

been about the only work and family issue in the workplace that has happened, I think we must look at this report, realize how urgent it is to address work and family issues, and move on. This report really clears away a lot of the misstatements and the misinformation that circled around this issue. Let us get on with it and let us help America's families in the workplace.

#### COURTS HAVE MISAPPLIED ICWA

(Ms. PRYCE asked and was given permission to address the House for 1 minute and to revise and extend her remarks.)

Ms. PRYCE. Mr. Speaker, the Indian Child Welfare Act was intended to protect Indian children from being removed from their families and their heritage, as well it should. But, unfortunately and tragically, this well-intentioned legislation has been misapplied due to a lack of definition as to its scope and its application.

Last year the Minnesota Supreme Court heard a case that involved 3 little sisters who had lived in 18 different, yes, 18 different foster homes. But their tribe argued that permanency was a, quote, Eurocentric value, and could not be imposed on the tribe or the Indian children, and the court agreed.

Although the children exhibited many emotional problems, the court found that the tribe could still deny their adoption by non-Indian parents who wanted to provide the permanency and security of family life that children so desperately need. The court ordered them returned to yet another foster home.

Mr. Speaker, child welfare must put the welfare of children first. Study after study shows that above all children need permanency and security. The Indian Child Welfare Act, as it is being applied today, does not do that.

I urge my colleagues to join me in helping put the needs of children at the top of our public policy debate. All children deserve a loving, nurturing and permanent home no matter what their race, creed, color or religion. Support the adoption legislation next week.

#### SPECIAL ORDERS

The SPEAKER pro tempore. Under the Speaker's announced policy of May 12, 1995, and under a previous order of the House, the following Members will be recognized for 5 minutes each.

#### RESPONSIBLE CORPORATE CITIZENSHIP AND MITSUBISHI

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Colorado [Mrs. SCHROEDER] is recognized for 5 minutes.

Mrs. SCHROEDER. Mr. Speaker, I am here to talk about a press conference that I had with many fellow Congresswomen yesterday. It was not a

happy topic. We were talking about the need for responsible corporate citizenship in this country and the problem with the impending case on the Mitsubishi factory in Normal, IL.

Many people have read about this case, and the last thing the Congresswomen meant to do was try the facts of the case. That is for the court and for the EEOC. But where responsible citizenship comes in is understanding what your role is when an American has come forward and filed this type of action, and that seems to be where the corporation has totally fallen down.

Of course the corporation can spend all the money it wants defending itself in the forums, and it is going to be considered innocent until proven guilty. But what the corporation has done instead is an all-out classic retaliatory action like I have never seen.

Let me just document some of the things that we are so concerned about. We have seen the company asking women for their medical records and women for their credit records that filed these suits. These women have received death threats on the job and they have received rape threats on the job, and yet the company refuses to protect them. They have watched the perpetrators or the alleged perpetrators be promoted to supervise them.

There is a real message for us. The clear message is these rights are not going to be able to be accommodated if that kind of environment continues on.

Furthermore, the company has given some very, very strong speeches talking about how if these things come to be, there may no longer be any jobs, the company may be closed down, all sorts of things. That type of thing is also group retaliation, because it creates a whole atmosphere of panic, an atmosphere where suddenly employees come running to the company saying, "What can we do? What can we do?" and the company says, "Oh, well, you can go to Chicago, organize great things against the EEOC, lobby outside there," and the company pays for the bus. It is a free day off. They provide the lunches, they provide free phone calls, hand them Members of Congress' phone numbers and say, "Here, phone them and go on."

Rather than deal with this as a legal case, which the company has the right to do, and hopefully they are doing that part. But they are also spending a whole lot of resources trying to make this a political case, trying to say that they are going to go out there and take on the entire Federal Government, and anybody who stands up for this case or thinks that they are going to file some kind of an action or thinks they have any employee rights, guess what, they will be destroying the plant and destroying the community because of this, and so forth.

That is not to be tolerated. That is not responsible corporate citizenship, and that is what we are talking about. So we will be sending a letter to the Equal Employment Opportunity Com-

mission, trying to find out what we can do to see that the people who have these legitimate complaints and legal rights can pursue them without fearing for their life, fearing they are going to be raped, or fearing for anything else.

This is an absolute reign of terror going on in this plant at this moment. I must say, one has to wonder, if these types of actions are going on in Normal, IL, we kind of wonder what is going on in Abnormal, Illinois. I must say, as one who has worked in labor law before I came here, I have never seen a case with factual statements like this, nor have I seen such a history like this.

I think one of the things that is responsible for all of this has been some of the rhetoric we have seen in this city, where people talked about, "We don't need the EEOC anymore. We don't need these standards. Everything is fine, everything is wonderful." Maybe somebody in corporate America misread that to think they did not have to play by the rules anymore and there was no Equal Employment Opportunity Commission anymore.

Well, it is smaller and it is crippled, but it is still here. Thank goodness those rights have not been repealed—yet. So we stood firm yesterday with the workers who were trying to exercise their rights, and we are saying to the corporation they must try to change this reign of terror going on there and treat those people with the dignity and the respect they deserve.

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The SPEAKER pro tempore (Mr. UPTON). Under a previous order of the House, the gentleman from Indiana [Mr. BURTON] is recognized for 5 minutes.

[Mr. BURTON of Indiana addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Missouri [Mr. VOLKMER] is recognized for 5 minutes.

[Mr. VOLKMER addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Indiana [Mr. MCINTOSH] is recognized for 5 minutes.

[Mr. MCINTOSH addressed the House. His remarks will appear hereafter in the Extensions of Remarks.]

#### ANSWERING AMERICA'S CALL

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Minnesota [Mr. GUTKNECHT] is recognized for 5 minutes.

Mr. GUTKNECHT. Mr. Speaker, it is my pleasure today to pay tribute to a

remarkable youngster from my district. His name is Christopher Deufel, and he is the first place winner of the Veterans of Foreign Wars Voice of Democracy Broadcast Script Writing Contest for the State of Minnesota. Christopher is the son of Mr. and Mrs. Joseph Deufel and is currently a senior at Austin Senior High School in Austin, MN.

His interests include reading, debate, and swimming. He is also president of both his high school student council and the National Honor Society. Christopher is planning to attend St. Olaf College in Northfield, MN, where he intends to pursue a degree in either physics or economics.

His essay, entitled "Answering America's Call," was a genuinely patriotic piece of writing, and I am honored to share several passages for the House today.

We answer America's call by maintaining the ideals of democracy. Our Nation was founded on the ideals of compromise and equal opportunity. From Henry Clay to President Roosevelt, our leaders have sought solutions to our daily problems. These solutions do not come easily; they require foresight and effort, but there are solutions and it is our responsibility to answer this call. Often it seems that our society is out of focus. From big cities to rural towns, violence and poverty are issues we face daily. Too often we become immune to the problems affecting us. The desensitization of our culture is a growing problem. Acceptance of our current difficulties is acknowledgment that we have given up. Achieving social change can't be deduced to a simple formula, but two things will reverse some of the detriments we have created. Active participation and the willingness to cooperate can motivate even the most stubborn.

Another way we can answer America's call is yet the most obvious. The right to vote has empowered the people with a voice and mechanism for change. The influence we wield goes deep into the concept of the ballot box. The informed citizenry is one of the most potent forces in a government. We work together to bring our Nation into focus.

I see the world around me and witness both the good and the bad. I know I don't live in a perfect world, yet I will not complain about the changes that need to be made, but I will work to make those changes.

Mr. Speaker, I submit the balance of the text for the CONGRESSIONAL RECORD.

#### ANSWERING AMERICA'S CALL

Susan B. Anthony fought for the right to vote; Neil Armstrong took a walk on the moon; Rosa Parks refused to sit in the back of the bus.

Through the framework of time Americans have risen to become the mechanisms for progress and change. There will come a time in our lives when we are called upon to protect and preserve the ideals of America.

By utilizing our rights, maintaining the ideals of Democracy, and exercising our influence, we answer America's call.

Patrick Henry professed that if a law is unjust we are compelled to violate this law. This was the premise that motivated the Son's of Liberty to begin the quest for freedom. We are endowed with certain rights that give us checks upon our government. Our constant questioning and evaluations of law have created a system of justice and dignity.

We answer America's call by maintaining the ideals of democracy. Our Nation was founded on the ideals of compromise and equal opportunity. From Henry Clay to President Roosevelt, our leaders have sought solutions to our daily problems. These solutions do not come easily; they require foresight and effort, but there are solutions and it is our responsibility to answer this call. Often it seems that our society is out of focus. From big cities to rural towns, violence and poverty are issues we face daily. Too often we become immune to the problems affecting us. The desensitization of our culture is a growing problem. Acceptance of current difficulties is acknowledgment that we have given up. Achieving social change can't be deduced to a simple formula, but two things will reverse some of the detriments we have created. Active participation and the willingness to cooperate can motivate even the most stubborn.

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As the time arises for each of us to make a difference, we will have the power and tools to bring a positive change. As magnanimous as a bid for the presidency, or as mundane as lending a helping hand, we all can make a difference.

When I was 5 years old my parents took me to visit the Vietnam Memorial. While I was still too young to fully understand, I was quite aware of the solemnity and power of that place. It represented thousands of Americans who made the ultimate sacrifice as they answered their call.

Ever since I can remember I've felt the urge to make a difference. Each day as I settle into my chair at school, I imagine where I will be years from now. Some days I'm a doctor, others I'm a journalist, and there are days when I'm even the President.

I see the world around me and witness both the good and the bad. I know I don't live in a perfect world, yet I will not complain about the changes that need to be made, but I will work to make those changes.

As I continue onward, I carry hopes and dreams with me. Like others before me I will try to preserve justice in our Nation. And each day as I strive to realize this vision, I answer America's call.

#### COLA EQUITY FOR FEDERAL RETIREES

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Virginia [Mr. DAVIS] is recognized for 5 minutes.

Mr. DAVIS. Mr. Speaker, I rise today to express my concern about one of the budget procedures attached in both the President's budget and now under consideration by the House Committee on the Budget that continues a delay on the cost-of-living allowance for Federal workers of 3 months.

As you know, in this last Congress a terrible mistake was made when Federal employees were singled out, not Social Security recipients, Federal employees were singled out for delays in the cost-of-living allowance to Federal retirees for 3 months. Military retirees were treated to a 6-month delay. It was a terrible mistake. There was no COLA

equity, and I think Members on both sides of the aisle recognize this is not the way we want to do business.

Then comes the administration budget for this year that continues a deferral for Federal retirees, and at this point, as I understand, under the Committee on the Budget's recommendations, the military retirees will receive no COLA delay, Social Security will receive no COLA delay, but Federal retirees once again are singled out for a delay in the cost-of-living allowance, and that will be continued. A terrible mistake has been made once and they want to continue this, or at least some Members at this point are looking at this as a way to try to bring down the deficit.

The difficulty with this of course is that Federal employees and retirees have already given over \$150 billion toward the deficit in terms of benefits since 1980. They continue to be willing to give on a fair and reasonable basis. But this last year has seen an assault on Federal employees and retirees as we have never seen before.

Of course, they are undergoing the downsizing that every other organization and State and local governments are going through across this country. But at the same time, they have been threatened with the loss of benefits. They were going to raise the retirement contribution, basically a 2.5-percent pay cut this body passed at one point, but fortunately was killed over in the other body. There was an effort to take their retirement and figure it on the high 5 years instead of the high 3 years. There were going to be caps on the health benefit plan. There were going to be caps on making them pay for parking that civilian employees get for free. But we defeated most of that at this point. Then, of course, we had the terrible furloughs in November and December.

In every other organization throughout this country people are recognizing your employees are the essential component of being able to deliver the service to your customer. But here at the Federal level, we do not understand that. We end up treating our own employees and retirees as if somehow this is just another pocket to be picked, instead of one of the strongest assets this Government has.

I hope as we entertain the budget deliberations this year, that we will not look to the Federal retirees to give unfairly and single them out for COLA adjustments. Many Federal retirees do not get Social Security. If they are under the Civil Service Retirement System, they do not get Social Security. They worked for the Federal Government and as a result of that gave up their rights to Social Security. Why should their cost-of-living allowance be attacked, and other retirees who by reason of the fact they did not work for the Government would continue?

COLA equity is the byword. Everybody is willing to pay on a fair, level playing field. But this Congress owes it