

time not worked, including vacations, holidays, and other excused absences;

(B) all benefits received by the employees, including previous bonuses, insurance, and pensions; and

(C) the continuity and stability of employment.

(7) The public welfare.

(b) COMPACT AGENCY'S FUNDING ABILITY.—An arbitrator rendering an arbitration award involving the employees of an interstate compact agency operating in the national capital area may not, with respect to a collective bargaining agreement governing conditions of employment, provide for salaries and other benefits that exceed the interstate compact agency's funding ability.

(c) REQUIREMENTS FOR FINAL AWARD.—In resolving a dispute submitted to arbitration involving the employees of an interstate compact agency operating in the national capital area, the arbitrator shall issue a written award that demonstrates that all the factors set forth in subsections (a) and (b) have been considered and applied. An award may grant an increase in pay rates or benefits (including insurance and pension benefits), or reduce hours of work, only if the arbitrator concludes that any costs to the agency do not adversely affect the public welfare. The arbitrator's conclusion regarding the public welfare must be supported by substantial evidence.

SEC. 5. PROCEDURES FOR ENFORCEMENT OF AWARDS.

(a) MODIFICATIONS AND FINALITY OF AWARD.—In the case of an arbitration award to which section 4 applies, the interstate compact agency and the employees in the bargaining unit, through their representative, may agree in writing upon any modifications to the award within 10 days after the award is received by the parties. After the end of that 10-day period, the award, with any such modifications, shall become binding upon the interstate compact agency, the employees in the bargaining unit, and the employees' representative.

(b) IMPLEMENTATION.—Each party to an award that becomes binding under subsection (a) shall take all actions necessary to implement the award.

(c) JUDICIAL REVIEW.—Within 60 days after an award becomes binding under subsection (a), the interstate compact agency or the exclusive representative of the employees concerned may file a civil action in a court which has jurisdiction over the interstate compact agency for review of the award. The court shall review the award on the record, and shall vacate the award or any part of the award, after notice and a hearing, if—

(1) the award is in violation of applicable law;

(2) the arbitrator exceeded the arbitrator's powers;

(3) the decision by the arbitrator is arbitrary or capricious;

(4) the arbitrator conducted the hearing contrary to the provisions of this Act or other statutes or rules that apply to the arbitration so as to substantially prejudice the rights of a party;

(5) there was partiality or misconduct by the arbitrator prejudicing the rights of a party;

(6) the award was procured by corruption, fraud, or bias on the part of the arbitrator; or

(7) the arbitrator did not comply with the provisions of section 4.

HONORING THE CESAR CHAVEZ WRITING CONTEST AWARD WINNERS OF THE EAST SIDE UNION HIGH SCHOOL DISTRICT

HON. ZOE LOFGREN

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 6, 1995

Ms. LOFGREN. Mr. Speaker, I rise today to recognize the remaining winners of the first annual Cesar Chavez writing contest held by the East Side Union High School District in San Jose, CA. I had the great privilege of attending the award ceremony honoring the student winners on March 31, 1995, and would like to continue sharing the essays and poems written by the student award winners with my colleagues.

On April 4, 1994 I began by sharing the essays and poems of the grand prize winners and three of the first place winners. Yesterday, I shared the five remaining first prize entries, and the first three of eight second place winning entries. Today, I will share the remaining five essays and poems of the second place winners.

The second prize winning essays and poems of Marie Aloy of Mount Pleasant High School, Mark Papellero of W.C. Overfelt High School, Raymond Ramirez of Piedmont Hills High School, Ester Martinez Estrada of Santa Teresa High School, and Anthonette Pena of Silver Creek High School follow:

UNTITLED

(By Marie Aloy, Mount Pleasant High School)

It was all very irrelevant to me. I'm not a farmer. I didn't live during the Great Depression or the years following. I don't grow fruit or pick it for that matter, and I'm not even of Hispanic descent. The dates and strikes and marches are just another group of history facts that I am asked to know and memorize for one reason or another. So far my life and the life and accomplishments of Cesar Chavez have no relation or commonality to bind him to my memory . . . except for one thing.

Something that I value greatly, that earns my genuine respect and admiration, I found hidden in a comment made about the great and greatly known Cesar Chavez. Actually it was his nephew Rudy Chavez Medina who inadvertently helped me find my way to relate to Cesar Chavez. Rudy came and spoke to us a few days ago about his famous uncle and mentioned offhandedly that his uncle Cesar was never afraid to ask for help. He was not the type to put himself on a pedestal for everyone to worship. When a goal was achieved he didn't credit it to his magnificent leadership. He praised everyone involved, and humbly made himself equal to every individual in the crowd. In a position of such great power I am amazed and in awe that this man could remain so wonderfully humble.

The "equality" of the man staggered me. He had opportunities, as all celebrated leaders do, to leap from poverty into a more comfortable life. But I'm sure he knew that that separation between his life and the lives of the farmers and laborers he inspired would lessen his effectiveness as a leader. So he sacrificed his own comfort for the welfare of the organization, for the thousands who needed his guidance.

They say he is comparable to Gandhi and took his passive resistance techniques from Martin Luther King, Jr. as well. He never put peoples' lives in danger. He wanted only a better world and envisioned achieving that

new existence in a peaceful manner. No riots or destruction, only marches and calm demonstrations. Usually human nature turns people to the dark side of things. It is uplifting to learn about someone who wanted only to help and made sure that he didn't hurt anyone in the process.

No facts or figures, just feelings. That is what binds us together and that is what creates a bond in my mind and heart. I never really knew who he was, and the bits and pieces I had grasped had little to do with my life. Now I know who he was and what he did. I know that he was humble to the core and self-sacrificing in all that he did and a truly great man.

THE LIVES OF WORKERS

(By Mark Papellero, W.C. Overfelt High School)

4:00 am
Wake up! Time for work!
Here's a piece of bread and tiny glass of powder milk.
Now go or you'll be late!

5:00 am
Plow. Have to work hard.
Plow. Need to support the family.
Plow. Need to survive.
Plow. Simple.

6:00 am
The sun rises.
Plow. Plant. Need clean water.
Plow. Plant. Pesticides in my lungs.
Plow. Plant. Tired.

7:00 am
The sun grows warm.
Plow. Plant. Lift. Need to rest.
Plow. Plant. Lift. Pesticide grows strong.
Plow. Plant. Lift. Sweat.

8:00 am
The sun is warmer.
The grower comes.
He demands. He orders. He pushes.
He is mad. He gets his way.

9:00 am
The sun gets hot.
Plow. Plant. Lift. Carry. The work is too much.
Plow. Plant. Lift. Carry. I am the pesticide.
Plow. Plant. Lift. Carry. The condition needs to change.
Plow. Plant. Lift. Carry. Sweat and Ache.
This treatment has to stop. We have to overcome.
Plow. Plant. Lift. Carry. Six more hours left.

CHAVEZ Y LA CAUSA

(By Raymond Ramirez, Piedmont Hills High School)

Just a man
No more, No less
Victim of intolerance
Who just wanted the best
For his people
The workers of the field
With words of compensation
For the crops that they yield
La Causa or The Cause
A movement without fear
It was forged by its people
And it streamed like a tear
They said it was impossible
Pero si se puede hacer
With hearts filled with determination
Y amor para la mujer
He carried on for years
Giving only of himself
He did it all for love
And cared nothing for wealth
His presents was mighty
His movements was strong
And although he is gone
His glory lives on!

A HERO TO THE MEXICAN COMMUNITY

(By Ester Martinez Estrada, Santa Teresa High School)

No words I can write can describe how Cesar Estrada Chavez dedicated his heart and soul to love and justice as we all know.

He was a leader that influenced strongly on rights.

A man that went out there and suffered with others day and night.

Cesar Chavez supported nonviolent actions on their part. For he declared, "truest act of courage, the strongest act of manliness, is to sacrifice ourselves for others in a totally nonviolent struggle for justice," and this came from his heart.

Farmworkers gathered in his demonstrations and his strikes to unite the true Mexican pride.

A pride no Mexican individual can hide.

They came together for the security of justice in peace.

They came together with strength to see their work environment rights be released.

They came together to rise out of the fields and stand up and never sit 'till they were treated with respect and good pay.

They came together to revise their situation and at least get minimum wage.

Cesar Chavez joined hands with his line of Mexican blood without fear.

Cesar Chavez led the Mexican community hoping their aim and dream was near.

For they all knew that they had to start today for the sake of the future's eye.

Together and always together they had to rise.

Together they all struggled and prayed.

Together they knew justice would serve one day.

Cesar Chavez and his fellow farmworkers came out of nowhere and bewildered all on their way to their destination.

Without the help of Cesar Chavez, injustice would have gone on for generations.

Cesar died peacefully in his sleep and is now up in heaven.

He symbolized the brown pride and that strength of respectable love.

Now is the time Mexicans can stand proud and say, "My bond is Cesar Estrada Chavez and no one can ask why."

CESAR CHAVEZ

(By Anthonette Peña, Silver Creek High School)

As a young boy, Cesar Estrada Chavez experienced the hardships of being the son of a migrant farm worker. As his family worked in the crops, they learned hoe to survive in the harsh conditions such as lack of shelter, money, and even food. Racism was also an issue that affected his life. Although his family were third generation Americans, because his ancestors are Mexicans, he was classified as a second-class citizen.

After working with the Community Service Organization from 1952 until 1962, he then moved on to found the National Farm Worker's Association. Under the NFWA, he organized nationwide boycotts of grapes, wine, and lettuce in an attempt to pressure California growers to sign a contract which would increase the farm worker's pay and provide them with a minimum amount of safety, Cesar Chavez became a symbol of hope for the people.

In particular, youth can look up to Cesar Chavez as a role model because it is at this point in our lives that we want to take an active role in mending society's flaws and begin to stand up for what we believe it. However, many of us are unsure of the role we should play and how far we are willing to go to stand by our decisions. As children, we had the vision of making a difference and had dreams of leading a successful life. At

this age, reality begins to take its toll and we realize that if we really want to make a difference and lead a successful life there are things which we must do to accomplish these goals. Like Cesar Chavez, we must be willing to put ourselves on the line and uphold our principles and defend our sense of morality.

Cesar Chavez was a man who was not only determined, but courageous as well. "The only way is to keep struggling," he says. "Fighting for social justice is one of the most profound ways in which a man can say yea to man's dignity, and that really means sacrifice. There is no way on this earth in which you can say yes to a man's dignity and know that you're going to be spared some sacrifice."

PERSONAL RESPONSIBILITY ACT
OF 1995

SPEECH OF

HON. STEPHEN HORN

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, March 24, 1995

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 4) to restore the American family, reduce illegitimacy, control welfare spending, and reduce welfare dependence:

Mr. HORN. Mr. Chairman, all parties to this debate acknowledge that our current welfare system is flawed to the point of indefensibility. It is a program that, despite the initial good intentions of its founders, has spun out of control to the point where it now generally keeps too many people who are economically poor, and ensures that their children will likely end up economically poor as well.

We have a welfare system that rewards not working, instead of working. We have a system which, if not directly encouraging out-of-wedlock births, is certainly guilty of providing the oxygen needed to spark illegitimacy into a full-fledged fire. We have a welfare system which has led to the dissolution of the family, which has pushed the father out of his duty and responsibility to provide for his children, and then heaped sin upon error by ensuring that critical child support payments are not collected. We have a welfare system which perpetuates a degrading and intergenerational economic dependency. We have a welfare system which has forgotten the need for personal responsibility and undercut the American ethic of rewarding those who struggle to better themselves. Instead, we provide sustenance to those who are content to do nothing to improve their own condition. That must change. That will change. H.R. 4, The Personal Responsibility Act, is designed to do just that.

Nothing like our discussion over how to reform our failed welfare system reveals the ideological chasm which exists in this House. Those opposed to the Republican-led welfare reform effort have leveled accusations that this bill goes too far, that it is too extreme, that it is mean-spirited, that it attacks children, that it makes cuts in welfare spending to make room for tax cuts for the rich. Such attacks are to be expected, wrong as they may be. They come from those whose compassion is so misguided that they are willing to perpetuate failure in face of the fear that the changes we propose may place at risk those who already live in poverty. Thus, we hear claims of acceptance

of the need for change without a commitment do anything to reform our truly warped system.

We hear claims of the need for more funding, without a commensurate willingness to attack the social pathologies which underlie and are reinforced by our welfare system. Yes, we need to preserve our sense of compassion, our commitment to help those who are temporarily unable to help themselves. But compassion must come with common sense. It must be coupled with a sense of vision and recognition of the need for change. Defending what has not worked is not acceptable public policy. We must conclude that spending dollars is not the same as creating solutions. A handout does not help. It perpetuates the dependency of the person seeking help. And that cannot be construed as doing someone a favor.

The campaign to paint Republicans as pillagers of the school lunch program is egregious in its deliberate falseness and intent to mislead. Of course, the opponents of this bill fail to mention that spending on the WIC Program and the school nutrition program will be increased every year for the next 5 years. The school lunch program will rise 4½% each year. These opponents fail to accept that, at some point, simply throwing more money at a problem does not work. However, on a range of issues, reasonable people may differ. The democratic process we have in this House is designed to ensure that those differences are explored and debated, and then voted upon.

What makes this an important bill is that it forthrightly addresses the two major issues in the welfare debate: work and illegitimacy. This bill ends the entitlement now current enshrined in law that mandates cash payments even to those who refuse to work. In its place, tough work requirements are enacted. By the year 2003, 50 percent of the one-parent families caseload will be required to be working. By 1998, 90 percent of two-parent family welfare recipients must be working. All welfare recipients must be working after 5 years, and the States have the option of making that 2 years if they so choose. Contrast this to the current system, in which 65 percent of the 5 million families on welfare will be on welfare for 8 years or more, where the average length of stay for people on welfare at any given time is 13 years. Those statistics are unacceptable. Time limits and the teaching of skills so one can become self-sufficient are an integral part of ensuring that welfare dependency comes to an end.

On the issues of illegitimacy, this bill is equally clear-headed. Mothers under the age of 18—commonly known as teenagers—who have a child out of wedlock will be ineligible for Federal assistance. Thus, we end the perverse rewarding of children having children. Likewise, we prohibit the payment of additional benefits for children born to families already on welfare. The taxpayer has no responsibility to provide additional levels of financial support to those who cannot support themselves before they choose to bring another life into the world. Finally, no cash payments will be allowed for mothers who refuse to help establish the paternity of their child.

Certainly, there will be instances when the result of these changes will seem punitive, but this step must be taken if we are to put an end to children bringing into the world other children for whom they do not have the wherewithal to care. Today, this new family is left unable to cope for itself and is caught in a