

the business of defending itself and its employees from the union salting campaign. Yuasa Exide, which was the first tenant in Sumter's industrial park, had been there since 1965 and provided high-tech, good-paying jobs in a rural area, was forced to close its doors because of salting.

The impacts of salting are felt by many. Companies see increased costs from having to defend themselves against labor relations complaints as well as lost hours of productivity from having to fight these charges. Consumers are impacted by salting when they experience increased costs and higher prices. Moreover, Federal agencies spend untold sums to investigate claims that are later found to be without merit, forcing taxpayers to effectively subsidize union activity.

To put it bluntly, salting is a job killer. At a time when we are working in Congress to enact policies which will spur job growth and ensure future economic prosperity, salting abuses stand directly in the way of these goals. We can no longer allow American jobs to suffer at the hands of Washington labor bosses.

To prevent salting abuses from causing more harm to employers, I am introducing the Truth in Employment Act which amends section 8(a) of the National Labor Relations Act (NLRA) to make clear that an employer is not required to hire any person who seeks a job in order to promote interests unrelated to those of the employer. This bill in no way infringes upon any rights or protections otherwise accorded employees under the NLRA. Employees will continue to enjoy their right to organize. The bill merely seeks to alleviate the legal pressures imposed upon employers to hire individuals whose overriding purpose for seeking the job is to disrupt the employer's workplace or otherwise inflict economic harm designed to put the employer out of business. This bill in no way infringes upon any rights or protections otherwise accorded employees under the NLRA, or any other employment statute.

I ask unanimous consent that the text of the bill be printed in the RECORD.

There being no objection, the bill was ordered to be printed in the RECORD, as follows:

S. 983

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Truth in Employment Act of 2005".

SEC. 2. FINDINGS.

Congress finds that:

(1) An atmosphere of trust and civility in labor-management relationships is essential to a productive workplace and a healthy economy.

(2) The tactic of using professional union organizers and agents to infiltrate a targeted employer's workplace, a practice commonly referred to as "salting" has evolved into an aggressive form of harassment not contemplated when the National Labor Relations Act was enacted and threatens the balance of rights which is fundamental to our system of collective bargaining.

(3) Increasingly, union organizers are seeking employment with nonunion employers not because of a desire to work for such employers but primarily to organize the employees of such employers or to inflict economic harm specifically designed to put nonunion competitors out of business, or to do both.

(4) While no employer may discriminate against employees based upon the views of employees concerning collective bargaining, an employer should have the right to expect job applicants to be primarily interested in utilizing the skills of the applicants to further the goals of the business of the employer.

SEC. 3. PURPOSES.
The purposes of this Act are—
(1) to preserve the balance of rights between employers, employees, and labor organizations which is fundamental to our system of collective bargaining;

(2) to preserve the rights of workers to organize, or otherwise engage in concerted activities protected under the National Labor Relations Act; and
(3) to alleviate pressure on employers to hire individuals who seek or gain employment in order to disrupt the workplace of the employer or otherwise inflict economic harm designed to put the employer out of business.

SEC. 4. PROTECTION OF EMPLOYER RIGHTS.
Section 8(a) of the National Labor Relations Act (29 U.S.C. 158(a)) is amended by adding after and below paragraph (5) the following:

"Nothing in this subsection shall be construed as requiring an employer to employ any person who seeks or has sought employment with the employer in furtherance of other employment or agency status."

SUBMITTED RESOLUTIONS

SENATE RESOLUTION 133—RECOGNIZING THE 13TH ANNUAL NATIONAL ASSOCIATION OF LETTER CARRIERS FOOD DRIVE

Ms. CANTWELL (for herself, Ms. COLLINS, Mr. AKAKA, Mr. BAUCUS, Mr. WARNER, Mr. DURBIN, and Ms. SNOWE) submitted the following resolution; which was referred to the Committee on the Judiciary.

S. RES. 133

Whereas in 2003, 3,900,000 men, women, and children went hungry every day, a troubling statistic that has steadily increased in recent years;

Whereas 23,000,000 men and women and more than 9,000,000 children rely on food banks to survive every year;

Whereas in 1992, the National Association of Letter Carriers recognized this crisis and began the "Stamping Out Hunger" national food drive;

Whereas 1,400 National Association of Letter Carriers branches in more than 10,000 cities in all 50 States have collected millions of pounds of food every year since 1992;

Whereas in 2004, the National Association of Letter Carriers collected a record-breaking 70,900,000 pounds of food;

Whereas the National Association of Letter Carriers provides desperately needed resources to food banks in the spring and summer months, the time when donations levels are at their lowest;

Whereas the National Association of Letter Carriers has created much needed bridges

between its hard working members, residents in their communities, and those in need;

Whereas the National Association of Letter Carriers Food Drive will take place on May 14, 2005;

Whereas the National Association of Letter Carriers will send nearly 150,000,000 postcards to postal customers to urge donations for the Food Drive; and

Whereas letter carriers will be collecting food, as well as mail, at mailboxes across the country, performing their daily job, and collecting food for the hungry, come rain or shine: Now, therefore, be it

Resolved, That the Senate—
(1) congratulates the members of the National Association of Letter Carriers for their hard work on behalf of the millions of people who go hungry each day; and

(2) encourages the people of the United States to follow the example of the members of the National Association of Letter Carriers by donating food to local food banks and participating in the National Association of Letter Carriers Food Drive on May 14, 2005, by placing nonperishable food by their mailboxes.

SENATE RESOLUTION 134—EXPRESSING THE SENSE OF THE SENATE REGARDING THE MASSACRE AT SREBRENICA IN JULY 1995

Mr. SMITH (for himself and Mr. BIDEN) submitted the following resolution; which was referred to the Committee on Foreign Relations:

S. RES. 134

Whereas, in July 1995, thousands of men and boys who had sought safety in the United Nations-designated "safe area" of Srebrenica in Bosnia and Herzegovina under the protection of the United Nations Protection Force (UNPROFOR) were massacred by Serb forces operating in that country;

Whereas, beginning in April 1992, aggression and ethnic cleansing perpetrated by Bosnian Serb forces, while taking control of the surrounding territory, resulted in a massive influx of Bosniaks seeking protection in Srebrenica and its environs, which the United Nations Security Council designated a "safe area" in Security Council Resolution 819 on April 16, 1993;

Whereas the UNPROFOR presence in Srebrenica consisted of a Dutch peace-keeping battalion, with representatives of the United Nations High Commissioner for Refugees, the International Committee of the Red Cross, and the humanitarian medical aid agency Medecins Sans Frontieres (Doctors Without Borders) helping to provide humanitarian relief to the displaced population living in conditions of massive overcrowding, destitution, and disease;

Whereas Bosnian Serb forces blockaded the enclave early in 1995, depriving the entire population of humanitarian aid and outside communication and contact, and effectively reducing the ability of the Dutch peace-keeping battalion to deter aggression or otherwise respond effectively to a deteriorating situation;

Whereas, beginning on July 6, 1995, Bosnian Serb forces attacked UNPROFOR outposts, seized control of the isolated enclave, held captured Dutch soldiers hostage and, after skirmishes with local defenders, ultimately took control of the town of Srebrenica on July 11, 1995;

Whereas an estimated one-third of the population of Srebrenica, including a relatively small number of soldiers, made a desperate attempt to pass through the lines of Bosnian Serb forces to the relative safety of Bosnian-

held territory, but many were killed by patrols and ambushes;

Whereas the remaining population sought protection with the Dutch peacekeeping battalion at its headquarters in the village of Potocari north of Srebrenica but many of these individuals were randomly seized by Bosnian Serb forces to be beaten, raped, or murdered;

Whereas Bosnian Serb forces deported women, children, and the elderly in buses, held Bosniak males over 16 years of age at collection points and sites in northeastern Bosnia and Herzegovina under their control, and then summarily murdered and buried the captives in mass graves;

Whereas approximately 20 percent of Srebrenica's total population at the time—at least 7,000 and perhaps thousands more—was murdered;

Whereas the United Nations and its member states have largely acknowledged their failure to take actions and decisions that could have deterred the assault on Srebrenica and prevented the subsequent massacre, including the lengthy report issued by the Government of the Netherlands on April 10, 2002, entitled "Srebrenica, a 'safe' area—Reconstruction, background, consequences and analyses of the fall of a safe area";

Whereas Bosnian Serb forces, hoping to conceal evidence of the massacre at Srebrenica, subsequently moved corpses from initial mass grave sites to many secondary sites scattered throughout parts of northeastern Bosnia and Herzegovina under their control;

Whereas the massacre at Srebrenica was among the worst of many horrible atrocities to occur in the conflict in Bosnia and Herzegovina from April 1992 to November 1995, during which the policies of aggression and ethnic cleansing pursued by Bosnian Serb forces with the direct support of authorities in the Federal Republic of Yugoslavia (Serbia and Montenegro) ultimately led to the displacement of more than 2,000,000 people, an estimated 200,000 killed, tens of thousands raped or otherwise tortured and abused, and the innocent civilians of Sarajevo and other urban centers repeatedly subjected to shelling and sniper attacks;

Whereas Article 2 of the Convention on the Prevention and Punishment of the Crime of Genocide, done at Paris December 9, 1948, and entered into force January 12, 1951, defines genocide as "any of the following acts committed with intent to destroy, in whole or in part, a national, ethnical, racial or religious group, as such: (a) killing members of the group; (b) causing serious bodily or mental harm to members of the group; (c) deliberately inflicting on the group conditions of life calculated to bring about its physical destruction in whole or in part; (d) imposing measures intended to prevent births within the group; (e) forcibly transferring children of the group to another group";

Whereas, on May 25, 1993, the United Nations Security Council adopted Security Council Resolution 827, establishing the world's first international war crimes tribunal, the International Criminal Tribunal for the former Yugoslavia (ICTY), based in The Hague, the Netherlands, and charging the ICTY with responsibility for investigating and prosecuting individuals suspected of committing war crimes, genocide, crimes against humanity, and grave breaches of the 1949 Geneva Conventions on the territory of the former Yugoslavia since 1991;

Whereas numerous members of the Bosnian Serb forces and political leaders at various levels of responsibility have been indicted for grave breaches of the 1949 Geneva Conventions, violations of the laws or customs of war, crimes against humanity, genocide,

and complicity in genocide associated with the massacre at Srebrenica, some of whom have been tried and sentenced while others, including Radovan Karadzic and Ratko Mladic, remain at large; and

Whereas the international community, including the United States, has continued to provide personnel and resources, including through direct military intervention, to prevent further aggression and ethnic cleansing, to negotiate and help ensure the full implementation of the General Framework Agreement for Peace in Bosnia and Herzegovina, initialled at Dayton, Ohio, November 21, 1995, and done at Paris December 14, 1995, including cooperation with the International Criminal Tribunal for the former Yugoslavia: Now, therefore, be it

Resolved, That it is the sense of the Senate that—

(1) the thousands of innocent people murdered at Srebrenica in Bosnia and Herzegovina in July 1995, along with all individuals who were victimized during the conflict and genocide in Bosnia and Herzegovina from 1992 to 1995, should be solemnly remembered and honored;

(2) the policies of aggression and ethnic cleansing as implemented by Serb forces in Bosnia and Herzegovina from 1992 to 1995 meet the terms defining the crime of genocide in Article 2 of the Convention on the Prevention and Punishment of the Crime of Genocide, done at Paris December 9, 1948, and entered into force January 12, 1951;

(3) foreign nationals, including United States citizens, who have risked, and in some cases lost, their lives in Bosnia and Herzegovina while working toward peace should be solemnly remembered and honored;

(4) the United Nations and its member states should accept their share of responsibility for allowing the Srebrenica massacre and genocide to occur in Bosnia and Herzegovina from 1992 to 1995 by failing to take sufficient, decisive, and timely action, and the United Nations and its member states should constantly seek to ensure that this failure is not repeated in future crises and conflicts;

(5) it is in the national interest of the United States that those individuals who are responsible for war crimes, genocide, crimes against humanity, and grave breaches of the 1949 Geneva Conventions committed in Bosnia and Herzegovina should be held accountable for their actions;

(6) all persons indicted by the International Criminal Tribunal for the former Yugoslavia (ICTY) should be apprehended and transferred to The Hague without further delay, and all countries should meet their obligations to cooperate fully with the ICTY at all times; and

(7) the United States should continue to support—

(A) the independence and territorial integrity of Bosnia and Herzegovina;

(B) peace and stability in southeastern Europe as a whole; and

(C) the right of all people living in southeastern Europe, regardless of national, racial, ethnic or religious background—

(i) to return to their homes and enjoy the benefits of democratic institutions, the rule of law, and economic opportunity; and

(ii) to know the fate of missing relatives and friends.

Mr. SMITH: Mr. President, I rise today to mark a solemn anniversary. Ten years ago this July, thousands of Bosnian Muslims sought safety from the brutal ethnic cleansing campaign conducted by Bosnian Serb forces in the small town of Srebrenica. This was supposed to be a "Safe Area," a space

designated and protected by the United Nations as a place of refuge. Instead, it became the site of the worst case of genocide in Europe since World War II.

I am pleased to submit a resolution today, along with my colleague Senator BIDEN, which recognizes this somber anniversary. The resolution also reiterates our support for the need to bring to justice those who perpetrated this crime against humanity.

In June 1995, after three years of war, the Bosnian Serbs launched a brutal attack against the Muslim enclave of Srebrenica. In what was an incomprehensible and fatal error, United Nations Protection Force (UNPROFOR) had collected weapons from the Bosnian Muslims in return for its designation of Srebrenica as a safe area. This rendered the population even more vulnerable to the Bosnian Serb assault.

The presence of the U.N. soldiers and the confiscation of the Muslims' arms was supposed to deter a Bosnian Serb attack by removing any semblance of provocation. But the Bosnian Serbs struck anyway and the UNPROFOR troops were unable to assist the Muslim population they had placed at such disadvantage.

The Bosnian Serbs easily overtook the city, deporting women, children, and the elderly in buses. Bosniak men older than 16 were rounded up and held at collection points in northeastern Bosnia. Here they were summarily murdered and buried in mass graves.

At least 7,000 Bosnian Muslims, 20 percent of Srebrenica's total population at the time, were murdered. A similar enclave at Zepa, allegedly protected by the United Nations force, fell to the Serb onslaught two weeks later.

After learning of the genocide committed by the Nazis during the second World War, the world made a promise: We said "never again." Yet 50 years later on the European continent, men and boys were murdered solely because they were Muslim.

So as we look back and remember a decade later, we must learn from the mistakes that were made at Srebrenica. We should ensure that those responsible are held accountable for their actions. We should continue to support the independence and territorial integrity of Bosnia and Herzegovina and peace and stability in southeastern Europe as a whole. We should support the right of all people living in the region, regardless of national, racial, ethnic or religious background, to return to their homes and enjoy the benefits of democratic institutions, the rule of law, and economic opportunity. We should encourage all efforts to determine the fate of all those still missing.

And finally, we should solemnly remember and honor all those that were victims of the massacre at Srebrenica.

AMENDMENTS SUBMITTED AND PROPOSED

SA 597. Mrs. CLINTON submitted an amendment intended to be proposed by her