

# EXTENSIONS OF REMARKS

## INTRODUCTION OF THE AGE DISCRIMINATION IN EMPLOYMENT AMENDMENTS OF 1995

**HON. HARRIS W. FAWELL**

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 7, 1995*

Mr. FAWELL. Mr. Speaker, today, I join my colleague, the Honorable MAJOR OWENS of New York, in introducing legislation to restore the public safety exemption under the Age Discrimination in Employment Act of 1967 [ADEA]. This exemption, which expired on December 31, 1993, would allow police and fire departments and correctional institutions to utilize maximum hiring ages and early retirement ages as an element of their overall personnel policies. As a general matter, the use of age-based employment criteria is impermissible under the ADEA.

I believe strongly that the use of an age requirement as a qualification for employment is rarely justified. However, the public safety arena presents one of the very limited exceptions where the need to perform at peak physical and mental conditioning is critical and the natural effects of the aging process cannot be discounted. Police and firefighters have the safety and well-being of not only their fellow officers, but the general public as well, in their hands, and we simply cannot tolerate the risk presented by the possibility of sudden incapacitation or slowed reflexes.

I recently chaired a hearing of the Subcommittee on Employer-Employee Relations of the Committee on Economic and Educational Opportunities on the need for the public safety exemption under the ADEA, and the testimony of firefighting and law enforcement organizations and local government was compelling. A representative of the International Association of Firefighters testified that "the most important reason that public safety occupations are an exception to the general rule against age-based employment criteria is simply that human lives are at stake." Both the firefighters and police officers presented persuasive testimony that State and local governments must ensure a physically fit and fully qualified workforce and that there are no adequate physical tests available to enable them to do so without the use of age criteria. I might also add that essentially the same legislation restoring the public safety exemption twice passed the House of Representatives in the last Congress.

Drawing a line between the employment rights of one group of Americans and the general good of all Americans is never easy. However, given the increasingly difficult task facing both the law enforcement and firefighting communities, I do not feel we can deny them a personnel tool which management and labor alike feel is necessary to the effective performance of their jobs. I urge all my colleagues to join me in sponsoring the Age Discrimination in Employment Amendments of 1995 and in restoring the public safety exemption to the ADEA.

## SUPPORT FOR MINIMUM WAGE

**HON. LYNN C. WOOLSEY**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 7, 1995*

Ms. WOOLSEY. Mr. Speaker, I rise to commend the President in the strongest possible terms for his proposal to increase the minimum wage and provide much-needed relief for the working families of this country.

In 1991, before I came to Congress, I was a human resources consultant. Back then, the minimum wage was at the same level that it is today: \$4.25 an hour. In Sonoma County, where I worked, it was a joke to expect someone to support a family with a minimum wage job, because the minimum wage was not a livable wage. Well, Mr. Speaker, it is even less livable now, because inflation has cut its value by 50 cents over the past 4 years. This is a crisis for America's working families that Congress must address immediately.

To those who oppose President Clinton on this issue, and especially to those who want to eliminate the minimum wage altogether, I want to remind you that 75 percent of the American people agree with our President. I urge my colleagues to unite on behalf of America's working families—to provide them with the wage they deserve.

GOD, GIVE US MEN

**HON. PHILIP M. CRANE**

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 7, 1995*

Mr. CRANE. Mr. Speaker, as the new majority in Congress, we face tough decisions in following through with our promises to the American people.

My friend and constituent, Mr. Bill Zimmerman from Gurnee, IL, provided me with a poem that describes the traits Americans expect from their legislators. I include a copy of "God, Give Us Men" for the RECORD, and commend it to the attention of my colleagues.

GOD, GIVE US MEN!

(By Josiah Gilbert Holland)

God, give us Men! A time like this demands  
Strong minds, great hearts, true faith and  
ready hands;

Men whom the lust of office does not kill;  
Men whom the spoils of office cannot buy;

Men who possess opinions and a will;  
Men who have honor; men who will not lie;  
Men who can stand before a demagogue

And damn his treacherous flatteries with-  
out winking!

Tall men, sun-crowned, who live above the  
fog

In public duty and in private thinking;  
For while the rabble, with thumb-worn  
creeds,

Their large professions and their little deeds,  
Mingle in selfish strife, lo! Freedom weeps,  
Wrong rules the land and waiting Justice  
sleeps.

## REDUCTION OF THE OFFICIAL MAIL ALLOWANCE

**HON. THOMAS M. DAVIS**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 7, 1995*

Mr. DAVIS. Mr. Speaker, I am today introducing legislation to reduce the official mail allowance of Members of Congress by one-third. I am joined in this request by 21 cosponsors. It has long been my opinion that the ability of Members of Congress to blanket their constituency with unsolicited mass mailings gives them a distinct advantage over challengers in congressional elections. The citizens of the Eleventh District of Virginia have made it clear to me that Congress needs to reform and return itself to its intended purpose as an instrument of the people. It is my hope that this legislation will play a key role in these reforms.

In the past, the official mail allowance was determined by multiplying the number of addresses in a Member's congressional district by the first class postal rate. The current formula allows each Member three times the total number of addresses in their congressional district. The Committee on House Oversight has been responsible for regulating this appropriation; however, preliminary figures have shown that Members altogether overspent this allowance by approximately \$2 million last year. It is clear that we need to take stronger action in order to control this appropriation.

Tomorrow, the Committee on House Oversight will enact regulations that will consider cutting the statutory appropriation. My legislation will couple this regulation by reducing the number of addresses in the formula determining a Member's official mail allowance, resulting in a real money difference of approximately \$55,000 per Member each year. I hope my colleagues and the Committee on House Oversight will support our efforts in the fight for this overdue change.

## HONORING DR. LAURANCE NICKEY

**HON. RONALD D. COLEMAN**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 7, 1995*

Mr. COLEMAN. Mr. Speaker, I rise to applaud the efforts of a special leader in my home community of El Paso, TX. In fact, I am quite proud to commend the American Medical Association in its decision to award the 1994 Dr. Nathan Davis Awards to Dr. Laurance Nickey, who will be honored with the Career Public Servant Award at a special awards

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