

### MS. BOBBIE DAVIDSON NAMED ACHIEVER OF THE MONTH

• Mr. ABRAHAM. Mr. President, in October of 1993, the State of Michigan Family Independence Agency commemorated the first anniversary of its landmark welfare reform initiative, To Strengthen Michigan Families, by naming its first Achiever of the Month. In each month since, the award has been given to an individual who participates in the initiative and has shown outstanding progress toward self-sufficiency and self-improvement. I rise today to recognize Ms. Bobbie Davidson, the recipient of the award for the month of August, 2000.

Ms. Davidson is the single mother of two children, ages 8 and 11. She is dyslexic, and because of this feared she was unable to work. Having received ADC/FIP and Medicaid since 1993, in 1999 she applied for SSI. Though she was ultimately denied, while her application was pending Ms. Davidson was referred to Michigan Rehabilitation Services. That agency helped her to enroll in West Shore Community College in order to improve her math and reading skills.

With assistance from the Work First and the Project Zero coordinators, Ms. Davidson obtained a job at Burger King in Ludington, Michigan, in March of this year. She continues to be employed there, which has resulted in the closure of her FIP case.

As a result of her determination to improve her life, not only for herself but also for her children, Ms. Davidson has become independent of the welfare system. Eventually, she would like to attend culinary school and become a chef.

Mr. President, I applaud Ms. Bobbie Davidson on being named Achiever of the Month for August of 2000. It is an honor for which she has worked very hard and that she truly deserves. On behalf of the entire United States Senate, I congratulate Ms. Davidson, and wish her continued success in the future. •

### REPORTS OF COMMITTEES

The following reports of committees were submitted:

By Mr. MURKOWSKI, from the Committee on Energy and Natural Resources, without amendment:

S. 2439: A bill to authorize the appropriation of funds for the construction of the Southeastern Alaska Intertie system, and for other purposes (Rept. No. 106-405).

By Mr. CAMPBELL, from the Committee on Indian Affairs, with an amendment in the nature of a substitute:

S. 2283: A bill to amend the Transportation Equity Act for the 21st Century to make certain amendments with respect to Indian tribes (Rept. No. 106-406).

### INTRODUCTION OF BILLS AND JOINT RESOLUTIONS

The following bills and joint resolutions were introduced, read the first and second times by unanimous consent, and referred as indicated:

By Ms. SNOWE:

S. 3023. A bill to amend the Civil Rights Act of 1964 to protect breastfeeding by new mothers; to the Committee on Health, Education, Labor, and Pensions.

By Mr. ROBB (for himself, Mr. L. CHAFEE, and Mr. MOYNIHAN):

S. 3024. A bill to amend title XVIII of the Social Security Act to provide for coverage of glaucoma detection services under part B of the medicare program; to the Committee on Finance.

By Mr. BAYH:

S. 3025. A bill to combat telemarketing and mass marketing fraud; to the Committee on the Judiciary.

### SUBMISSION OF CONCURRENT AND SENATE RESOLUTIONS

The following concurrent resolutions and Senate resolutions were read, and referred (or acted upon), as indicated:

By Mr. WELLSTONE:

S. Res. 351. A resolution to designate the month of September of 2000, as "National Alcohol and Drug Addiction Recovery Month"; to the Committee on the Judiciary.

By Mr. LOTT (for himself and Mr. DASCHLE):

S. Res. 352. A resolution relative to the death of Representative Herbert H. Bateman, of Virginia; considered and agreed to.

### STATEMENT ON INTRODUCED BILLS AND JOINT RESOLUTIONS

Ms. SNOWE:

S. 3023. A bill to amend the Civil Rights Act of 1964 to protect breastfeeding by new mothers; to the Committee on Health, Education, Labor, and Pensions

#### PREGNANCY DISCRIMINATION ACT AMENDMENTS OF 2000

Ms. SNOWE. Mr. President, I rise today to introduce the Pregnancy Discrimination Act Amendments of 2000. This bill would clarify that the Pregnancy Discrimination Act protects breastfeeding under civil rights law, requiring that a woman cannot be fired or discriminated against in the workplace for expressing breast milk during her own lunch time or break time.

When Congress passed the Pregnancy Discrimination Act in 1978, I wonder if any of my colleagues considered the definition of "pregnancy, childbirth, and related medical conditions" delineated in this law would not include breastfeeding. But unfortunately, courts across the country have not interpreted the Pregnancy Discrimination Act to include breastfeeding.

According to the U.S. Department of Labor, women with infants and toddlers are the fastest growing segment of today's labor force. At least 50 percent of women who are employed when they become pregnant return to the labor force by the time their children are three months old. Although the Pregnancy Discrimination Act was enacted in 1978 and prohibits workplace discrimination on the basis of pregnancy, childbirth, or related medical conditions, courts have not interpreted the Act to include breastfeeding.

Some employers deny women the opportunity to express milk; some women

have been discharged for requesting to express milk during lunch and other regular breaks; some women have been harassed or discriminated against; some women have had their pay withheld or been taken off of shift work for saying that they wanted to pump milk.

On the other hand, many employers have seen positive results from facilitating lactation programs in the workplace, including low absenteeism, high productivity, improved company loyalty, high employee morale, and lower health care costs. Parental absenteeism due to infant illness is three times greater among the parents of formula-fed children than those that are breastfed. Worksite programs that aim to improve infant health may also bring about a reduction in parental absenteeism and health insurance costs.

There is no doubt as to the health benefit breastfeeding brings to both mothers and children. Breastmilk is easily digested and assimilated, and contains all the vitamins, minerals, and nutrients they require in their first five to six months of life. Furthermore, important antibodies, proteins, immune cells, and growth factors that can only be found in breast milk. Breastmilk is the first line of immunization defense and enhances the effectiveness of vaccines given to infants.

Research studies show that children who are not breastfed have higher rates of mortality, meningitis, some types of cancers, asthma and other respiratory illnesses, bacterial and viral infections, diarrhoeal diseases, ear infections, allergies, and obesity. Other research studies have shown that breastmilk and breastfeeding have protective effects against the development of a number of chronic diseases, including juvenile diabetes, lymphomas, Crohn's disease, celiac disease, some chronic liver diseases, and ulcerative colitis. A number of studies have shown that breastfed children have higher IQs at all ages.

Mr. President, this is a simple bill—it simply inserts the word "breastfeeding" in the Pregnancy Discrimination Act. It will change the law to read that employment discrimination "because of or on the basis of pregnancy, childbirth, breastfeeding, or related medication conditions" is not permitted.

I believe that it is absolutely critical to support mothers across the country—they are, of course, raising the very future of our country. And we should ensure that the Pregnancy Discrimination Act covers this basic fundamental part of mothering.

I urge my colleagues to join me in sponsoring this bill.

Mr. ROBB (for himself, Mr. L. CHAFEE, and Mr. MOYNIHAN):

S. 3024. A bill to amend title XVIII of the Social Security Act to provide for coverage of glaucoma detection services under part B of the Medicare program; to the Committee on Finance.