

out the current fiscal storm. Why? Because they believe that the Mexican economy is fundamentally strong. A principle reason they hold that view is because NAFTA has ensured the continuity of fundamental market reforms that has made it possible for Americans to sell products and do business there. Were it not for NAFTA, the crisis in Mexico would be far deeper and far more protracted.

I commend Majority Leader BOB DOLE and Speaker NEWT GINGRICH for their willingness to act in a bipartisan fashion to assist the President in moving the original guarantee proposal through the Congress. Regrettably they were unable to garner the necessary bipartisan support required to pass the legislation in a timely fashion. I think that the President was right in the judgment that the Mexican economy could not withstand the battering of another several weeks of uncertainty over whether the United States assistance would be forthcoming.

Mr. President, we engage in vigorous debate in this body day in and day out. Debate is clearly an integral part of the legislative process. However, from time to time, an issue comes before the Congress that is so important and so sensitive that it mandates that partisan politics be set aside and that we come together in support of the President. I believe that the situation in Mexico is just such an issue.

Mexico and the United States have had a long and enduring friendship. We share a 2,000-mile common border. We share a common commitment to democracy, liberty, and human freedom. We are partners in a global economy that has inextricably linked our fates. For all of these reasons, United States' interests are served by helping Mexico at its moment of need. I call upon all my colleagues to get behind the President in support of this effort—it is in the interest of all Americans that this initiative succeed.

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#### NATIONAL SERVICE

Mr. SARBANES. Mr. President, I was proud to cast my vote for the National and Community Service Trust Act of 1993 when the conference report came before the Senate for final approval last September. This was important legislation intended to marshal the Nation's best resources—its citizens—to confront the many pressing problems facing communities across the country. The National Service Act, signed into law on September 21, 1993, has helped renew the ethic of civic responsibility and the spirit of community service throughout the United States while also providing critical assistance in meeting vital human, educational, environmental, and public safety needs.

In light of this, I am troubled by recent statements by the House Republican leadership expressing opposition to national service, describing it as gimmickry and coerced voluntarism. I would urge those who put forward

these views to look carefully at the new national service program's centerpiece, AmeriCorps, a national network of local youth service corps. Unlike previous volunteer-based programs, AmeriCorps is not one large Federal program, but a network of locally developed and locally managed service corps which will give thousands of young people the kind of opportunity earlier generations had to serve their country and improve their own lives as well as those of their neighbors.

I am proud that my own State of Maryland has been a leader in the area of national service. The tremendous number of volunteer organizations across the State deserve credit for the enormous difference that volunteers have made and continue to make in Maryland each and every day. Maryland has very deservedly been the recipient of a number of first round AmeriCorps grants. I was privileged to be with the President during the official kickoff of the AmeriCorps Program at Aberdeen Proving Ground last September, the first campus selected under the National Service Act as a cite for the National Civilian Community Corps [NCCC]. Using a converted barracks, the NCCC campus at Aberdeen houses 250 young adults who work in 10-member teams on projects throughout Maryland, the Northeast, and the Mid-Atlantic. The program emphasizes conservation of natural resources, public safety, and the educational and human needs of children and older Americans.

I was also privileged to meet earlier with members of Community Year in Montgomery County, Civic Works in Baltimore, and the Maryland Conservation Corps to discuss their critical efforts to rehabilitate housing for low-income families. More recently, my wife was able to visit an AmeriCorps site at Frostburg State University in western Maryland. The local program, named Appalachian Service Through Action and Resources or A STAR, provides many types of assistance in areas involving social service and the environment. Participants perform duties as varied as coordinating environmental projects at Deep Creek Lake, developing Victory Gardens in Garrett County, working with local Head Start programs in recruiting volunteers, providing independent living assistance enlarging area food pantries, and establishing youth literacy programs.

Mr. President, it is my view that national service, and those who participate in it represent the best of our Nation. AmeriCorps and other programs under the National Service Act of 1993 carry forward an idea rooted in the best traditions and values of America—the tradition of serving others, the value of taking personal responsibility for ourselves and our communities, and the belief that to whom much is given, much is expected. Through programs like AmeriCorps we are providing our Nation's young people with both an opportunity and an obligation. It asks

them to put something back into the community while also providing them an opportunity to develop skills which will serve them well throughout their lives.

As I have indicated through examples in my own State, the national service program is working. Nationwide, there are other examples—the executive director of the National Association of Police Organizations has called AmeriCorps a huge boost in the arm for law enforcement; officials of the Federal Emergency Management Agency say that participants in AmeriCorps have helped thousands of disaster victims pick up the pieces of their lives; Habitat for Humanity says they could not do their job without such individuals.

In my view, Mr. President, those who have answered the call to service by participating in AmeriCorps and other national service opportunities are taking part in the oldest and best of America's traditions—a spirit of service. I would ask those who have criticized legislation which has furthered national service to look again at the important efforts underway which serve to produce stronger families and stronger communities, and to join me in commending those who are taking part in this important renewal of service to our Nation.

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#### THE RETIREMENT OF RICHARD COLLINS

Mr. INOUYE. Mr. President, on January 31, Richard Collins of the staff of the Senate Appropriations Committee retired. Mr. Collins has served the committee and the Senate for the past 20 years. It has been my pleasure to have worked closely with Richard throughout that period. Richard served as the clerk and staff director of the two subcommittees I had the fortune to chair in the 1980's and 1990's, Foreign Operations and Defense.

In each of these positions Richard has served me and the Senate professionally and faithfully. I will miss his knowledge and counsel in the days and years ahead. I can take some solace knowing that Richard plans to remain in the Washington, DC, area. And, I know we shall call upon him often to provide the type of guidance that we have counted upon for the past 20 years.

Last Thursday night, the friends of Richard Collins gathered to wish him a farewell and happy retirement. On that occasion, Richard spoke eloquently about his career in the Senate, his many and varied experiences, and what it meant to him to be a staff member for this body. He spoke of his affection and reverence for the institution, the relationship between Members and their staff and the importance of staff in the operation of the Senate. I know that many of my colleagues were in attendance that evening and had the good fortune to hear this gentleman's farewell remarks, but I believe the

words and thoughts should be shared with all my colleagues. Therefore, today I have risen to place Mr. Collins' address in the RECORD.

Mr. President, there are some 5,000 congressional staff members serving the House and Senate. They are bright, hard working, and virtuous. Richard Collins has been one of the finest for many years. The Senate will miss him.

I ask unanimous consent that the text of Richard Collins' address be included in the RECORD.

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

FAREWELL MY FRIENDS

My friends, I am pleased and honored that all of you have come here to share in this celebration, this farewell. As you may well understand, in the twilight of my career in the Senate, I am tempted to delay the end of the day, to speak at length and to try to reach each of you with a shared memory, a common experience, a touch of friendship.

I will not do that now; it does not seem necessary. The memories will linger, and try to as we might, our experiences can never be relived as fully as we would wish (but we have had them); and, in any event, you know, already, that you are my friends. I will take but a brief moment, then, to burnish those memories and to express my deep appreciation to you and to those with whom and for whom I have worked.

First, I will say that I yield to no one in my love and respect for the institution that I have tried to serve for the past two decades. In my time here I have learned that the Senate—the Congress—is, indeed, a reflection of the American people. Now and then there may be a whiff of scandal, of human frailty, but I think of greater importance and of more lasting significance is the courage and heroism of those who rise every day and strive to do what is right for America and her people. I, and you, each of you, have been privileged to be a part of that. For this, we should be eternally grateful.

This is no easy task, this coping with daily life. Chekhov said, "Any idiot can face a crisis—it's this day-to-day living that wears you out." He may have had something there.

It's true, as I have contemplated my retirement and the onset of a new career, I have asked myself, do you have the energy and resolve to start again?

Ubetcha!

I find myself remembering the advice of the American philosopher and baseball player, Leroy Robert Paige. Among the sayings of the great "Satchel" Paige perhaps the best known is, "Don't look back. Something might be gaining on you." My favorite, however, is his dismissal of those who put too much weight of the chronology of age. He said, "How old would you be, if your didn't know how old that you was?"

I am not worn out nor weary; I know that I will age, but I am not going to grow old. I look forward to new challenges and I will seek new ways to serve. I intend to set sail again.

I am deeply, profoundly, honored to have known and worked with Senator Inouye, Senator Hatfield, Senator Stevens, and Senator Byrd—all my chairmen, all my leaders, all my mentors, and friends.

There are many others, some of whom are still in the Senate and some of whom are gone. I remember them all. John Stennis, Lawton Chiles, Jake Garn, Tom Eagleton, Malcolm Wallop—so many more who are no longer in the Senate. Barbara Mikulski, Chris Dodd, Joe Lieberman, Don Nickles,

Pete Dominici, Judge Heflin, and many others who still serve.

I have so many special memories—few have listened to the hopes of Peace Corps volunteers in the distant reaches of Africa as they spoke of bringing water for the first time to humble villages; few have met and wept for the children in refugee camps on the Cambodian border; few have stood with Senators Inouye and Stevens and Nunn and Warner in the desert of Saudi Arabia and listened to the proud declarations of our soldiers who accepted and fulfilled America's responsibility in the world—few have been shot down in a helicopter over Central America with Bennett Johnston and lived to hear him tell the tale—both harrowing experiences, I assure you.

I have done these things. I have seen much. I have spent the night in palaces and in truck stops. I have slept under the sea and on the desert. I have been with kings and vagabonds.

In my career, I traveled widely and learned a great deal—how precious our democracy is, how much we are linked with the world, how freedom and justice and human rights are indivisible. John Donne was right when he wrote, "No man is an island \* \* \* any man's death diminishes me, because I am involved in mankind." I believe my experiences, my travel to foreign lands and in strange cultures, seasoned my academic learning and enabled me to bring prudent judgment to my work in the Senate. I believe the same is true for Senators. Foreign travel, exposure to other cultures and other governments should not be ridiculed; it ought to be required of those who would seek to make America's way in the world.

Over the years, I learned from the humility and courage of others. I remember the resolve of Robert Byrd when he quoted, not Shakespeare, not a history of the English people, but William Ernest Henley's poem "Invictus."

In the fell clutch of circumstance

I have not winced nor cried aloud.

Under the bludgeoning of chance

My head is bloody, but unbowed.

Chairman Byrd read that poem on the floor the day after the Democrats lost control of the Senate in 1980. He inspired us to carry on.

I remember the grace and charity of Chairman Hatfield, when he called all of the appropriations staff together after that election and thanked us—winners and losers—for the work we had done and would still do. We felt like soldiers at Gettysburg listening to Lincoln as he praised the sacrifices of men on both sides of that terrible battle.

Throughout these 20 years and more, throughout it all, my liege, foremost among those I have sought to serve, has been Dan Inouye of Hawaii. He is a man of great courage and integrity; a man who has suffered much, achieved much, and has heard both the thunder of applause and the whisper of unfair and unjust accusation—and he is a man who has always risen to renew his service to his country, to the Senate, and to the people of Hawaii.

Some of you know of my recent match with prostate cancer—it's OK now, all is well. But, let me say that the example of Dan Inouye, this man of strength and courage was the compass by which I guided my behavior as I went through that difficult passage. No honor has ever meant as much to me as hearing him call me friend.

Well now, Senator Inouye once told me about the zori mochi. He said, in ancient Japan, when the Emperor went out for an evening, among his retinue was one man who sounded a gong to alert others that the Emperor was coming. Another carried a lantern

to light the way. The lowliest of all was the zori mochi whose responsibility—when the Emperor removed his sandals to enter a household—was to clutch them to his breast to keep them warm for the Emperor's return. His sole object in life was the comfort of the Emperor. The story was not lost on me.

Another man, from whom I also learned a great deal, expressed this concept a little more directly. Bill Jordan once told me, "Collins I brought you here to hold the ladder steady while I climb to success; if I ever catch you with your foot on the bottom rung \* \* \*" Well, I don't think he meant it that strongly, but as someone once remarked, the difference between Bill and Richard is that sometimes when he's kidding, Richard's kidding.

Many, many others have taught me along the way:

Senator Stevens: "There is no education in the second kick of a mule."

Senator Chiles: (Explaining why, during a late night session, he supported a favored colleague on what I regarded as a dumb amendment) "Richard, sometimes you have to bet on the jockeys and not the horses."

And then there is another wise man, who shall remain anonymous, who once told me: "It is easier to get forgiveness, than it is to get permission." (Libby and Julia, you can forget that.)

I carried these expressions and others with me throughout my Senate career as though they were amulets in a medicine bag to be pulled out as needed and rubbed for luck or to ward off evil. I've used them with many of you, sometimes—often—not giving credit to those who originated them.

Now, I have spoken about the legendary zori mochi and about service to Senators and the Senate and believe me I do trust in and have followed that ethic. My colleagues and I adhere to the ethic that service to Senators and to the Senate is our purpose in being here. We are proud to be on the staff of the United States Senate.

Pat Leahy is fond of saying that Senators are merely a constitutional impediment to the full authority of staff. I know he's kidding. I am certain he would agree that staff are important. I think they are essential to the operation of the Senate.

It happens that some people attribute all success, all good works to Senators alone. I do not fully agree. Perhaps the best way to explain my view is to recall a story my grandfather—a swamp Yankee farmer from Connecticut—once told me. His name was Everett Thompson. One day he was out in one of his fields, tilling the soil. The rock walls which surrounded the land which had been cleared of trees and stone gave testimony to the hard work he had put into the farm. On this day, a circuit preacher came riding up, saw my grandfather and said, "Why Mister Thompson, this is a wonderful farm which the Lord and you have made." My grandfather took out his large red farmer's handkerchief, wiped his brow, and said, "Maybe so, but you should have seen it when the Lord had it by himself."

I do think staff is important. I think the sacrifices which we ask of the young who come to work here places a great responsibility on us, Senators and senior staff alike, to ensure that their dedication to the principles of democracy and representative government is nourished and strengthened. There will be partisan battles, to be sure. But we must also remind them, by our example and by our counsel, of the greatness of this institution.

That greatness, I fear, is sometimes lost in the thickets of procedure. Reconciliation has in recent years come to denote that onerous process by which the faulty spending estimates of the budget committees are matched to the faulty revenue estimates of the CBO.

To me, another kind of reconciliation has always been the wonder of this place. How to effect peaceful social change? How to reconcile the views of a Paul Wellstone with those of a John McCain, giving each a fair hearing and then moving to decide what is best for democracy, best for America. That is the Senate I revere.

It is of surpassing importance that the Senate recruit, reward, and recognize its staff. We must have the best; we must pay them competitive wages; we must acknowledge their contribution to the legislative process.

All of this talk about limited terms—if they are enacted, power will flow to the staff as the source of memory and knowledge; if staff is cut too far; special interest groups will become the source of information and power. We can and should reduce staff; but we must be careful; they have become a key part of the process.

I am not too worried about all of this. Staff has been a part of Government for thousands of years. I know, because just the other day I read in the Bible, "And Joseph leaned on his staff, and he died."

My friends, I have gone on too long. I could have spared you all of this by reading a few lines of poetry. I have found poetry—the distillation of human emotion and experience—to be a great source of comfort, insight, and inspiration over the years. The poem which best sums up who I am—at this stage in my life—is Tennyson's "Ulysses." I will leave you with a few fragments from this great work.

Much have I seen and known; cities of men  
And manners, climates, councils,  
governments \* \* \*

I am a part of all that I have met;  
Yet all experience is an arch wherethrough  
Gleams that untravelled world, whose margin  
fades

For ever and for ever when I move.  
How dull it is to pause, to make an end,  
To rust unburnished, not to shine in use!  
Some work of noble note, may yet be done  
Tis not too late to seek a newer world  
Though much is taken, much abides; and  
though

We are not now that strength which in old  
days  
Moved earth and heaven; that which we are,  
we are;

One equal temper of heroic hearts,  
Made weak by time and fate, but strong in  
will

To strive, to seek, to find, and not to yield.

Thank you my friends. Thank you for your friendship, your counsel, your encouragement. Thank you for your work, which made mine worthy.

#### THE RETIREMENT OF PHILIP A. HOLMAN, DIRECTOR OF THE DIVISION OF POLICY AND ANALYSIS IN THE OFFICE OF REFUGEE RESETTLEMENT

Mr. SIMPSON. Mr. President, I rise today to recognize a most distinguished public servant who is retiring this month after nearly 33 years of Federal service. Phil Holman, the Director of the Division of Policy and Analysis in the Office of Refugee Resettlement is a man that I and my fine staff on the Immigration Subcommittee have worked with for many years.

Phil Holman joined the Cuban Refugees Program in 1962, shortly after it

was established by President Kennedy. He spent virtually his entire Federal career in the refugee resettlement program: from the early 1960's Cuban refugee flow beginnings to the 1975 Indo-Chinese Refugee Assistance Program to the current domestic program established under the Refugee Act of 1980. Phil Holman's career has certainly come full circle as we struggle today with the current Cuban migration crisis.

Millions of refugees admitted to the United States in the past 33 years have had their new lives touched in some way by Phil Holman's work. His decades of service are deeply appreciated, and I would urge my colleagues to join me in expressing our gratitude for a fine job well done.

#### FATHER WILLIAM CUNNINGHAM AND FOCUS: HOPE

Mr. ABRAHAM. Mr. President, recently the Committee on Labor and Human Resources, on which I serve, held 3 days of hearings on reforming the Federal Government's system of job training programs.

Over the course of the hearings, the committee heard testimony from a wide array of interested parties: Clients of training programs; experts from academia and think tanks; businessmen, organized labor, and the General Accounting Office. Wisconsin Gov. Tommy Thompson appeared and testified about the laboratory the various States provide, where some of the most innovative reform ideas are already at work. In addition, Secretary of Labor Robert Reich and OMB Director Alice Rivlin presented the administration's perspective on what shape reform of the system should take.

However, this Senator thought the most interesting testimony came from the last panel to appear on the hearing's final day. Chairman KASSEBAUM wished to supplement the testimony of the usual array of witnesses with perhaps less conventional viewpoints. She selected individuals from around the country who have personally been involved in starting and administering innovative, community-based training and education programs. One of the individuals she invited to participate was Father Bill Cunningham, the executive director of the Focus: Hope Program in Detroit, MI.

Focus: Hope and Father Cunningham are certainly not strangers to the Labor Committee. Just last September, Father Cunningham appeared before the Labor Committee to testify about the Focus: Hope Program and its work in educating and training people. It is a testament to his dedication and success that Father Cunningham would be invited to testify by both Democrats and Republicans when each had control of the Labor Committee.

Mr. President, Focus: Hope is often described as unorthodox in its methodology. It is certainly unorthodox in one respect: Unlike the vast majority of

Federal job training programs, Focus: Hope actually works. It produces real and lasting results; of course, that might seem unorthodox in this town, which sometimes appears immune to outrage over wasted tax dollars and obsolete or ineffectual social programs.

Let me offer a glimpse of the mindset which makes "Focus: Hope so unique and—I believe—so successful. An article appearing in the March 1994 issue of "Ward's Auto World" noted that father Cunningham saw Focus: Hope's mission this way:

Focus: Hope remains at its core a civil rights organization, but [father Cunningham] cites [their] machinist training effort as simply a new approach. Father Cunningham says of 200 machine shops that hired graduates from the [Focus: Hope] machinists institute, all except two were hiring their first African-American or woman. We could have been suing them, he shrugs.

Mr. President, while some groups are obsessed with talking about expanding opportunities, Father Cunningham's approach is a breath of fresh air. He believes the best method for truly empowering people is to educate them, teach them a marketable skill, develop in them responsibility, motivation, and maturity—not simply to file a lawsuit on their behalf.

For the benefit of any of my colleagues who are not familiar with father Cunningham's work, let me offer a few quotes from his testimony:

I would emphasize advanced job skills representing new technologies, future technologies. In that vein, I would require that defense and commerce play a larger role in establishing national skills priorities \* \* \* We must understand and balance the difference between providing jobs for the people—and everybody's hearts ought to be in that—and keep attention on providing capable and skilled persons for job demands. That is an entirely different picture.

The industry was changing so rapidly that the machinist of 1981 was completely inadequate for the machine tools of 1988, the computer and numerically controlled machines. \* \* \* In 1993, the state of the art is already catapulting so rapidly in technology that—well, I will just give you one figure. A lathe in 1981 with 3,000 RPM is replaced by Ingersol, by a machining center, with 60,000 RPM.

The universities are still dealing with the engineering code of 1970. So what we are doing is very expensively putting all these kids through college, getting them engineering degrees, and then when they go to work for Ford Motor Co., they have to spend another 6 years training them.

Finally, let me highlight one observation that was agreed to by everyone on Father Cunningham's panel. Chairman KASSEBAUM inquired about the efficacy of requiring people to obtain employment first before receiving a voucher for further job training. It was noted that often the most effective training and education programs are those in which people both work and go to school either for education or to learn a particular skill. On that point, Father Cunningham offered his insight based on his work at Focus: Hope:

I am in total agreement with my colleagues up here. The masters program we