support to the orthodontic industry since 1989 and currently employs 65 people.

Ultimate Wireforms was searching for opportunities to expand their product offerings and decided to focus on the Titanium arch wire business which was undergoing rapid growth. Titanium arch wires apply higher forces to the teeth, which accelerate the corrective orthodontic process. Ultimate, however had no titanium technology experts in house and was being restricted from entering this market by an existing patent, held by a competitor.

Ultimate initially attempted to find a Titanium alloy to leap-frog the patent but all of the candidate alloys had one or more drawbacks and, consequently, were not pursued beyond the laboratory phase. With the eventual expiration of the patent, Ultimate was poised to pursue entry into this market, but lacked the in-house expertise to develop Titanium technology. This led them to CONN/STEP for help. A CONN/STEP specialist, knowledgeable in the Titanium industry, identified melting, ingot conversion and wire making suppliers to make small and medium-sized experimental quantities. CONN/STEP soon became the technical interface with the titanium suppliers, resolving problems as they arose until multiple batches with the correct composition and mechanical properties were produced. Ultimate has since entered the Titanium arch market and is now enjoying a 60% increase in sales.

Satisfied with the technical service, Ultimate Wireforms had subsequently entered into several additional projects with CONN/STEP, including a comprehensive assessment of their accounting and financial system to help Ultimate better understand their internal functions as well as their place in the market.

IN RECOGNITION OF DEDICATED SERVICE BY MR. ROBERT TOBIAS

SPEECH OF

HON. THOMAS M. DAVIS

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, July 27, 1999

Mr. DAVIS of Virginia. Mr. Speaker, I rise today to pay tribute to a true leader in the Federal Employees community, Robert Tobias. Since 1983, Bob Tobias has served as the President of the National Treasury Employees Union (NTEU) and he has been involved with NTEU since 1968. Bob Tobias has a proud thirty-one year legacy with NTEU and he has improved the workplace for all federal employees. Since 1995 when I first came to Congress, I have had the opportunity to work with Bob on supporting federal employees and their issues.

Tonight, several members of Congress from both sides of the aisle will pay tribute to Bob and his many victories at the helm of NTEU. When my distinguished colleague, Representative STENY HOYER, and I first sent out a request for participation in an evening of Special Orders, I was overwhelmed by the number of my colleagues who expressed an immediate interest in participating in paying tribute to Bob. It is a testament to his ability to work with members of both political parties to find a common ground that protects federal employees and continues to bring our federal government into the Twenty-First Century.

Every major battle that involved federal employees over the past twenty years has included Bob Tobias. He was integral to the creation of the Federal Employee Retirement System (FERS) in 1983, protecting the Federal Employees Health Benefits Plan (FEHBP), restructuring the Internal Revenue Service (IRS), advocating for the closure of the pay gap for federal employees, and instrumental in reforming the Hatch Act which allows federal employees to exercise their rights to participate in political activity.

Bob has not only encouraged federal employees to become more involved politically at both the national and grassroots level, but has also pursued litigation as a tool to advance and expand worker interests. Bob has not only led the fight in landmark court battles, but before the Federal Labor Relations Authority, the Merit Systems Protection Board, the Federal Service Impasses Panel, and the Office of Personnel Management.

Under his leadership, federal employees won a federal court victory giving them the right to engage in informational picketing; a Supreme Court win that overturned the ban on speaking and writing honoraria; and just earlier this year, another Supreme Court victory in a critical case that established in law the right of federal employees and their collective bargaining representatives to initiate midterm bargaining. That victory gives employees the same rights that agency managers have, and, to a very great extent, levels the negotiations playing field.

Mr. Speaker, as I mentioned previously, I have worked closely with Bob Tobias on numerous federal employee issues. Bob has dual goals that he has continually achieved throughout his tenure at NTEU—protecting the rights of federal employees, and ensuring that our government effectively and efficiently accomplishes its job. It has been my great honor to work with Bob in meeting those goals.

As one of the primary advocates for federal employees, Bob constantly reminded us of the necessity of hiring the best and the brightest to work in the government, and the necessity of retaining those employees who have the knowledge and expertise to get the job done. He and I have worked together to keep federal employees in the workforce by making sure that they have the same rights, benefits, and protections as do their colleagues in the private sector.

Before I came to Congress, I worked as high-tech executive for a government contracting firm in Northern Virginia. We made it our top priority to treat our human capital as our most valuable asset. Unfortunately, the federal government does not do that with its federal employees who often make numerous sacrifices to be in public service. Instead, it has always been more popular to ask federal employees to sacrifice pay raises, and forego benefits, or to simply perpetuate negative stereotypes of federal employees. Bob Tobias has always known this is inaccurate and he has devoted his entire career to giving federal employees a stronger voice.

For many years, Bob has sought to educate the members of NTEU and federal employees of the importance of participating in the legislative process. I have had the opportunity to speak to the Northern Virginia legislative leaders as well as those who represent their colleagues from across the country at NTEU's annual legislative conference in Washington, D.C. It is apparent to me that the legislative program is thriving because of Bob Tobias and his commitment to ensuring that the voices of federal employees are heard on Capitol Hill.

NTEU was one of the main forces behind passage of a bipartisan bill, signed into law by President George Bush that would close the pay gap between the government and the private sector. Since the Federal Employees Pay Comparability Act (FEPCA) became law, Bob has fought to have the FEPCA language enforced and the pay raises provided for in the law fully funded for federal employees.

During the 105th Congress, Bob and I worked closely together on efforts to restructure the IRS and to ensure that the rights of both the American taxpayer and IRS employees were protected. Bob sought to make the employee's voices heard in the discussions of how to make the IRS more customer-service oriented and more responsive to the needs of the people it serves. IRS reform continues to be on-track and successful. This is in large part because of Bob Tobias' efforts to involve the employees at the agency.

I am certain that he will enjoy many new successes as he pursues writing, teaching, and educating a new generation. I am personally saddened that I will no longer be working with Bob on the numerous issues that affect the many federal employees living in the Eleventh Congressional District of Virginia but I wish Bob, his wife, and his family well as he pursues new opportunities. I will miss his leadership, his commitment, and his expertise.

Mr. Speaker, I know my colleagues join me in honoring Bob Tobias on his retirement as President of NTEU. Bob has been a tireless advocate for federal employees for the past thirty-one years, and I would like to join my colleagues in saluting him this evening. His dedication to federal employees and their issues is second to none. His commitment and leadership in the federal employees community will be surely missed.

TRIBUTE TO MR. THOMAS CHARLES UNIS

HON. EDDIE BERNICE JOHNSON

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 29, 1999

Ms. EDDIE BERNICE JOHNSON of Texas. Mr. Speaker, I rise today in order to honor one of the most productive civic leaders in the history of Dallas, Mr. Thomas Charles Unis, who passed away on July 17th. Mr. Unis was a gentleman, and an outstanding public servant. He was one of the best legal minds ever produced by the state of Texas. The City of Dallas is forever indebted to Mr. Unis for his leadership, and commitment to public service. The loss of Thomas Unis is an incredible blow to Dallas. We are comforted by the fact that Mr. Unis led an exemplary life.

As a man of faith, Mr. Unis was held in the highest regard, being designated a papal knight of St. Gregory by Pope Pius XII in 1953, as well as Knight of the Holy Sepulchre, and a Knight of Malta. Honors were no stranger to Mr. Unis, as he received praise for his dedication to community service, as founder or charter member of a number of organizations including the Catholic Foundation, University

of Dallas, and the Greater Dallas Community Relations Commission.

Tom Unis not only had a record of community involvement, but was also able to use an impressive educational background to gain success in his career. Mr. Unis received his law degree from the University of Texas and served in the Navy in World War II before he began practicing law in 1946. As a result of the war period, cases mounted in the District Attorney's office in Dallas. Mr. Unis, a young prosecutor after World War II, gained experience in the office of the District Attorney, working on cases accumulated from the War period. Tom recalled in an interview that, ''we were trying cases morning, noon, and night.'' Mr. Unis' legal career extended well into the 1980's, when he made his services available to Pennzoil, in the Pennzoil v. Texaco corporate lawsuit. According to Tom, he was compelled to take the case because ''it was the biggest piece of litigation that had come along in years.'' Though Mr. Unis was an incredibly successful attorney, having a four decade career with the firm, Strasburger and Price, he devoted a substantial portion of his time to public service.

Thomas Unis began his participation in the political realm in 1939, at the University of Texas, when he serenaded female students as part of a campaign for student office. In 1957, nearly two decades later, Mr. Unis remained involved in local politics, serving on the Dallas City Council. In the early 1960's J. Erik Jonsson ran for mayor with the backing of the Dallas Citizens' Charter Association. Jonsson eventually persuaded Mr. Unis to become his campaign manager for the mayoral race. Mr. Jonsson, with Tom Unis as his campaign manager, won the mayoral race, and ironically, Mr. Unis later became the president of the Dallas Citizens' Charter Association. During the 1980s, Thomas Unis served on the Dallas Area Rapid Transit (DART) board as an appointee of the Dallas County Commissioners Court. His presence on the DART board as well as the other associations had a significant impact on Dallas, which is why his participation was requested for a large number of public service endeavors.

Mr. Unis died at the age of 81, and is survived by his wife, Dorothy and four children, Tom, Joseph, Cheryl, and Mary. Though the City of Dallas will mourn the death of Mr. Unis, we should remember his own words: ''I've had a lot of fun all my life,'' we should also celebrate his accomplishments, and the fact that he lived a long and memorable life. We all have lost an incredible person, but celebrate Mr. Unis's full and successful life.

HONORING YOSHITO TAKAHASHI

HON. GEORGE RADANOVICH

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 29, 1999

Mr. RADANOVICH. Mr. Speaker, I rise today to honor Clovis native Yoshito Takahashi. Mr. Takahashi is among the 34 recipients worldwide to win a Medal of Honor from Japan's Minister for Foreign Affairs. The award is the Order of the Sacred Treasure, Gold and Silver Rays for his contributions to improving the status of Japanese Americans and the promotion of judo. In this country, the award is typically given for promoting U.S.-Japan relations and community service. Fifteen people garnered the award in the United States.

Mr. Takahashi has left an indelible mark on healthcare in California's San Joaquin Valley. He helped build the first hospital in Clovis in 1950, and more recently participated in building a newer one. This hospital is a state-of-the-art healthcare facility serving not only the Clovis area but also the nearby mountain communities, including Yosemite National Park. For his service to the community and to healthcare, he was given a proclamation from the Mayor of the city of Fresno. The Board of the Community Health Foundation, which Mr. Takahashi served on for nine years, also recognized him at their annual Community Circle dinner in 1996.

Mr. Takahashi began his relationship with Community Hospitals of Central California (CHCC) when he joined the Board of Clovis Memorial Hospital in 1975. As a board member, he served on the Corporate Affairs Committee, the Long-Range Planning Committee, and the Physicians Relations Committee. Mr. Takahashi also served on the Audit Committee and the Quality Assurance Committee at Clovis Hospital. He continued to serve on the CHCC Foundation Board and until 1977, he was a member of the Foundation Committee responsible for Finance and Asset Management.

As he left his formal association with Community Hospitals of Central California, he left a relationship that started with a 40-bed hospital in Clovis and ended with much more. He was responsible for policy and support to a Community Healthcare System with an annual operating budget of over $300 million and 1,000 beds, reaching out to people from Modesto to Bakersfield.

Mr. Takahashi has also been active in numerous community organizations and held various leadership positions within them. He has been involved with the Clovis Chamber of Commerce, the Clovis Unified School District Foundation, and the Legacy Fund for the JCL. Mr. Takahashi was a Fresno County representative to the California Freestone Peach Association, served as past Director of the Clovis Rotary Club, secretary-treasurer of the Clovis District Coordinating Council, Director/Founder of Clovis Community Bank, and as president of the Clovis Japanese American National Museum in Los Angeles and is an active member of the Fresno Buddhist Church, of which he has been a member for 50 years.

Mr. Takahashi believes that participation in competitive sports is as important as community involvement. He has been president of the Central California Amateur Union and a life member of the Amateur Athletic Union of the United States since 1974. Mr. Takahashi also served on the Jr. Olympic Judo Committee for 20 years and was an officer of the Central California Judo Black Belt Association.

Yoshito Takahashi has received numerous awards for his extensive community involvement. In 1977, he was named Clovis Citizen of the Year. Two years later, he was inducted into the Clovis Citizens Hall of Fame.

Mr. Speaker, I rise today to honor Yoshito Takahashi for his time and service to his community and for promoting U.S. and Japan relations. I urge my colleagues to join me in wishing Mr. Takahashi, his wife, and family, many more years of continued success.

IN MEMORY OF FEDERAL JUDGE FRANK M. JOHNSON, JR.

HON. ALCEE L. HASTINGS

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 29, 1999

Mr. HASTINGS of Florida. Mr. Speaker, I rise today to pay tribute to the late Federal Judge Frank M. Johnson Jr. As a federal judge, Judge Johnson's decisions literally shaped the future and the force of the civil rights movement in the 1960s. As an individual, he was a man whose commitment to his ideals and the law did not wane, despite considerable personal risk and significant sacrifice. Mr. Speaker, it is vital that Congress honor Judge Johnson for both of these roles, and to recognize the loss that his recent death represents.

Judge Johnson served on the U.S. District Court in Montgomery, Alabama, for twenty-five years, during the height of the civil rights movement in the 1950s and 1960s. In that time he made several decisions that formed the thrust of the civil rights movement. In 1956, when deliberating the Montgomery bus boycott case, he outlawed segregation on public transportation, in parks, restaurants, libraries and schools. In the 1960s, Judge Johnson also signed the original order to integrate the University of Alabama, as well as the order to allow Martin Luther King Jr. and voting rights activists to march from Selma to Montgomery. Moreover, Judge Johnson participated in the decision that ultimately became the ''one man, one vote'' principal put forth by the Supreme Court.

Clearly, Judge Johnson's contribution to the civil rights movement was both significant and integral to its ultimate success. His impact was felt not only in Montgomery, but throughout the South and the nation as well. One must wonder to what extent the civil rights movement would have succeeded without the support, honesty, and courage of Judge Johnson.

While these decisions are hailed today as just and honest, Judge Johnson faced severe criticism, damaging slander, and even personal danger in the time that he made them. Then Governor George Wallace fueled his gubernatorial race by denouncing Judge Johnson, while his mother's home was bombed and a burning cross was placed on his own lawn. Yet Judge Johnson did not abandon his principles or his commitment to the law. He simply upheld the Constitution and did not question the consequences.

Judge Johnson was truly a great man, whose unwavering principles are too rare today. As a legislator, former judge and lawyer, I am personally inspired by Judge Johnson's commitment to the law, and am grateful for his influence and the example he set for us all. Indeed, I am fully aware that I was able to become the first African American Federal Judge in Florida because of the principles Judge Johnson promoted and the opportunities he made possible for the African Americans of my generation.

Today, I remember him for these opportunities, the strides he made in civil rights, the definition he gave to the movement, and most of all, his commitment to what he perceived as right and just. Judge Johnson deserves this recognition, and I hope my colleagues will join me in paying tribute to this legacy that he has left after him.