

Nebraska contributed to the well being of countless military and civilian families in the area. As an active member of the Salvation Army Advisory Board, her efforts touched thousands through dollars raised during the Tree of Lights and Bell Ringers programs. Her work with the Nebraska Council for Drug and Alcohol Abuse Prevention and the Western Heritage Museum helped ensure the effectiveness and success of these vital organizations. The Henry Doorly Zoo benefitted from Barbara's volunteerism, as she led efforts to help raise nearly one million dollars for the care and feeding of the zoo's animals.

General and Mrs. Habiger leave the military after a distinguished 39 year career serving their nation. The people of the United States salute General and Mrs. Habiger and wish them well as they begin their lives after military service.●

THE 150TH ANNIVERSARY OF THE CHURCH OF ST. JOSEPH-ST. THOMAS

● Mr. MOYNIHAN. Mr. President, I rise to offer my congratulations on the occasion of the 150th Anniversary of the oldest Catholic church in continuous existence on Staten Island, the Church of St. Joseph-St. Thomas. Evolving out of a small Catholic community in Rossville, the church has improved New York's quality of life for generations and is an integral part of the Staten Island community.

The impact this parish has had on its community is remarkable. Both in times of prosperity and in times of despair, the contributions of the pastors and congregants of St. Joseph-St. Thomas have profoundly affected the residents of Staten Island. The parish has provided education for children, held community gatherings and helped the disadvantaged.

The leaders of St. Joseph-St. Thomas have been responsible for much of this tradition of community involvement. Though I will not name all of the former pastors here, I would like to mention two. Father Edward A. Dunphy's established child-care programs for immigrants during the 19th century. These first Catholic child-care facilities helped maintain the devotion to Catholicism within Staten Island's immigrant community. During the Great Depression, Father Thomas S. Magrath cut church expenses to relieve parishioners' financial burdens. All the while, he developed projects and programs to feed and shelter the suffering.

Today this spirit of helping those in need lives on with Monsignor Peter G. Finn and the church's involvement in such programs as Project Hospitality and the St. Vincent De Paul Society.

With appreciation and admiration I extend my best wishes to the Church of St. Joseph-St. Thomas. Its 150th Anniversary is cause for much celebration and anticipation of even greater accomplishments to come.●

PRIVILEGE OF THE FLOOR

Mr. ENZI. Mr. President, I ask unanimous consent that my legislative assistant, Mr. Spear, be granted the privilege of the floor for the remainder of the evening.

The PRESIDING OFFICER. Without objection, it is so ordered.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION COMPLIANCE ASSISTANCE AUTHORIZATION ACT

Mr. ENZI. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of H.R. 2864, which is at the desk.

The PRESIDING OFFICER. Without objection, it is so ordered. The clerk will report.

The assistant legislative clerk read as follows:

A bill (H.R. 2864) to require the Secretary of Labor to establish a program under which employers may consult with State officials respecting compliance with occupational safety and health requirements.

The Senate proceeded to consider the bill.

Mr. ENZI. Mr. President, I ask unanimous consent that the bill be considered read a third time and passed; that the motion to reconsider be laid upon the table; and that any statements relating to the bill be placed at the appropriate place in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

The bill (H.R. 2864) was read the third time and passed.

OCCUPATIONAL SAFETY AND HEALTH ACT

Mr. ENZI. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of H.R. 2877, which is at the desk.

The PRESIDING OFFICER. The clerk will report.

The legislative clerk read as follows:

A bill (H.R. 2877) to amend the Occupational Safety and Health Act of 1970.

The PRESIDING OFFICER. Is there objection to the immediate consideration of the bill?

There being no objection, the Senate proceeded to consider the bill.

Mr. KENNEDY. Mr. President, I would like to ask my colleague from Wyoming to help me clarify the intent of H.R. 2877 as it relates to evaluating the performance of employees. Several States with OSHA-approved State plans have expressed concern that the language regarding "the results of enforcement activities" could prevent them from considering the quality of an enforcement officer's reports or recommendations; the percentage of cases which are upheld or overturned in legal proceedings; the timeliness of case completion; the comprehensiveness of evaluations; and other legitimate means of evaluating employee performance.

Contrary to this very broad interpretation, it is important to point out that the authors of the bill read much more narrowly the language prohibiting OSHA from evaluating employees based on "the results of enforcement activities, such as the number of citations issued or penalties assessed." When H.R. 2877 was originally introduced, it prohibited the Secretary of labor from establishing "any performance measures for any subordinate" within OSHA "with respect to the number of inspections conducted, citations issued, or penalties assessed." After the administration expressed concerns that the language could adversely impact the ability of OSHA supervisors to assign inspection work and ensure employee productivity and accountability, new language was negotiated. The intent of that language, which is contained in the version of H.R. 2877 that we are about to pass, was intended to prevent OSHA from establishing any quota or goal requiring OSHA inspectors to assess a specific number or amount of penalties. Clearly, Congress would not want to prevent OSHA from ensuring that the penalties actually assessed by its inspectors are legally valid, based on true and accurate information, and issued in a timely, professional manner.

Does the Senator agree with me that the "results" referred to in the legislation refer to whether an OSHA inspector is evaluated on a specific quota or goal regarding the number of citations issued or penalties assessed, rather than the other means I have outlined?

Mr. ENZI. Yes, I agree with the analysis of my colleague from Massachusetts.

Mr. KENNEDY. I would like to present my colleague with three examples to illustrate the intent of H.R. 2877. First, assume an OSHA inspector uses falsified inspection results to justify and recommend the issuance of citations and penalties against one or more employers. Does the language in H.R. 2877 allow OSHA to negatively evaluate the inspector and proceed to dismiss him or her?

Mr. ENZI. Absolutely. OSHA must have the right to discipline such an employee and evaluate him or her accordingly.

Mr. KENNEDY. What about an inspector who, in the course of a year, conducts one tenth of the inspections conducted by the average inspector? The inspector finds no violations in any of the inspections he or she conducts, leading the inspector's supervisor to suspect that the inspector may be failing to identify serious hazards in at least some of those workplaces. Does H.R. 2877 allow OSHA to examine these circumstances to ascertain whether the employee is adequately performing his or her duties?

Mr. ENZI. Yes, it does. Such evaluations are fundamental to measuring employee performance.

Mr. KENNEDY. If an inspector's citations and penalties are consistently