

During his thirty-plus years of service, Dr. Bakeman touched the lives of many, proving that even the simplest ideas can make a big difference.

I take great pride in commending the work of Dr. C. Vincent Bakeman and HRDI on a job well done for more than 30 years.

IN HONOR AND REMEMBRANCE OF
JOHN J. BRENNAN

HON. DENNIS J. KUCINICH

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Friday, June 25, 2004

Mr. KUCINICH. Mr. Speaker, I rise today in honor and remembrance of Mr. John J. Brennan—Devoted father, grandfather, brother, and dear friend and mentor to countless individuals—family, friends and colleagues, whose lives have been forever enriched for having known and loved him well. My brother, Gary Kucinich and I, are better people for having called John J. Brennan friend, and we share in the deep sadness with his family and friends in knowing that he left us far too soon.

Mr. Brennan's 25-year career as an investigator with the Cuyahoga County Department of Human Services Investigative Fraud Unit, reflected honesty, ethics, and the ability to see through the complex maze of layered cases and get right to the heart of the matter. While growing up in Cleveland, Mr. Brennan's parents, the late Judge Hugh Brennan and Dorothy Brennan, instilled within him a strong work ethic, dedication and perseverance, and above all, they showed him the power of a giving and caring heart. A graduate of Holy Name High School and John Carroll University, Mr. Brennan's good natured and jovial spirit belied his strong intellect. He was quick to offer his assistance to anyone in need, and his quick wit and kind words consistently uplifted the spirits of others.

Mr. Speaker and Colleagues, please join me in honor and remembrance of Mr. John J. Brennan, loving father of Colleen, Michael and Ann; devoted grandfather of Anthony and Romello; loving friend of Kathy Meyers; devoted brother of Thomas and Timothy, and dear friend to many. Mr. Brennan will be deeply missed, yet today we celebrate his life, a life lived joyously. John J. Brennan embraced love and embraced life—and the love he gave to others will forever live on within the hearts and memories of all of us who knew and loved him well.

May the road rise to meet you
May the wind be always at your back
May the sun shine warm upon your face
May the rain fall soft upon your fields
And until we meet again
May God hold you in the palm of His hand
—Irish Proverb

INTRODUCING THE JOBS FOR
AMERICA ACT

HON. GEORGE MILLER

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, June 25, 2004

Mr. GEORGE MILLER of California. Mr. Speaker, today I am joining with 25 of my colleagues to introduce the Jobs for America

Act—legislation that will help protect American workers who face job outsourcing.

Every day, more Americans watch their jobs get shipped overseas. Jobs are disappearing from every sector of the economy—from high tech call centers to health care workers—leaving hundreds of thousands of families and their communities in the lurch.

According to some estimates, 40 percent of Fortune 1000 companies are currently using some form of overseas outsourcing, and as many as 3.3 million jobs may be offshored in the next 15 years. The latest study from Forrester Research finds that offshoring of white-collar jobs is accelerating, with the number of U.S. business service and software jobs moving overseas reaching 588,000 in 2005, up from 315,000 in 2003. By 2005, the total loss of software programming, customer call-center, and legal paperwork positions will hit 830,000 jobs—an increase of 40 percent from this year.

The Jobs for America Act amends the Worker Adjustment and Retraining Notification (WARN) Act to require companies to disclose and report whenever they lay off workers to send jobs overseas. It would require that when a company plans to lay off 15 or more workers and send those jobs overseas, it must:

Inform affected workers, the Department of Labor, State agencies responsible for helping laid off employees, and local government officials;

Disclose how many jobs are affected, where the jobs are going, and why they are being offshored; and

Provide employees at least 3 months advance notice.

Also, the Jobs for America Act strengthens the WARN Act by:

Requiring the Department of Labor to compile statistics of offshored jobs and report them on an annual basis to the Congress and the public;

Clarifying that WARN Act protections, including the 3 months advance notice, apply to all cases where 50 or more workers are laid off, regardless of the reason for the layoff; and.

Ensuring effective remedies for workers who are injured by a company's violation of the WARN Act.

While companies export jobs overseas for cheap labor, American workers deserve—at an absolute minimum—the earliest warning of a job loss. In today's economy, with massive longterm unemployment, workers need as much time as possible to begin looking for a new job or begin retraining for a new career. This bill will expand the amount of time available to workers to adjust to the loss of a job. It will also increase penalties on employers who choose to ignore these simple requirements, providing real make-whole remedies for workers who are injured by WARN violations, including consequential damages.

Moreover, for the first time, the Secretary of Labor will be collecting and reporting large-scale data on offshore outsourcing. Such data collection will help us to better understand the scope and dynamics of this phenomenon and its threat to our standard of living, enabling us to craft more comprehensive solutions to the problem.

While this bill will not by itself solve the outsourcing problem, it does provide critical tools—such as time and information—which will benefit both workers and Congress in their

efforts to stem the hemorrhaging of jobs from this country.

IN RECOGNITION OF THE UNITED
NATIONS INTERNATIONAL DAY
IN SUPPORT OF VICTIMS OF
TORTURE

HON. SUSAN A. DAVIS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, June 25, 2004

Mrs. DAVIS of California. Mr. Speaker, I rise today in recognition of the United Nations International Day in Support of Victims of Torture, and in support of a program in my district that provides critical healing services to San Diegans who have fled torture and persecution in countries all over the world.

The greater San Diego area is home to an estimated 11,000 survivors of politically motivated torture. They have come from more than 40 countries and endured unimaginable human rights abuses. They are not strangers or anonymous victims who we will never meet. They are our neighbors, our colleagues, the families with which we attend religious services, and the children that attend schools with our children. Torture survivors in San Diego are strong, resilient, resourceful people who bring diversity to our city and have many talents and experiences to offer our community.

Torture robs strong, healthy, productive people of their vitality, identity, and dignity, often in the prime of their lives. Political torture does not just randomly occur as an act of isolated terror; it is a tool of oppression, a system of violence that targets people because of their race, ethnicity, religion, social group, gender or political affiliation. People are tortured because of who they are, what they believe and what they represent.

Torture survivors in San Diego have been tortured because as journalists they wrote the unwelcome truth, as attorneys they fought for the legal rights of unpopular minorities, as community leaders they spoke up, organized unions, or staffed clinics. Some requested the right to representation by their government, or the right to be autonomous when the government failed to represent them. Others sought healthcare, believed in religions not "sanctioned" by the government, and rejected the conscription of children into militias.

In San Diego, and in all places where they seek safety and solace, torture survivors bear out the consequences of the abuse they have endured. Anxiety, depression, Post-traumatic Stress Disorder, chronic pain, head injuries, dental trauma, and nerve damage are all consequences of torture. Though many torture survivors choose not to reveal the details of what they have endured, they never forget, and without appropriate care, most will not improve. They re-live their suffering in nightmares, flashbacks and intrusive memories. Chronic physical pain, muscle weakness and an inability to trust, confide or relax are too often daily reminders of the injuries they endured.

The consequences of torture are also a significant public health concern. Not only do they impair the health of the person who was victimized, but they create anxiety, fear and depression among whole families and communities. The transgenerational effects of trauma

are well researched and well documented. The effects of torture will cascade down through the generations and negatively affect the mental health of the children and even grandchildren of those who endure torture. The effects of torture will ripple through our cities weakening the ties that bind us together, and bolstering the barriers that keep us apart. The consequences of torture represent a public health problem which only grow without care, and prevent hardworking, talented people from being able to fully-integrated, productive, participating members of our communities.

I invite all of my colleagues and all Americans to recommit themselves today, on the International Day in Support of Victims of Torture, and everyday to the eradication of the use of torture throughout the world wherever it may be used. The consequences of torture for individuals, families and communities are far too heinous to not be condemned and spoken against.

Today, I am happy to be able to commend the important work and the successes of Survivors of Torture, International. This non-profit organization, made up of concerned San Diegans has provided direct medical, mental health, legal and social services to more than 500 torture survivors in the greater San Diego area. Furthermore, this organization has worked to train hundreds of doctors, nurses, attorneys, teachers, clergy, and mental health professionals to work with torture survivors as well. They have committed themselves to building a San Diego where torture survivors do not suffer in silence, but have access to the assistance the need to become healthy, productive and self-sufficient Americans.

HONORING THE LIFE OF MILDRED "MILLIE" JEFFREY

HON. SANDER M. LEVIN

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Friday, June 25, 2004

Mr. LEVIN. Mr. Speaker, I rise today to honor the life and legacy of Mildred "Millie" Jeffrey, a pioneer who was at the forefront of our country's most powerful social and political movements. Millie passed away in March, and on Saturday she will be honored at her beloved Wayne State University in Detroit.

Millie once said, "the secret to change, that is change for the better, starts with involvement." No one lived that mantra more than Millie. She was a powerful voice for our Nation's workers, fighting for their right to organize and to ensure fair treatment in the workplace. Millie marched in the South with Dr. King, and trained other civil rights activists as they worked to break down racial barriers. As a leading feminist, Millie worked tirelessly to open the doors for equality of future women leaders. She was the guiding force in the effort to nominate Geraldine Ferraro as Walter Mondale's running mate in 1984. Four years ago, President Clinton awarded Millie the Medal of Freedom, our Nation's highest civilian honor.

The Reuther family brought Millie to Michigan, and it is the place she called home for over 5 decades. Many people don't know this, but Millie was, in fact, an elected official in our State, serving 16 years on the Wayne State

Board of Governors. She loved living on campus, showing visitors "her neighborhood" and interacting with the students. She took great pride in watching the election of the first woman Senator from Michigan, DEBBIE STABENOW, and the first woman Governor, Jennifer Granholm. Many of today's leaders count Mildred "Millie" Jeffrey as their mentor and friend. I was personally enriched by her example, her endless energy, and her friendship.

Mr. Speaker, I ask my colleagues to join me in remembering Millie and her contributions to Michigan and our Nation.

HONORING THE 40TH ANNIVERSARY OF PASSAGE OF THE CIVIL RIGHTS ACT OF 1964

SPEECH OF

HON. JOHN CONYERS, JR.

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, June 23, 2004

Mr. CONYERS. Mr. Speaker, I rise to recognize and commemorate the 40th anniversary of the Civil Rights Act of 1964. I commend my colleague, Congresswoman ELEANOR HOLMES NORTON, for authoring H. Res. 676 and ensuring that this Congress appropriately marks the passage of the most comprehensive civil rights legislation in our Nation's history.

This year our Nation has honored and celebrated several extraordinary accomplishments that were born of the Civil Rights Movement. Last month we observed the 50th anniversary of the May 19, 1954, *Brown v. Board of Education* decision. That landmark decision not only struck down the doctrine of "separate, but equal" and desegregated public schools. It ultimately led to the passage of key federal legislation that desegregated every segment of our society—the Civil Rights Act of 1964.

THE CIVIL RIGHTS ACT OF 1964

In every real sense, the 1964 Act was a response to the Civil Rights Movement sweeping the country. This Act could not have been achieved without the tireless effort of the great, civil rights leader, Dr. Martin Luther King, Jr. It was Dr. King that motivated hundreds of thousands of activists—of all colors—to demand that this Nation realize equality for all. It was because of his leadership that the Civil Rights Act of 1964 was conceptualized and implemented.

The Act, which was signed into law on July 2, 1964 by President Lyndon B. Johnson, established safeguards and legal remedies to combat both the de jure and de facto discrimination that plagued minorities in almost every aspect of their lives.

First, and foremost, the Act moved to ensure an equal right to vote. The unequal application of voter registration requirements that effectively disenfranchised millions of African-Americans—poll taxes, literacy tests, grandfather clauses—was deemed unlawful in Title I of the Act. This provision made state and local governments accountable to their citizens and opened the path for equal political participation.

Titles II and III of the Act created a federal remedy to fight discrimination in public accommodations. Through these provisions, the Attorney General had the appropriate means to obtain injunctive relief and bring suit in in-

stances where equal access to a public facility had been denied. The lunch counter sit-ins and marches now had real effect in that the federal government could intervene to ensure equal treatment in society, regardless of race or other factors.

The language of "all deliberate speed" in the *Brown* decision was given meaning, as the federal government now had the tools in Title IV of the Act to end segregation in public schools. The Civil Rights Act of 1964 would serve as strong legislative policy against discrimination in public schools and colleges because it stood on the shoulders of the profound *Brown* decision, in which Chief Justice Warren, writing for a unanimous court, declared that "in the field of education, the doctrine of 'separate, but equal' has no place."

More broadly, under Title V of the Civil Rights Act of 1964, the Commission on Civil Rights, established in 1957, was provided with additional guidance in its charge to study, investigate, and report on civil rights policy.

Title VI of the Act protects persons from discrimination based on their race, color, or national origin in programs and activities that receive federal financial assistance. This provision has been broadly used to ensure that entities receiving federal funds cannot deny service, provide different services, or segregate or separately treat individuals.

The Title VII provision of the Act would grow to become one of its most important and extensively utilized provisions. Going beyond its impact in the racial and ethnic minority community, Title VII acknowledged that sex discrimination in the workplace was a major problem and would be widely used to ensure protections for women in the workplace.

The Equal Employment Opportunity Commission (EEOC), which was also created in the 1964 Act to serve as the premier vanguard of workplace discrimination, had its authority enhanced with amendments in 1972 and 1991.

In 1972, the EEOC was given the right to sue non-government respondents and the federal government, state and local governments, as well as educational institutions, were made subject to Title VII. The 1991 amendments allowed plaintiffs to recover fees and costs in suits in which they prevailed, as well as entitled plaintiffs to recover compensatory and punitive damages in intentional employment discrimination suits.

INJUSTICES REMAIN IN 2004

Without doubt, substantial progress toward equality has been made as a result of the passage of the 1964 Act, but there remains substantial work. I can recount a list of sobering statistics in the realm of employment, education, healthcare, and the political process:

In terms of employment, the average white woman earns only 73 cents for every dollar earned by the average white man. The average African American woman earns just 63 cents to every dollar earned by the average white man.

With regard to education, today, sadly, most schools have become resegregated. In the 2001–2002 school year, the Civil Rights Project found that the average African American attended a school where minorities formed almost 70 percent of the student body. The average Latino school child attended a school that was 71 percent minority. By contrast, the average white student attended a school where whites composed 79 percent of the student body.