

Kathleen M. McNulty	Thomas J. Robinson	William Albert	Juan Garcia	Derek Thomas	Randall Thomas
Brendan C. Bennick	II	Dronen	Christopher Lyle	Schade	Paul Edward Tressa
William E. Runnels	Richard M. Klein	William Earle	German	Daniel Schaeffer	Woodrow E. Turner
Michael R.	Jerry J. Briggs	Duncan	Michael Ryan Gesele	Tabitha A. Schiro	Todd David Vance
Charbonneau	William G. Lutman	Michael P. Duren	William Raymond	Michael Schoonover	Mark Aaron Voris
Bradley J. Ripkey	Gregory L. Carter	Michael Arthur	Gibbons	Cynthia Seamands	Gretchen Anne
Michael Sakaio	Roger A. Smith	Edwards	Steven Gilbert	Edward See	Wagner
Christina M. Bjergo	James V. Mahney,	Timothy Aaron Mahr	Kevin David Glynn	Richard Servantez	Michael Anthony
James E. Elliott	Jr.	Zachary Joseph	Raja Goel	John Edward Shkor	Walsh
Brett A. Taft	Kevin N. Knutson	Malinoski	Peter Ward Gooding	Jeremy Charles	Daniel Ward
Joseph F. Rock, Jr.	Donna G. Urban	Gary Mason	Dennis Michael	Smith	Eric Ward
Joseph M. Fierro	Raymond C. Milne III	Gregory Alen Matyas	Gordon	Christain Jared	Donis Wayne Waters
Charles A. Caruolo	Joel B. Roberts	Austin Joseph	Michael Patrick	Souter	Michelle Renee
Karl I. Meyer	Dale Dean	McGuire	Guldin	Eric Ryan St. Pierre	Watson
Michael A. Baroody	David J. Wierenga	Eileen Patricia	Fernando Gutierrez	Nell Baynham	Andres Michael Went
Robert I. Collier	Mark J. Bruyere	Meehan	Timothy Dale	Stamper	William Edward
Robert R. Harper, Jr.	Thomas J. Goldberg	Tracy Walsh Mehr	Hammond	Jane Elizabeth	Whitaker
Joseph Ponseti, Jr.	Michael F. Trevett	Brian Arthur Meier	Colin Harding	Stegmaier	Laurina Mae-Anne
William R. Timmons	John G. White	Peter Neal Melnick	Mark Koffman Harris	Scott Allan Stoermer	Wilcox
Peter A. Yelle	Timothy A. Tobiasz	Sally Messer	Rebecca Pearl	Brian Patrick Storey	Mark Wilcox
Claudia C. Gelzer	Christopher S.	Brian Miles	Harvey	Tracy Ann Strock	Anthony Wade
Daniel D. Unruh	Nicolson	Christopher Michael	Chris S. Hayter	Daniel Matthew	Williams
Mark Marchione	Dale A. Bluemel	Milkie	Jalyn Gail Heil	Stulack	Douglas Erhardt
Matthew D.	Lawrence A. Kiley	Gabrielle Genevieve	Robert Hengst	Jonathan Theel	Williams
Woodward	Whitney L. Yelle	Miller	John Hennigan	Michael David	Torrence Bement
John A. Denard	James F. Blow	Emily Minbiolo	Mark Donald Heupel	Thomas	Wilson
John B. Milton	Edward W. Sandlin II	Erica Lea Mohr	Eric Edwards		Kimberly Zust
John A. Cromwell	Scott D. Stewart	Robert Thomas	Hoernemann		
Scott A. Hinton	Ismal Curet	Moorhouse	Christy Lynn Hogan		
Orin E. Rush, Jr.	Michael A.	Joe L. Morgan	Eli Hoory		
Mitchell A. Morrison	Vanvoorhees	Seal Gregory	Eric Kenneth Horn		
Christopher B. Hill	Lewis M. Werner	Morrissey	Walter Laurence		
Alan L. Blume	Charles A. Roskam II	Jesse Clate Morton	Horne		
Jeffery W. Thomas	James A.	Todd William Moyer	Robert Anthony		
Larry L. Littrell	Nussbaumer	Michael Shawn	Hueller		
Christopher M.	Kevin Y. Pekarek	Moyers	John Paul Humpage		
Holmes	Michael T. Lingaitis	Jonathan Edward	Mark Alan Jackson		
Thomas N. Thomson	Erich M. Telfer	Musman	Benjamin Alexande		
Bryan P. Rorke	Constantina A.	Adam Eric Nebrich	Janczyk		
David H. Anderson	Stevens	Benjamin Louis	Merle Johnson		
Edward W. Price, Jr.		Nicholson	Reese Parker		
		Craig Mickael	Johnson		
		O'Brien	Samuel Johnson		
		John Kenneth	Anthony Raymond		
		O'Connor	Jones		
		James Joseph O'Kane	Alexander Sarol		
		Thomas Andrew	Joves		
		Olenchock	Eirik Thomasson		
		Matthew Orendorff	Kellogg		
		Drew Francis	Carl Martin Kepper		
		Orsinger	Robert John		
		Brian Palm	Keramidas		
		Michael John	Adam Lincoln Kerr		
		Paradise	Timothy James		
		Andrew Thomas	Kerze		
		Pecora	Fair Charlie Kim		
		Scott Thomas	Jooyi Kim		
		Peterein	William Anderson		
		Hillary Genelle	King		
		Peterson	Heather Kristine		
		Ty Jeremy Peterson	Klemme		
		Christopher Brian	Chris Kluckhuhn		
		Phelan	Sean Adam		
		Lena Michele Piazza	Komatinsky		
		Richard Charles	Gabrielle Nicole		
		Pokropski	Krajenski		
		Michelle Lee Quach	Jason A. Kremer		
		Brian Kevin Riemer	Paul Emil Lafond		
		Erick Roane	Karl David Lander		
		Keith Michael	James Willis Larson		
		Ropella	Ryon L. Little		
		Michael Ray Roschel	Scott Stanley		
		Andrew Eric	Littlefield		
		Rosenbaum	Katherine Mary		
		Brad Rosello	MacDonald		
		Herbert Henry	Ryan Alexander		
		Eggert	Roslonek		
		Michael James Ennis	Anthony Lee Russell		
		Philip Allan Ero	Michael Ryan		
		Salvatore Jason	Olav Magnus Saboe		
		Fazio	Andrea Lynn		
		Michele Flaherty	Sacchetti		
		Taina Fonseca	Jerry Wayne Saddler		
		Anthony F. Franzago	Matthew J. Salas		
		Michael Shariff	Aaron Michael		
		Fredie	Sanders		
		Ernie Toledo Gameng			

INTRODUCTION OF BILLS AND JOINT RESOLUTIONS

The following bills and joint resolutions were introduced, read the first and second time by unanimous consent, and referred as indicated:

By Mrs. HUTCHISON:

S. 1648. A bill to authorize the Secretary of Transportation to issue a certificate of documentation with appropriate endorsement for employment in the coastwise trade for the vessel *Herco Tyme*; to the Committee on Commerce, Science, and Transportation.

By Mr. KERREY (for himself, Mr. DOLE, Mr. EXON, and Mrs. KASSEBAUM):

S. 1649. A bill to extend contracts between the Bureau of Reclamation and irrigation districts in Kansas and Nebraska, and for other purposes; to the Committee on Energy and Natural Resources.

By Mr. HARKIN (for himself, Mr. KERRY, Mr. SIMON, Mr. LEAHY, Ms. MIKULSKI, and Mr. INOUE):

S. 1650. A bill to amend the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin, and for other purposes; to the Committee on Labor and Human Resources.

By Mr. WARNER:

S. 1651. A bill to amend title 10, United States Code, to permit covered beneficiaries under the military health care system who are also entitled to medicare to enroll in the Federal Employees Health Benefits program; to the Committee on Armed Services.

By Mr. McCONNELL:

S. 1652. A bill to amend the Juvenile Justice and Delinquency Prevention Act of 1974 to establish a national resource center and clearinghouse to carry out training of State and local law enforcement personnel to more effectively respond to cases involving missing or exploited children, and for other purposes; to the Committee on the Judiciary.

By Mr. CONRAD:

S. 1653. A bill to prohibit imports into the United States of grain and grain products from Canada, and for other purposes; to the Committee on Finance.

By Mrs. BOXER (for herself and Mr. BRADLEY):

S. 1654. A bill to apply equal standards to certain foreign made and domestically produced handguns; to the Committee on the Judiciary.

SUBMISSION OF CONCURRENT AND SENATE RESOLUTIONS

The following concurrent resolutions and Senate resolutions were read, and referred (or acted upon), as indicated:

By Mr. DOLE (for himself, Mr. PELL, Mr. D'AMATO, Mr. PRESSLER, Mr. LEVIN, and Mr. FEINGOLD):

S. Con. Res. 50. A concurrent resolution concerning human and political rights and in support of a resolution of the crisis in Kosova; to the Committee on Foreign Relations.

STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mr. KERREY (for himself, Mr. DOLE, Mr. EXON, and Mrs. KASSEBAUM):

S. 1649. A bill to extend contracts between the Bureau of Reclamation and irrigation districts in Kansas and Nebraska, and for other purposes; to the Committee on Energy and Natural Resources.

THE IRRIGATION PROJECT CONTRACT EXTENSION ACT OF 1996

• Mr. KERREY. Mr. President, I introduce legislation to extend the water service contracts for irrigation projects in Nebraska and Kansas.

Mr. President, a little over 50 years ago, Congress authorized construction of a set of water management projects as a part of the Flood Control Act of 1944. These projects were designed to provide control, conservation, and use of water resources throughout the Missouri River basin. Known as the Pick-Sloan Missouri Basin Program, the system has provided flood control, power generation and irrigation to over 3.7 million acres, as well as stream pollution abatement, sediment control, water supplies for cities and industry, enhancement of fish and wildlife, and recreation opportunities.

Each of the projects had 40-year water service contracts for irrigation with the Bureau of Reclamation, in the Department of the Interior. These contracts are beginning to expire. In fact, three of those 40-year contracts will expire on December 31 of this year. Though the procedures for contract renewal were not spelled out, it is clear that contract renewal was considered when the original agreements were made. It is also clear that an immediate extension of the service contracts is necessary. Extending these contracts will give the Bureau of Reclamation the necessary time to complete the contract renewal process as well as provide us time to collect input to fully evaluate our options and maximize the benefits of the best option.

The legislation I introduce today is straight-forward and simple: It would extend each of 10 water service contracts upon expiration for a period of 4 years. The terms of each contract would be the same as those originally negotiated.

I am glad to be able to say that this legislation has the full and bipartisan support of each Senator from both of

the affected States, Nebraska and Kansas. It has been a real pleasure to work with each of my cosponsors on an issue where we found such clear and easy agreement, both about what needed to be done and how to get there. So, on behalf of myself, the majority leader, BOB DOLE, my friend and fellow Nebraskan JIM EXON, NANCY KASSEBAUM, and the thousands of Nebraskans, Kansans, and visitors who benefit from these projects, I introduce the Irrigation Project Contract Extension Act of 1996.●

By Mr. HARKIN (for himself, Mr. KERRY, Mr. SIMON, Mr. LEAHY, Ms. MIKULSKI, and Mr. INOUE):

S. 1650. A bill to amend the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin, and for other purposes; to the Committee on Labor and Human Resources.

THE FAIR PAY ACT OF 1996

• Mr. HARKIN. Mr. President, the Equal Pay Act, passed in 1963, made it illegal to discriminate against women when determining pay levels for the same job. Since then, we have made some progress in reducing employment discrimination against women. But we cannot have equality of opportunity in the workplace without equality and fairness in wages and salary. Even though many women have moved up and out of traditionally female jobs, stereotypes and historical discrimination remain firmly imbedded in pay scales.

Current law has not done enough to combat wage discrimination when employers routinely pay lower wages to jobs that are dominated by women. That is why I am introducing the Fair Pay Act of 1996. The Fair Pay Act is designed to pick up where the Equal Pay Act left off by paying women equally for equivalent work.

The heart of the Fair Pay Act will make it illegal to discriminate against employees on the basis of sex, race, and national origin by requiring equal pay for work in jobs that are comparable in skill, effort, responsibility, and working conditions. Women and minorities make up 57 percent of the workforce and their salaries are an essential component of family income. It is a fundamental issue of fairness to provide equal pay for work that is of equal value to an employer.

Wage gaps can result from differences in education, experience, or time in the workforce and the Fair Pay Act does not interfere with that. But, just as there is a glass ceiling in the American workplace, there is also what I call a glass wall—where women are on the exact same level as their male coworkers. They have the same skills, they have the same type of responsibilities, but they are still obstructed from receiving the same pay. It is a hidden barrier, but a barrier all the same. And it is keeping out equality, opportunity, and above all fairness. The Fair Pay

Act is about knocking down the glass wall.

To illustrate, consider a study done in the county of Los Angeles that compared the job requirements and salaries of children's social service workers who were mostly women and probation officers who were mostly men. The two jobs required the same skills and education, and the working conditions were similar. However, the social service workers were paid an average of \$35,000 a year while the probation officers were paid an average of \$55,000 a year—a \$20,000 difference in salary.

Over a lifetime, that kind of wage gap adds up. The average woman loses \$420,000 over a lifetime due to unequal pay practices. Such gaps in income are life changing; it can mean the difference between welfare and self-sufficiency, owning a home or renting, sending your kids to college or to flip burgers, or having a decent retirement instead of an uncertain old age.

The Fair Pay Act is a commonsense business issue. Women and minorities make up over half of the work force and fair pay is essential to attract and keep good workers.

The Fair Pay Act is an economic issue. Working women, after all, don't get special discounts when they buy milk. They can't get a special rate buying clothes for their kids. Bread and gasoline don't cost less for working women than working men. And women and minorities are certainly taxed at the same rate as men are, yet they don't get any break when April 15 rolls around.

The Fair Pay Act is a family issue. Family budgets are getting squeezed by the day. When women are discriminated against in their pay, they aren't the only ones who lose. When women aren't paid what they're worth, husbands and children get cheated too.

Now, I've heard the critics. Some say there is no discrimination in the workplace. It's just the natural economic forces paying workers their fair share.

Others say that this is a decision that should be left to the private sector alone. If the private sector wants to discriminate, they say, that should be their right. Well, we as a society have said discrimination in any form should not be tolerated and that's what this bill is about.

There is perhaps no other form of discrimination that has as direct an impact on the day-to-day lives of workers as economic discrimination. The Equal Pay Act was designed to end that. And it has helped. But we need to go further to address economic discrimination for equivalent work.

And most importantly, the American people want fair pay legislation. The Fair Pay Act has already been endorsed by a wide variety of groups and organizations. In addition, polling data consistently show that over 70 percent of the American people support a law requiring the same pay for men and women in jobs requiring similar skills