

Americans with disabilities into our workplaces. I was pleased to support President George W. Bush's New Freedom Initiative, which builds on the progress of the ADA by supporting new technologies that make communications easier, and thereby helping people with disabilities live full, active lives in their communities.

We in Georgia know that people with disabilities can realize their incredible potential and better our workplaces, our schools, and our society. For 6 years, we were represented in this body by Senator Max Cleland, a disabled Vietnam veteran.

No one knew the potential of Americans with disabilities better than Bobby Dodd, whom most Georgians would associate with Georgia Tech and his phenomenal years coaching, winning football teams. But after his retirement, he developed the Bobby Dodd Institute, which works to ensure that Atlantans with disabilities are given the opportunities to achieve economic self-sufficiency through employment.

Another name that comes to mind when we discuss heroes to Americans with disabilities is Tommy Nobis. Tommy was the first draft pick in the history of the Atlanta Falcons, taken No. 1 in the 1965 draft. A steady and reliable linebacker, Tommy was a five-time Pro-Bowler and NFL Rookie of the Year in 1966. Yet far more important than his football accomplishments are his accomplishments off the field. In 1975, he founded the Tommy Nobis Center to provide vocational training to persons with disabilities. Originally run out of a small, crowded trailer, the center now operates a \$2 million state-of-the-art center in Marietta, GA. The center enables individuals to enter or return to employment and to enjoy productive and independent lifestyles while contributing to the greater business community. Over their proud 25-year history, the center has assisted over 11,000 individuals with disabilities.

Again, I am pleased to cosponsor today's resolution and offer my sincerest congratulations to all of those who have worked to ensure better lives for Americans with disabilities.

#### HONORING ALAN CHARLES SADOSKI

Mr. LEAHY. Mr. President, I rise today in honor of Alan Charles Sadoski, a loving husband, father, and friend whose lasting memory is continually celebrated by everyone who knew and loved him.

Alan's life was filled with family, friends, excitement, and laughter. He was one of what quickly became seven brothers and sisters growing up in Salem, MA. Everyone who knew him will tell you that his siblings were not only his best friends but also his biggest fans. He graduated from high school in 1967 and went on to become a standout soccer player at Salem State College, while at the same time serving in the Massachusetts National Guard.

After odd jobs throughout the summers in and around Salem, Alan took a job working as a teller for the Essex Bank. Little did he know at the time, but that job changed Alan's life. Not only did Alan find a career, but he also fell in love with a fellow teller, Claire McGuire. The two married and began their life together, ultimately moving to Washington, DC where Claire pursued her legal career and Alan took a job with the National Bank of Washington. Everyone who knew Alan can remember him on his way to work, the banker in his three piece suit.

On December 29, 1981 Claire and Alan had a son named Nicholas Alan. Shortly thereafter the family moved into their first home where Alan's love of fatherhood blossomed. Alan converted the boxes from their new appliances into little homes for Nick and the two of them spent countless hours playing together. When Nick had trouble sleeping at night, Alan would drive him around the neighborhood until he fell asleep. He even brought Nick back to Salem for his first haircut at the barbershop just down the street from his own childhood home. Everyone could see how much Alan enjoyed being a father.

Although Alan fought hard, his spirit and courage in the face of adversity never showing the effects of his illness, he sadly succumbed to his battle with cancer on August 12, 1985. He was troubled by the idea of leaving his wife and son behind, but he knew they would be taken care of and supported by both his family and the legion of friends he made over the years. Each of them made a special promise to Alan that in their own way they would always make sure Claire and Nick were okay. It is now 20 years later and Alan's friends and family have never let the two of them down.

Over the years the people closest to Alan have kept his spirit alive by thinking about him often and sharing their memories of him with others. His friends remember his tolerant and understanding nature. They remember his love of camping and how much he had hoped to take his son and nephews out on a true wilderness adventure. They talk about his fabled flapjacks, and how everyone would watch the pancake impresario perform his tricks. They remember how much fun it was to be around Alan; how he was always at the center of the crowd, telling some of his famous stories, somehow making the gathering better just by being there. Even the pharmacists at the local drugstore, who saw Alan during some of the worst days of his illness, thought the world of him and even made a donation to the American Cancer Society in his honor. He truly touched everyone he met.

Since then the family has remained close and they talk about Alan often. He has nieces and nephews now that he never had a chance to meet, but they have heard all about "Uncle Al, the Kiddies' Pal." Alan would be happy to

know that the people who meant the most to him in his life still gather and share their memories of him after his death. He would love to know that Claire and Nick are the best of friends. He would love to know that Nick enjoys hearing stories about his dad, and perhaps more than anything else, loves to hear people say, "Your dad would be proud of you."

#### DISADVANTAGED BUSINESS ENTERPRISE PROGRAM

Mr. KENNEDY. Mr. President, the Department of Transportation's Disadvantaged Business Enterprise Program is vital to ensuring that businesses owned by women and minorities have an equal opportunity to compete for Federal highway construction contracts, and I commend the conferees for supporting this important program in this year's highway bill.

Since the program was created in 1982 and expanded to include women in 1987, the construction industry has changed significantly. Although we still have far to go to fully address the effects of discrimination in the industry, the program has opened many doors of opportunity for women and minorities in what was once a virtually all-male, all-white construction industry. The program deserves high marks in combating the effects of discrimination in highway construction. But on the extensive information available to us in considering its reauthorization, it is also clear that the program is still very much needed to achieve a level playing field for all qualified contractors, regardless of race or gender.

Since Congress first began examining this problem, it has been clear that the construction industry generally, and highway construction in particular, have been predominantly an insiders' business that often exclude women and minorities for discriminatory reasons. The persistence of this festering problem has denied opportunities for African American-, Asian American-, Latino-, Native American-, and women-owned firms in the industry.

Our extensive hearings and other information gathered over the years made clear that women and minorities historically have been excluded from both public and private construction contracting. When Congress last reviewed the program in 1998, there was strong evidence of discriminatory lending practices that deny women and minorities the capital necessary to compete on an equal footing. Much of that information is cited and described in three leading rulings by Federal courts of appeals—the Eighth Circuit's opinion in *Sherbrooke Turf, Inc. v. Minnesota Department of Transportation*, the Tenth Circuit's opinion in *Adarand Constructors v. Peña*, and the Ninth Circuit's opinion in *Western States Paving Company v. Washington State Department of Transportation*, all of which upheld the program as constitutional, and found that it is narrowly