

The recognition of Croatia's participation in the anti-fascist movement is one of the pillars of a strategy aimed at national reconciliation. Towards this end, President Tudjman laid a wreath at the memorial site in Jasenovac on June 15, 1996 to pay homage to the victims at the Jasenovac camp, a camp which has come to symbolize the evils of fascism and communism. President Tudjman said: "I have laid the wreath as Croatia's President in memory of all victims of Jascnovac; for the victims of fascism and the NDH (Independent State of Croatia), but also for those who were executed by the communist regime".

### CIVIL RIGHTS PROCEDURES PROTECTION ACT

HON. PATRICIA SCHROEDER

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mrs. SCHROEDER. Mr. Speaker, today I and my colleague, Representative MARKEY, are introducing the Civil Rights Procedures Protection Act, which reasserts the rights of employees to take their employers to court for unlawful discrimination.

This legislation would prevent employers from requiring employees to check their rights as American citizens at the front door and agree to submit, sometimes unknowingly, to binding mandatory arbitration as a term or condition of hiring, continued employment, or promotion.

What started as a practice mainly in the securities industry has now spread to a significant number of Fortune 500 companies. The General Accounting Office estimates that in 5 years, over half of all employees in the United States may be bound by mandatory arbitration contracts.

Mandatory arbitration forces employees to choose between their employment and their civil and constitutional rights, such as trial by jury and due process. Employees are forced to submit to arbitration boards that are often set up in a discriminatory fashion. For example, in the securities industry, boards are handpicked by the executives from the industry, who choose from a pool dominated by their peers. They are hardly neutral. Employees also face difficulties in obtaining injunctions, bringing class action suits, and conducting meaningful pretrial factfinding because employers hold most files and information.

My bill would amend seven Federal civil rights and workplace fairness statutes to make it clear that the powers and procedures available under those laws are the exclusive ones that apply to a claim that arises. It does not condemn alternative dispute resolution; it makes it clear that an employee can voluntarily choose to submit a case to arbitration after the claim arises.

Since my first introduction of this bill, a number of women have brought stories to my attention about their own dealings with mandatory arbitration, which highlight the need for change. One such case involved a woman who attempted to bring a charge of age discrimination. She had worked at a clerical position with a company for 13 years and was 58 years of age when her job was terminated. She applied for another job within the company for which she was well-qualified. The job went to a younger woman who had been with

the company for only 3 years and had no training or experience. She initiated a complaint under the company's internal appeals process. After enduring three rounds of appeals, the woman was dissatisfied with what she felt were the appeal boards inaccurate and inconsistent conclusions. But she cannot seek appeal outside of the company because she signed a waiver, revoking her right to trial by jury.

Mr. Speaker, when voluntary, arbitration and mediation can be an efficient and effective method of resolving differences and reducing the courtloads of civil and criminal courts. But the key word is voluntary. No one should be forced to choose between their job and their civil rights. This bill restores integrity to employee-employer relationships.

### LEGISLATIVE PAY EQUITY STUDY

HON. CONSTANCE A. MORELLA

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mrs. MORELLA. Mr. Speaker, as cochair of the Congressional Caucus for Women's Issues, I am introducing legislation to institute a Legislative Pay Equity Study. As part of the Economic Equity Act, this bill will be one of a package of bills to promote economic equity for women to be introduced by the Caucus in July.

Fifty years have passed since women were found to earn 65 percent of men's wages in 1946. Neither time nor legislation was dramatically improved this inequity: In 1991, women were still found to earn 70 cents for every dollar men earned. During the nearly five decades that passed between those two studies, many women have moved into traditionally male-dominated professions in the work force. Yet their salaries remain significantly lower than those of men—even though women often do the same work as their male counterparts.

The Equal Pay Act was passed in 1963 in order to prevent just such discrimination toward women. Calling for equal pay for equal work, this law made it illegal for women to earn less than men for the same labor. Unfortunately, pay inequity persists. One reason is that women often do different work than men, making it possible for employers to pay unequal salaries for theoretically unequal work. Even the 1964 Civil Rights Act, which promised to end discrimination based on gender, race, or ethnicity, failed to bring an end to wage discrimination. It is evident that our laws have not achieved equality in the work force.

I am introducing this bill today in order to end wage discrimination within the legislative branch and to better understand why women remain consistently underpaid in comparison to men. With this information, recommendations could be made as to how workers within the legislative branch could be more equitably paid. This bill is identical to the legislation introduced in earlier Congresses by Senator OLYMPIA SNOWE.

My proposed legislation would create a bipartisan commission to determine if the salaries of the employees of the legislative branch correspond to the actual work they do. Having studied the compensation within and between job classifications as well as personnel policies, an independent consultant could deter-

mine whether they comply with title VII of the Civil Rights Act of 1964. Title VII states that equal work as well as work of equal value should be equally compensated. With this information, recommendations could be made by the commission to apply title VII to the entire legislative branch. It is my hope that the changes made in the legislative branch would inspire and instigate changes to be made in the entire nation's work force.

At a time when there is a continuing concern over the small number of women employed in the fields of math, science, and athletics, it is imperative that it not be forgotten that women's wages still remain below those of men. When women are confident that their salaries will correspond to their work, they will no longer be hesitant to enter professions traditionally dominated men. I invite you to join me in supporting this legislation so that women will have the freedom to choose their career knowing that they will bring home the wage that they deserve.

### PERSONAL EXPLANATION

HON. ELIOT L. ENGEL

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mr. ENGEL. Mr. Speaker, I was necessarily absent during roll call votes 207 through 210 and 222 through 224. If present, I would have voted 'aye' on roll call 207, 'aye' on roll call 208, 'aye' on roll call 209, 'no' on roll call 210, 'aye' on roll call 222, 'aye' on roll call 223, and 'aye' on roll call 224.

### WESTSIDE LIGHT RAIL AND H.R. 3675

HON. ELIZABETH FURSE

OF OREGON

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 27, 1996

Mr. FURSE. Mr. Speaker, I would like to thank Chairman WOLF and members of the subcommittee for excellent work in crafting a bipartisan fiscal year 1997 transportation bill. On behalf of the board coalition in Oregon which enthusiastically endorses Westside Light Rail, my thanks to the entire subcommittee for including \$90 million for this important project in H.R. 3675.

Earlier this year, as I have for 4 years in a row, I organized a diverse group to testify in Congress in support of the Westside/Hillsboro project. Representatives of private sector groups, local officials, and public organizations continue to strongly support Westside Light Rail in Oregon. As I have noted for a number of years, Westside Light Rail's record of support from Oregonians themselves speaks for itself: in the 1990's, Oregon taxpayers have voted to put their own money into light rail by margins of 65 percent and 74 percent. It is clear that Westside Light Rail's impressive local support was key to the subcommittee's decision to keep this project on track.

Work is progressing on Westside Light Rail throughout my district. Earlier this year, I attended the holing-through of one of the two 3 mile tunnels through Portland's West Hills—a major milestone in the construction of the