

future. It should be accorded the high-priority.

In the arts and humanities, I want us to be known for our contributions, and for the encouragement we give to young and old alike to pursue their God-given talents. I want us to be recognized as a nation that opened the arts to everyone, and brought the humanities into every home. And here too, I believe government has a proper role in strengthening and preserving our national cultural heritage.

Pursuing these objectives is not an endeavor that ends with the retirement of one person. It is a lifetime pursuit of a nation, and not an individual. It is always a work of art in progress, and always one subject to temporary lapses and setbacks. My hope, however, is that it is our ongoing mission to become, like Athens, a nation that is known for its civility and its civilization.●

#### IN HONOR OF ALPHA DELTA KAPPA

● Mr. PELL. Mr. President. This month we celebrate the fine work of Alpha Delta Kappa Sorority. I would like to ask my colleagues to join me in paying tribute to this outstanding international organization of women educators.

Founded in 1947, Alpha Delta Kappa today has nearly 60,000 members in 2,000 chapters located in towns and cities in every State and around the world in Australia, Canada, Jamaica, Mexico, and Puerto Rico. I am proud to say that we have eight strong chapters in Rhode Island. All the sorority members have been selected to join the honorary society by peers who have recognized their contributions in establishing high teaching standards and in promoting excellence and dedication. As a champion of teachers throughout my life, I am delighted to see these essential women receive the praise they deserve.

Let no one think that the Alpha Delta Kappa members rest on their laurels. They make a major contribution to the lives of others through the sponsorship of educational scholarships and altruistic projects. In the past 2 years alone, members have given at the grassroots level over \$3.9 million in monetary gifts, over \$1.1 million in scholarships, and have provided over 1.3 million hours of volunteer service. I am particularly pleased that seven young women from foreign countries are each awarded \$10,000 scholarships to study for 1 year in colleges and universities throughout the United States.

Through its altruistic projects, members of Alpha Delta Kappa have contributed nearly \$1 million to St. Jude Children's Research Hospital, and, since 1991, \$100,000 to the Pediatric AIDS Foundation. This is a remarkable contribution.

In 1997, Alpha Delta Kappa will celebrate its golden anniversary. This, however, is the month we take time to

pay tribute to the outstanding contributions of its many members to the betterment of education in our Nation and other parts of the world. Congratulations.●

#### IMPORTANT WORK ON BEHALF OF WORKING PEOPLE DONE BY LABOR COMMITTEE DURING MY TENURE

● Mr. PELL. Mr. President, upon joining the U.S. Senate in January 1961, I became a member of the Senate Labor and Public Welfare Committee—now called the Labor and Human Resources Committee.

From the beginning of my career-long tenure on the committee until today, I have had the distinct honor of serving with and learning from some giants of the Senate and have had the pleasure of working on many important pieces of legislation.

When I first joined the committee on January 1961—which, according to the Official Congressional Directory for the 87th Congress, met on the second and fourth Thursdays of each month—membership of the committee included Ralph Yarborough of Texas, the great Jennings Randolph of West Virginia, Barry Goldwater, Everett Dirksen and my old, dear friend Jacob Javits. The following year, John Tower joined the committee.

In 1963, our current ranking member TED KENNEDY first came to the committee. Few can question the wonderful work Senator KENNEDY has done for America from his post on the committee.

In the years following, many outstanding members of this body joined the committee and shared their skills and insights with us. Along with those I have already referred to, I have had the pleasure of working with many whose names are well known to this day: Robert F. Kennedy, Walter Mondale, Tom Eagleton, Alan Cranston, Richard Schweiker, my partner for many years on Education matters Robert Stafford, ORRIN HATCH, Howard Metzenbaum, STROM THURMOND and our current Chair, the most gracious NANCY KASSEBAUM. I do not believe our committee has ever been led by a more evenhanded Chair.

I think it is a tribute to the committee and the importance of its jurisdiction that some of the greatest Senators of our time decided to sit on the committee.

During my tenure on the Labor Committee, the committee has worked on many important issues in the areas of health, education, and labor including many directly affecting the working men and women of this country.

A brief review of the achievements of the Senate Labor and Human Resources Committee shows that during the past 36 years, we have worked to create and improve laws of great import to the working people of this Nation.

The Occupational Safety and Health Act of 1970 established broad minimum

standards for the conditions under which American workers work.

The Equal Employment Opportunity Act of 1972 gave the Equal Employment and Opportunity Commission much needed teeth to curb workplace discrimination.

In 1974, unemployment compensation was extended to 12 million previously uncovered Americans.

After five years of committee hearings and study, the Employee Retirement Income Security Act [ERISA] was enacted that guaranteed that pension plan participants would receive their promised benefits even if the pension fund was terminated.

The Age Discrimination in Employment Act prohibited workplace discrimination for workers between 40 and 67 years of age.

When I joined the committee in 1961, the Federal minimum wage was \$1. That minimum was increased over the years and thanks to the efforts of many on this committee, minimum wage workers in the United States will be receiving a much needed raise to \$5.15 over the next 2 years.

Many job retraining programs have been established to help workers who have lost their jobs through no fault of their own. During the 104th Congress, the committee spent a great deal of time trying to unify the Federal programs into one single program better suited for the demands of today's workplace. Unfortunately, those efforts ended in failure.

In 1988, legislation passed by this committee to require advance notification to workers of plant closings and large scale layoffs became law.

In 1986, certain protections of the Fair Labor Standards Act were extended to disabled individuals.

The above is but a thumbnail outline of the important work in the area of labor and employment done by the Labor Committee during the past 36 years. I am pleased to have been involved in such important work with a fine group of colleagues—both well-known and unsung.●

#### CODETERMINATION

● Mr. PELL. Mr. President, for many years, I have been interested in the efforts of many countries in Europe to involve their workers in all levels of company decisionmaking. Employees serve on the board of directors which addresses long-term management of the company, the Supervisory or Administrative Board that deals with the daily operations of the company, and Works Councils which are localized with many councils existing within the same plant. This practice is often referred to as codetermination.

While European-style codetermination would not be a perfect fit here in the United States, the concept of worker involvement remains valid. After years of bitter, and even violent interaction and with the ever increasing demands of a high-tech workplace in a

global economy, a more collaborative process has developed that brings workers and employers together on an ongoing basis. Companies ranging from Texas Instruments and IBM to Harley-Davidson motorcycles have instituted ongoing employer-employee work councils in which employees and employers cooperatively determine the direction of their company.

There is, I believe, little disagreement about the value of these councils. There is, however, considerable debate about the legality of these groups. We are told by some that this disagreement produces a chilling effect that hinders the continued and future development of employer-employee work councils.

I have worked for some time to find a balance. During the 103d Congress, I introduced legislation, S. 2499, which, among other features, established a formal election process for employee representatives to labor-management groups.

During the 104th Congress, improved labor-management relations were hijacked by partisan politics and corporate greed in the form of the TEAM Act which attempted to rewrite Federal labor law to give employers control of labor-management teams.

I did not reintroduce that legislation but continued to explore other ways to accomplish change. I seriously considered offering an amendment to the TEAM Act to give employees the right to select their own council representatives; ensure that council agendas were open to both employees and employers and finally, prohibit the unilateral cancellation of a council.

The TEAM Act, and similar ideas are certainly not the answer. I am concerned, however, that past labor-management relations will not continue to serve us well either. As a nation, we now find ourselves involved in a global economy competing with other countries, not other companies. In addition, more and more of our trade is high technology. The era of workers spending all day inserting tab A into slot B is coming to an end. Workers must be better educated and well trained in high technology.

With that education, high-tech training and on the job experience, today's workers have valuable insights and ideas that should be welcomed by their employers. It should be our job to allow the exchange of thoughts and ideas to take place but without employees endangering their employment in the process.

I sincerely hope that in the future, Congress will, without partisan and special interest bias, work to make it easier for employees and their employers to cooperatively determine the future of their company.●

#### METRIC CONVERSION

● Mr. PELL. Mr. President, As my colleagues have heard me say many times before, The United States is the only

industrialized country in the world that has not converted to the metric system of measurement. I ask my colleagues to imagine what we are missing by being so out of step with the rest of the world.

The answer is basic: The United States stands to gain untold millions—possibly billions—in export trade we are currently losing because our non-metric products literally do not fit into international markets. The U.S. Department of Commerce estimates that U.S. exports could be increased by up to 20 percent by offering metric-sized goods to international markets. In a booklet published by the Small Business Administration [SBA] for small businesses considering converting to the metric system, the SBA cites three examples of the trade problems caused by the production of nonmetric goods.

Saudi Arabia rejected a shipment of American-made appliances because the power cords were 6 feet long rather than the 2 meter length required by Saudi law.

A Middle Eastern company was forced to rewire all electronic equipment imported from the United States because standard American wire sizes are different from international standards.

Countries around the world have great difficulty finding American lumber companies that will produce lumber in metric lengths for use in the construction.

In that regard, I strongly believe that the Federal Government should lead by example and conduct its business, including all procurement, in the metric system. By doing business and thereby promoting the metric system, our Government would send a very important and badly needed signal to American businesses and our trade partners around the world that as a nation we are back on track with the conversion process that has already taken place in the rest of the modern world.

During the closing weeks of this Congress, I had the pleasure of working with Senator GLENN and Senator HOLLINGS in an effort to moderate antimetric legislation that came before the Senate. Senator HOLLINGS and I have worked together on this issue for some time—particularly in the all important area of trade. I am confident he will continue this fight in the years to come.

Senator JOHN GLENN—a pioneer in space exploration—is a man of science, a man of the future. During floor debate on unfunded mandates legislation at the beginning of the 104th Congress he gave a most eloquent defense of the metric system. The metric system is an integral part of both science and our future. I hope Senator GLENN will take my place and bring his knowledge and experience to the fight.●

#### RECOGNITION OF OUTSTANDING ACHIEVEMENT AND DISTINGUISHED SERVICE BY WILLIAM DANTE BUCCI

● Mr. SANTORUM. Mr. President, I have been made aware of plans to honor Mr. William Dante Bucci next month and I would like to take the opportunity to share with my colleagues the outstanding achievement and distinguished service he has displayed.

Not only has Mr. Bucci displayed a high level of professional achievement and concern for his community, but he has also celebrated his family's heritage. Mr. Bucci was born in Philadelphia, PA, and has been a member of the Order Sons of Italy in America, Grand Lodge of Pennsylvania, since 1 year of age. In fact, Bill is the longest continuously active member of the Ivy Ridge Lodge 251.

William Bucci is a 1974 cum laude graduate of Roman Catholic High School of Philadelphia, where he earned the Thomas E. Cahill Merit Award for outstanding achievement as a senior. Bill then earned a congressional appointment to the U.S. Naval Academy receiving a bachelor of science degree in 1982.

Following his graduation from the Naval Academy and his naval service, Bill then demonstrated a high level of achievement in the world of business. After being Market Executive of the Year with the Xerox Corp. in Philadelphia, Bill was named a full partner and first vice president at age 29 in the brokerage firm Smith, Barney, Harris Upham & Co., Inc. William is a three-time winner of Smith, Barney's Broker of the Year Award and is a life member of their President's Club. In 1992, William joined Shearson Lehman Bros. as a senior vice president. Following the purchase of Shearson Lehman Bros. by Smith, Barney, Bill was recruited by Prudential Securities Inc. in Bala Cynwyd, PA, where he is now a senior vice president.

William Bucci's commitment to serving his community is well known to those that have had the opportunity to interact with him. Bill has served as junior varsity basketball coach for the Cardinals of Dougherty High School in the Philadelphia Catholic League. In addition, he was a head coach for 10 years in the Philadelphia Archdiocese CYO program. Not surprisingly, Bill has been recognized by his coaching peers as the league's all-star coach on three different occasions.

William Bucci's connection to the Order Sons of Italy in America is well cemented. He is the grandson of Francesco Bucci, past president of the Giulio Caesar Lodge 612 O.S.I.A., and Giuseppe Mercurio, a founder and charter member of the Ivy Ridge Lodge 251, O.S.I.A. His list of credentials in the Order Sons of Italy in America is truly impressive. For instance, Bill has served or currently does serve in the following capacities: third vice president for the Commonwealth of Pennsylvania; a trustee, O.S.I.A. Charitable