

a U.S. District Court Judge for the Eastern and Western Districts of Missouri.

Rodney Sippel is a uniquely well-qualified nominee, with a wealth of experience in the practice of law and in public service. He has years of litigation experience in the law firm of Husch & Eppenberger in St. Louis, MO. He is also a dedicated public servant, having served in the office of our former colleague, Senator Thomas Eagleton, and as an administrative assistant to the House Democratic leader, RICHARD GEPHARDT.

The American Bar Association found Mr. Sippel to be qualified for this appointment and his nomination enjoys the support of both Senators from Missouri.

The President nominated Rodney Sippel on May 15, 1997. After several months of inaction, the Judiciary Committee finally held a hearing on his nomination on October 28 and the committee favorably and unanimously reported his nomination to the full Senate on November 6.

I congratulate Rodney Sippel and his family on his confirmation. I look forward to his service as a U.S. district court judge.

I would like to note that the nomination process experienced by Rodney Sippel is a common one in this 105th Congress. It is an experience of unnecessary delay. After his nomination languished for months in the Judiciary Committee, the majority finally focused on Rodney Sippel and he was unanimously confirmed. I am not sure why it took so long for the majority to confirm this well-qualified nominee, but I am glad that they finally realized that he will be an outstanding Federal judge.

#### CONFIRMATION OF BRUCE C. KAUFFMAN TO BE A U.S. DISTRICT JUDGE FOR THE EASTERN DISTRICT OF PENNSYLVANIA

• Mr. LEAHY. Mr. President, I am delighted that the Senate confirmed Bruce C. Kauffman to be a U.S. district judge for the eastern district of Pennsylvania. Mr. Kauffman is a well-qualified nominee.

The nominee has decades of legal experience in the private practice of law at the firm of Dilworth, Paxson, Kalish & Kauffman in Philadelphia. He has also served the public interest as a justice of the Supreme Court of Pennsylvania, the Commonwealth's highest appellate court, and as a member of numerous task forces and commissions benefiting the city of Philadelphia. The American Bar Association has found him to be well-qualified for this appointment.

We first received Mr. Kauffman's nomination on July 31, 1997. He had a confirmation hearing on September 5. He was unanimously reported by the committee on November 6. With the strong support of Senator SPECTER, this nomination has moved expedi-

tiously through the committee and the Senate.

I congratulate Mr. Kauffman and his family and look forward to his service on the district court.●

#### CONFIRMATION OF MARTIN J. JENKINS TO BE U.S. DISTRICT JUDGE FOR THE NORTHERN DISTRICT OF CALIFORNIA

• Mr. LEAHY. Mr. President, I am delighted that the Senate confirmed Judge Martin J. Jenkins to be a U.S. District Judge for the Northern District of California.

The American Bar Association unanimously found Judge Jenkins to be well-qualified, its highest rating, for this appointment. He has extensive trial experience as a deputy district attorney for Alameda County, trial attorney with the Department of Justice's Civil Rights Division, and civil litigator with Pacific Bell. He also has extensive judicial experience as a former municipal court judge and in his current position as Alameda County Superior Court judge. His nomination enjoys the strong support of Senator FEINSTEIN and Senator BOXER.

The Judiciary Committee unanimously reported his nomination to the Senate on November 6, 1997. With the confirmation of Charles Breyer, the Northern District of California now has 2 vacancies out of 14 judgeships and desperately needs Judge Jenkins to help manage its growing backlog of cases.

I am delighted for Judge Jenkins and his distinguished family that he was confirmed. He will make a fine judge.●

#### TRIBUTE TO HERBERT COHEN

• Mr. JEFFORDS. Mr. President, I rise today to pay tribute to a good friend and great Vermonter, Herbert Cohen. Herbert died unexpectedly on July 27, 1997 at the age of 67.

A respected entrepreneur in Rutland, Herbert owned and operated Vermont Contract Furnishings along with his wife Sandy. His business focused on interior designs for the condominium and vacation home markets. Accordingly, he was selected to provide these services for the 1980 Winter Olympic Games in Lake Placid.

Herbert was a member of the board for Rutland's Regional Medical Center and was selected to act as president for the local Chamber of Commerce. In recognition of his outstanding achievements and dedication to the people of Vermont, Herbert was named "Citizen of the Year" in 1987.

Herbert played an integral role in Rutland's revitalization. Through his efforts in restoring one of the areas most prominent storefronts, Herbert has left a lasting impression upon residents and visitors alike that will be slow to fade.

Mr. President, I would like to extend my condolences to his family and friends.●

#### ELEVEN CONNECTICUT ORGANIZATIONS, COMPANIES, AND MUNICIPALITIES NAMED TO WOMEN'S BUREAU HONOR ROLL

• Mr. DODD. Mr. President, I rise today to congratulate 11 organizations, companies, and municipalities in my home State of Connecticut for being named to the honor roll of the Women's Bureau of the U.S. Department of Labor. This honor roll recognizes entities across the country that have made a commitment to working women and to a family-friendly workplace. Most Americans go to work each day worried about their health care, affordable and reliable child care, living wages, and job protection in times of family crisis. These organizations are trying to help alleviate some of these worries and should be applauded for their efforts.

The 11 honorees from Connecticut are: Aetna Inc., the city of New Britain, the Connecticut Women's Education and Legal Fund, DCC/The Dependent Care Connection Inc., the Entrepreneurial Center at Hartford College for Women, GTE Service Corp., ITT Hartford, Phoenix Home Life Mutual Insurance Co., United Illuminating Co., United Technologies Corp., and the Urban League of southwestern Connecticut.

These entities are helping working women to achieve better pay and benefits, to strike a better balance of work and family responsibilities, and to gain more respect and opportunity on the job. For example, flexible work schedules and interactive retirement planning software allow more women to pick up a sick child from school or help plan for their and their families' financial future. Other programs instituted by these family-friendly Connecticut organizations include discounted on-site day care, at-home offices, extensive prenatal care, and seminars to assist families with college planning.

The American work force is changing. When The Department of Labor Women's Bureau was created by Congress in 1920, there were only 8.25 million working women—less than 20 percent of our Nation's work force. Today, nearly 60 million women work for pay—almost 50 percent of our Nation's work force. Not only are more women working, but more women must work to make ends meet for their families. America's work force and families are facing new challenges and it is organizations like these 11 that deserve to be applauded for making innovative and constructive efforts to make their workplaces more family-friendly.

As we applaud these honor roll members we must also remember that there are challenges that still need to be addressed in our changing workplace. By and large, American working women still have difficulty finding affordable child care, paid sick leave, and unpaid family leave during an extended family crisis. And let us not forget that women continue to face discrimination in hiring and promotion, as well as underpayment in comparisons to men with the same or similar credentials.