

half of her 8-hour shift. "I work on the belt. I help push carts upstairs sometimes. I wash plates, pick silverware—I do everything."

Shapiro landed the job after interning at the hospital while a student at Rock Terrace School, a public campus in Rockville that serves 112 special-needs children in grades 6 through 12. "I live in a group home and I have to pay the rent there," said Shapiro, her dark curls tucked neatly under a hairnet. "And I have to work, or else they'll ask me to leave. I don't want to leave my friends. I don't want to leave my house. It's too nice."

The work isn't easy. The employees, clad in blue uniforms and white plastic aprons, remove trash and utensils from used trays as they navigate across a water-slicked red tile floor. Many wear earplugs to block out the drone of the industrial dishwasher that cleans the dishes and trays that pass through it on a conveyor belt before the workers retrieve and stack them in neat piles. Shifts begin at 5:30 a.m. and finish as late as 7 p.m.

James Eastridge, 38, another former Rock Terrace student, has worked in the kitchen for 22 years. That is long enough for him to earn several promotions and enough money to buy a house in Hagerstown, where he lives with his parents.

"I started out when I was 16 years old and just kept on working; the years just flew by," he said. "I hope we get to keep the jobs. When I was in school, I was pretty wild. They got me in the job . . . and I've been doing good ever since I've been here."

Randy Severt, a teacher at Rock Terrace, said more than 300 students have interned or worked at the hospital since the school formed a partnership with the institution in 1979. The Navy got reliable, long-serving employees for hard-to-fill positions. The students, who earn between \$9.42 and \$12.80 an hour, were given an opportunity to work, learn about money management and become more self-sufficient.

Providing such opportunities is a long-standing goal of the Federal government. The Rehabilitation Act of 1973 banned discrimination against disabled people in Federal hiring and required agencies to develop affirmative action plans to hire more people with disabilities.

Most of the scullery workers joined the hospital under a Federal hiring authority that allows agencies to take on people with mental retardation as provisional employees, then convert them to permanent status after 2 years of satisfactory service. The government employed 1,734 mentally retarded workers in 2000, about one-tenth of 1 percent of the 1.8 million-strong Federal civilian workforce, according to the Office of Personnel Management. (Overall, more than 120,000 disabled people worked for the government that year, more than 7 percent of the Federal workforce.)

If the hospital scullery work goes to a private contractor, it will mean a big adjustment for a group of workers who, due to circumstances and disability, do not cope well with change, Severt said.

"They have problems finding jobs on their own. They don't advocate well for themselves and they don't have a lot of skills," Severt said. "Some of them can speak well. Some of them have very good social skills. But they are retarded, and they need help every step of the way. They just don't adapt."

Hospital officials say the quality of the work isn't at issue. "They're very loyal employees," said Cmdr. Martie Slaughter, the hospital's nutrition manager. "I've only been here for 2 years and they are like my family."

In similar competitions across the government, the in-house bid has triumphed more

than half the time, according to the OMB. Even in the cases where the private sector has won, the employees often have gone to work for the contractor. But the scullery employees are at a decided disadvantage.

"If you are special needs, you have a great need for greater supervision," Slaughter said. "And we all know that supervision costs money."

Jerry Leener, whose son Mike, 27, has worked at the hospital for 8 years, said that even a White House focused on the bottom line should realize there is little to be gained by contracting out the work. Displaced employees would turn to government entitlement programs, including Federal disability payments, Medicaid and food stamps.

"If our kids lose their jobs, the Federal government is still going to have to compensate them," Leener said. "Either way, it's going to be coming out of Federal funds. So we haven't had a cost saving as it relates to these kids. What's more, we've displaced them from their passion. They love working here. They love being a part of this."

Military officials have been sympathetic but unmoved. Slaughter said that early on in the process she asked about getting a waiver for the workers, but none was forthcoming. Over the last year, parents of some workers have written to Navy officials and members of Congress seeking help, but with no concrete results.

As recently as 2 weeks ago, Navy officials said they were still studying the situation. Parents of the workers grew nervous as a December deadline loomed for the hospital to submit its bid to keep the scullery jobs in-house. They were told that a decision on whether a contractor would take over could come as soon as March.

Then on Oct. 2, 10 days after Van Hollen's visit to the scullery and after inquiries by the Washington Post, Navy officials passed the word internally that they had been directed to temporarily stop working on the job competition. "The study has not been cancelled, but postponed until further notice," an internal e-mail said.

Parents said they were given a vague explanation that the job competition had gone on longer than current law permits. A provision in the recently passed 2004 Defense Appropriations bill blocks new funding for single-function job competitions that have exceeded 24 months, and multifunction competitions that have exceeded 30 months. Navy officials at the hospital did not respond to two requests for more information about the decision.

"I have a suspicion that they were starting to feel political pressure and decided to put it on hold, and that maybe this thing would blow over," said Leener, who added that he remains uncertain about whether his son's job is safe. "We took it as a big victory, believe me, but it's a temporary one."

Trent Duffy, an OMB spokesman, said agencies may cancel job competitions that jeopardize protected workers, such as veterans or disabled people. "It is permissible for agencies to make that determination and cancel a competition because these protected populations, these certain people, could potentially lose their livelihoods," Duffy said. "They absolutely have that discretion under the law." Van Hollen, who wrote a letter to Bush urging him to halt the study, said he viewed the Navy's decision as little more than political expediency. He still believes competitive sourcing is "a one-size-fits-all contracting-out policy that does not take into account other important goals of the federal government," he said.

"I still think it's an example of their policy run amok," Van Hollen said. "There's no doubt what happened here. You want to applaud the Navy for reversing its decision, but

you can't have a member of Congress or a member of the press visit every site where you've got . . . contracting out going on with model programs."

## PERSONAL EXPLANATION

**HON. GERALD D. KLECZKA**

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

Thursday, October 7, 2004

Mr. KLECZKA. Mr. Speaker, on the evening of Tuesday, October 5 and on Wednesday, October 6, I was not present for business on the floor of the House due to personal business and was thereby absent for votes on rollcall Nos. 494 through 501. Had I been present, I would have voted "no" on rollcall No. 494; "yea" on rollcall No. 495; "yea" on rollcall No. 496; "yea" on rollcall No. 497; "yea" on rollcall No. 498; "no" on rollcall No. 499; "no" on rollcall No. 500; and "yea" on rollcall No. 501.

## RECOGNIZING THE IMPORTANCE OF THE ARTS IN COMMUNITY DEVELOPMENT

**HON. BRAD MILLER**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, October 7, 2004

Mr. MILLER of North Carolina. Mr. Speaker, throughout the country there has been a rebirth of the arts, and the importance of the arts to economic development and revitalization in our communities deserves to be recognized. Cultural facilities and events enhance property values, tax resources and overall profitability for our cities and towns. In doing so, the arts have become a direct contributor to reviving many of our urban and rural areas. From major metropolitan areas to small towns, the arts have proven to be sound economic investments. I value the contributions made by the arts and believe that Congress has a responsibility to support the arts and all cultural activities.

Nationally, the arts have had a profound effect on community development but more specifically, have assisted in the economic growth in my home state of North Carolina. I am pleased to present an article by Mr. Lawrence J. Wheeler, Director of the North Carolina Museum of Art, that brings attention to the development and economic effect that the arts have had in North Carolina. In his editorial entitled "For Development, Draw on N.C.'s Arts," which appeared in the News & Observer earlier this year, Mr. Wheeler provides insight into the positive influence that the arts have had upon communities in North Carolina. Mr. Wheeler rightfully calls on the arts to be used as full partners in future economic planning, and I believe that Congress and state governments should heed this advice.

[Editorial—Opinion—the News & Observer, April 27, 2004]

### FOR DEVELOPMENT, DRAW ON N.C.'S ARTS

Twenty years ago, the idea of using art as a tool for community development would have been dismissed as a meddlesome intrusion by self-interested arts advocates. But as more and more jobs are being outsourced and downtown areas are becoming ghost towns,

economic developers are viewing vibrant urban centers as critical to attracting workers, placing the arts at the center of the debate on community development.

Art has become a focal point for community leaders, economic development specialists and the citizens themselves. They look to the arts for inspiration, aesthetics and design, leadership and creativity, which can reshape our communities and make them vital, livable and relevant in the face of the economic changes of our time.

Richard Florida, author of the highly touted community development treatise, "The Rise of the Creative Class," says that if the goal is to attract a creative class of entrepreneurs and workers, then cities must provide, in addition to a tolerant social environment, diverse social and cultural enhancements, like great parks, art, music and lively community main streets. Art and design vitality are emphasized as a key factor that has enabled economic progress.

For decades, coalitions of arts organizations have undertaken economic impact studies to demonstrate their collective financial contribution to local, regional, and state economies, receiving scant attention from policymakers and political leaders. A recent study conducted by Americans for the Arts found the arts industry generates \$134 billion in economic activity every year. A new report by Arts North Carolina shows that the state's arts industry produces nearly \$1 billion in financial impact.

Clearly it is time to take a closer look at the measurable financial value of the arts.

The use of architecture in recent art museum design illustrates the impact of the arts on tourism and community image. Frank Gehry's Guggenheim Museum of Art in Bilbao, Spain, Santiago Calatrava's soaring structure for the Milwaukee Museum of Art, and the newly celebrated Fort Worth Museum of Modern Art by Tadao Ando have brought not only extraordinary international attention, but also tourist dollars to these cities.

Here in North Carolina, we are developing cultural landmarks as well, such as Wilmington's new Cameron Art Museum, designed by the renowned architect Charles Gwathmey. The success of this project has considerably boosted the cultural and civic energy of the city.

The Research Triangle region has invested more than \$250 million in its arts and museums infrastructure in recent years, with plans to invest nearly \$150 million more in cultural facilities in Durham, Chapel Hill and Raleigh. The N.C. Museum of Art in Raleigh has commissioned New York-based architect Thomas Phifer to create plans for its expansion.

Several other communities, including Charlotte, Asheville and the Piedmont Triad, are planning major investments in cultural facilities and the arts programs to attract jobs, visitors and dollars. Cities, large and small, are recognizing that cultural investments make economic sense.

As the arts take center stage in economic growth, metropolitan regions have the opportunity to put their cultural strengths to work. Many regions are investing in industry clusters—concentrations of businesses that are linked to each other through their suppliers and producers. There are abundant examples of real success stories when the cultural resources of a region become full partners in shaping economic development strategies. Asheville is developing a prosperous industry cluster around its regional crafts heritage. Handmade in America leads a coalition of regional organizations that promote the making and sale of crafts, as well as tourism to artisans' studios, related museums, historic inns and sites and the region's magnificent natural resources.

North Carolina has a rich history of providing cultural opportunities to its people. The first state-supported symphony orchestra, the first state-funded art collection and the first cabinet-level Department of Cultural Resources were all created here, along with an extraordinary network of 93 community-based arts councils throughout the State. These are superb sources to identify leaders who can be invaluable in shaping the conversations and agendas for economic development in our communities.

Our State's struggle with economic change will require a rearranging of investment priorities and significant private and public support. Only when the arts are used as full partners in planning will North Carolina see sustainable economies, lively communities and an enriched quality of life for everyone.

## CONGRESSMAN JACK FIELDS POST OFFICE

SPEECH OF

**HON. LANE EVANS**

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, October 6, 2004*

Mr. EVANS. Mr. Speaker, today I would like to voice my support for H.R. 4232, the Congressman Jack Fields Post Office Redesign Act. This legislation would rename the United States Postal Service facility at 4025 Feather Lakes Way in Kingwood, Texas as the "Congressman Jack Fields Post Office."

I have nothing but respect and admiration for my former colleague, Congressman Jack Fields. Jack represented the 8th Congressional District of Texas in the House of Representatives from 1981 to 1997. He served on the House Committee on Commerce, and became the Chairman of the Subcommittee on Telecommunications and Finance in 1995. As Subcommittee Chairman, Jack led the effort in the House to enact the first comprehensive reform of the Communications Act of 1934, which became the Telecommunications Act of 1996. This bill was signed into law by President Clinton in February of that year.

As the Ranking Minority Member on the Committee on Merchant Marine and Fisheries, a position he held from 1981 to 1995, Jack was actively involved in the legislation related to oil spill liability that passed after the grounding of the Exxon Valdez in Alaska. He was also an advocate on issues as diverse as safety in the cruise ship industry, endangered species and wetlands, fisheries and wildlife refuges, promotion of American ports, shipbuilding, and the Coast Guard.

I am proud to support this salute to my friend, former Representative Jack Fields. This is truly a fitting tribute to a remarkable man, and I congratulate him on this honor.

## COMMEMORATING THE CONTRIBUTIONS OF DR. CREIGHTON J. HALE

**HON. TOM OSBORNE**

OF NEBRASKA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, October 7, 2004*

Mr. OSBORNE. Mr. Speaker, I rise today to honor Dr. Creighton J. Hale who made many important contributions to sports safety in

baseball and softball, as well as improving the safety of law enforcement and military personnel. Dr. Hale was born in 1924 in Hardy, Nebraska. He grew up in Nebraska and graduated from Hardy Public Schools in 1942. He then continued on to attend the University of Nebraska at Lincoln for one year, and then Doane College in the V-12 officers training program for the United States Navy.

Following active duty during World War II, he earned his bachelor's degree from Colgate University at Hamilton, New York in 1948, his master's from Springfield College in 1949, and his doctorate from New York University in 1951.

Dr. Creighton J. Hale, as an exercise physiologist, first conducted a scientific study of professional baseball players while an associate professor at Springfield College from 1951-1955. Dr. Hale developed an electronic testing device to measure the reaction times of major league baseball players. Along with this research, Dr. Hale found that children had less time to react to a pitch than major league players. With the conclusion of his findings, the Little League pitching mound was moved back from 44 feet to 46 feet, thus resulting in fewer batters being injured.

One of the next inventions that Dr. Hale worked on was the double-earflap batter's helmet, now made of a variety of lightweight plastics. The original helmet was made of fiberglass and could not withstand the impact of a pitched ball. In addition, the design did not protect the temple area. Little League made use of the new helmets mandatory in 1961. Dr. Hale was also an integral part of developing the aluminum bat and the one-piece catcher's mask attached to a helmet.

Outside of sports, Dr. Hale assisted in the development of the infantry pack in 1954 for use by the United States Army. In 1976, he became chairman of a group of scientist with the National Research Council of the National Academy of Sciences. During this time, his research aided the development of a lightweight bullet-resistant vest used by the military and law enforcement personnel. In addition, Dr. Hale co-designed a one-piece helmet made of Kevlar that offered more protection than the Army's previous steel helmet. All United States military personnel now use this type of helmet.

Dr. Hale also made invaluable contributions as president for Little League Baseball from 1973-1994. As well as serving as president, he served as Chief Executive Officer of the Board from 1983-1996. Under his leadership, the number of leagues enrolled increased from 10,006 to 21,711 and the number of participants increased from 370,000 to 3,123,205. At the turn of the 21st century, Little League Baseball and Softball had become the world's largest youth sports program, serving boys and girls ages 5 to 18.

Dr. Creighton J. Hale has made many valuable contributions to Little League Baseball and Softball in the way of innovations and moral support. He understood the mission set by founder Carl E. Stotz that Little League was about the development of good citizens rather than good athletes through "coaches teaching kids respect and discipline and sportsmanship and the desire to excel." I commend Dr. Hale for all that he has done to improve the lives of young people, servicemen and women, and law enforcement personnel.