the situation in the Balkans and I have visited and remain in contact with a number of top political leaders including President Kostunica, Serbian Prime Minister Zoran Djindjic and U.S. Ambassador to the Federal Republic of Yugoslavia, William Montgomery. I also have my "ear to the ground" via e-mail that I receive on a regular basis from a couple of retired members of the Ohio State Highway Patrol who are now serving as police officers in the United Nations' international police force in Kosovo. Needless to say, I pay attention to what is happening in the region.

To help support the new government of Dr. Kostunica, and as an incentive for Belgrade to make needed democratic changes, last October Congress approved \$100 million in assistance for Serbia in the fiscal year 2001 Foreign Operations Appropriations Act. To obtain these funds after March 31, and ensure access to international financial institutions such as the IMF and World Bank, the fiscal year 2001 Foreign Operations bill outlined three certification requirements on the part of President Kostunica's new government: respect for the rule of law and human rights; implementation of the Dayton Accords; and cooperation with the International Criminal Tribunal for the Former Yugoslavia.

As I indicated to Secretary of State Colin Powell when I spoke with him last week, I believe the Federal Republic of Yugoslavia has complied with the spirit of the law outlined by Congress last year. The recent record of the Kostunica/Djindjic government is very positive, and it is my view that they have made considerable progress in all three areas outlined in the Foreign Operations Appropriations Act.

Regarding the rule of law, governments at both the Federal and the Republic levels in the FRY have taken steps to uphold human rights for minorities, particularly in southern Serbia. Deputy Prime Minister of Serbia Nebojsa Covic has worked to give ethnic Albanians in Serbia more control over their local governments and municipalities. During visits to Capitol Hill 2 weeks ago, Prime Minister