brightly during these continuing days of conflict and grief.

David was known for his dedication to his family and his love of country. Today and always, David will be remembered by family members, friends and fellow Hoosiers as a true American hero, and we honor the sacrifice he made while dutifully serving his country.

As I search for words to do justice in honoring David's sacrifice, I am reminded of President Lincoln's remarks as he addressed the families of the fallen soldiers in Gettysburg:

> We cannot dedicate, we cannot consecrate, we cannot hallow this ground. The brave men, living and dead, who struggled here, have consecrated it, far above our poor power to add or detract. The world will little note nor long remember what we say here, but it can never forget what they did here.

This statement is just as true today as it was nearly 150 years ago, as I am certain that the impact of David's actions will live on far longer that any record of these words.

It is my sad duty to enter the name of David A Wilkey, Jr. in the RECORD of the U.S. Senate for his service to this country and for his profound commitment to freedom, democracy and peace. When I think about this just cause in which we are engaged, and the unfortunate pain that comes with the loss of our heroes, I hope that families like David's can find comfort in the words of the prophet Isaiah who said, ''He will swallow up death in victory; and the Lord God will wipe away tears from off all faces.''

May God grant strength and peace to those who mourn, and may God be with all of you, as I know He is with David.

WORLD DAY OF REMEMBRANCE

Mr. DODD. Mr. President, I am proud to add my voice in support of H. Con. Res. 86, a resolution supporting the goals and ideals of a world day of remembrance for road crash victims.

Each crash might seem to us, in its immediacy, like an isolated tragedy, but when we step back, we see that each has its part in a global crisis that is deepening year by year. The day of remembrance—set by the United Nations General Assembly for the third Sunday of November—is not just for the 40,000 people who die in road crashes each year in America. It is for the 1.2 million who die in crashes in every part of the world and for the staggering 20 to 50 million who are injured. In fact, the World Health Organization predicts that, by the year 2020, the death rate from crashes each year will surpass the death rate from AIDS.

True, many of these crashes are unique disasters, but that leaves many more whose causes are systemic and preventable. Unsafe roads, poor medical facilities, and inadequate driver education all contribute their share to the death toll. Unsurprisingly, the toll is highest, and rising, in middle- and low-income countries. Road safety, then, is an issue of economic justice.

On the world day of remembrance, we will recall all of the victims of road crashes; we keep their families in our thoughts, and we pray for the full recovery of those still living. But our compassion for individuals must not obscure the bigger picture. ''We have to change the way we think about crashes,'' said Diza Gonzaga, the mother of a car-crash victim in Brazil. ''The majority of people think that crashes are due to fate. We have to think of a crash as a preventable event.''

EMPLOYEE FREE CHOICE ACT

Mr. HARKIN. Mr. President, I have always supported organized labor, for a simple reason: When workers join together and act collectively, they can achieve economic gains that they would never be able to negotiate individually. History tells us this: Union members were on the front lines fighting for the 40-hour workweek, the minimum wage, employer-provided health insurance and pensions. Organized labor led the way in passing legislation to ensure fair and safe workplaces and in championing many other employee safety nets, including Social Security, Medicare, and the Family and Medical Leave Act.

Unfortunately, continued forward progress is not inevitable. We have seen this in recent years, as union membership has declined, wages have stagnated, the numbers of uninsured have risen, and private companies have been allowed to default on their pensions, threatening the retirement security of millions of Americans. It is clear to me that to rebuild economic security, we must first rebuild strong and vibrant unions. And to rebuild strong unions, we must first reduce unfair barriers to union organizing.

To rebuild the promise of health care and pension benefits, we must reduce unfair barriers to union organizing. A recent study by the Institute for America's Future confirms this. By comparing organizing campaigns in the United States and Canada, the study found that more worker-friendly certification rules increase union participation.

Of course, this is all just common sense. If you reduce the barriers to workers joining unions, more workers will join. But what does it mean? Well, as this study makes clear, by passing the Employee Free Choice Act, and by making it easier for workers to band together, more than 3.5 million Americans would be able to secure health coverage, and nearly 3 million more Americans would have access to employer-based pensions.

Middle class families in this country have an increasingly difficult time making ends meet. More than 47 million Americans lack health insurance—including 251,000 Iowans—and even those with coverage find that if often covers less and less. This should not be happening in America. When productivity rises, everyone should see their fair share of that gain, but in the past several years, increasing productivity has gone hand-in-hand with a growing wage gap. According to the nonpartisan Congressional Research Service:

> Adjusted for inflation, average worker pay rose 8 percent from 1995 to 2005; median CEO pay at the 350 largest firms rose about 150 percent over the same period.

In my home State of Iowa, real median household income fell by 3.4 percent between 1999 and 2005, dropping from $48,142 in 1999 to $46,500 in 2005.

By passing the Employee Free Choice Act, by giving workers a seat at the table, we can start to reverse this negative trend. Union participation in the workplace means everybody wins. When employees have a voice—not just to ask for better wages and benefits, but to make suggestions about how to do things better—employers benefit, too. Union employees take pride in their work and work to get more training. And they are happy to help find other efficiencies in the operation, because they get a share of the savings.

Unfortunately, scaremongers are trying to tell us that the Employee Free Choice Act takes away employee rights to a ''secret ballot.'' Nothing could be further from the truth. This bill does not establish a new election process; it merely requires employers to honor employee choice. Right now, the company gets to decide whether it will recognize a majority sign-up vote. Under the aptly named Employee Free Choice Act, the employees get to decide. If the workers want to use the National Labor Relations Board process, they are perfectly free to do so. But, as we know from hard experience, that process can be threatening and intimidating to many employees.

In addition to making it easier to form a union in the first place, the Employee Free Choice Act provides for arbitration for the first contract. I know from personal experience how simply stalling negotiations of a contract can bust a union and cause major economic hardship for people. My brother Frank was a proud UAW member for 23 years. He worked at the old Delavan manufacturing plant in Des Moines. In 23 years, he missed only 5 days of work—all of them because of blizzards. He made a good living. He was a dedicated employee. During those 23 years, there was never one strike or work stoppage. Delavan made good money.

But then Old Man Delavan decided to retire and sell the company. A group of investors bought it. And one of the new owners bragged that, ''If you want to see how to get rid of a union, come to Delavan, and we'll show you how.''

He made good on that boast. When the contract came up, the company put forward conditions that no union could agree to in good conscience. The owners refused to budge, and the UAW local had no choice but to go out on strike for the first time. When they did, the company brought in replacement workers. It was a long, bitter