The legislative clerk read as follows:

A bill (H.R. 4018) to make technical corrections in the Federal Oil and Gas Royalty Management Act of 1982.

The PRESIDING OFFICER. Is there objection to the immediate consideration of the bill?

There being no objection, the Senate proceeded to consider the bill.

Mr. LOTT. Mr. President, I ask unanimous consent the bill be deemed read a third time, passed, the motion to reconsider be laid upon the table, and any statements relating to the bill be placed at the appropriate place in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

The bill (H.R. 4018) was deemed read for a third time and passed.

ORDERS FOR TUESDAY, SEPTEMBER 10, 1996

Mr. LOTT. Mr. President, now, the closing information, at the end of which I will note that Senator MURRAY is here, and following her remarks the Senate will stand in adjournment. I wanted her to know we would close that way so she would not have concerns that we would close without her having a opportunity to speak.

I ask unanimous consent when the Senate completes its business today it stand in adjournment until 9:30 a.m. on Tuesday, September 10; further, immediately following the prayer, the Journal of proceedings be deemed approved to date, the morning hour be deemed to have expired, and the time for the two leaders be reserved for their use later in the day, and the Senate immediately turn to the consideration of H.R. 3396, the Defense of Marriage Act, as under a previous order.

The PRESIDING OFFICER. Without objection, it is so ordered.

SCHEDULE

Mr. LOTT. Tomorrow morning the Senate will be debating the Defense of Marriage Act for 3 hours, until the hour of 12:30.

I now ask unanimous consent the Senate recess between the hours of 12:30 to 2:15 for the weekly policy conferences.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. LOTT. When the Senate reconvenes at 2:15, there will be two consecutive rollcall votes, the first on the adoption of the Defense authorization conference report to be followed by a vote on the passage of H.R. 3396, the Defense of Marriage Act. There will then be 30 minutes of debate, and a vote on S. 2056, the employment discrimination bill. This 30 minutes, of course, will be equally divided.

Following those votes on Tuesday, the Senate will turn to the consideration of the Treasury/Postal Service appropriations bill. Therefore, additional votes can be expected during tomorrow's session. Also, as a reminder to all Senators, at 10 a.m. on Wednesday of this week there will be a joint meeting of Congress to hear the address of Prime Minister Bruton of Ireland. Members are asked to be in the Senate Chamber at 9:40 a.m., so we may proceed to the House of Representatives.

That is on Wednesday. That was just a reminder for the Members to make plans to be here for that special occasion.

ORDER FOR ADJOURNMENT

Mr. LOTT. Mr. President, if there is no further business to come before the Senate, I ask unanimous consent the Senate now stand in adjournment under the previous order, following the remarks of Senator MURRAY.

The PRESIDING OFFICER. Without objection, it is so ordered.

The Senator from Washington is recognized.

THE EMPLOYMENT NONDISCRIMINATION ACT

Mrs. MURRAY. Mr. President, I rise today as an original cosponsor of the Employment Nondiscrimination Act, to express my strong support for this important legislation. I do so in the belief that every single American deserves fair treatment under the law, no matter their gender, race, religion, or sexual orientation. As one of the few women ever to serve in the U.S. Senate, I bring a different perspective to this issue. As a mother and as the ninth woman ever elected to the Senate and the first ever from my home State of Washington, I understand very clearly what it means to be part of a group who seeks fairness and equal opportunity.

Not so long ago, many thought it impossible for women to serve in the Senate, much less elected office of any other kind. Today, I am confident none of my colleagues would deny the contributions women have made here, in the House, in the State and local governments, and at every level of public service.

Mr. President, I am proud, not only that I was elected to one of the highest offices in the land, but also because I know now that my daughter will have the same opportunity.

The point is this: She will have choices and she will have the opportunity, because these are the values of the American people.

I do not believe elected leaders serve our country well if they deny any of our citizens these choices. A person's success or failure must depend on their qualifications, skills, effort, and sometimes even luck. Most important, their fate should rest on having the opportunity to test these things. No one, not one person, should be denied opportunity because of their race, their religion, their gender, or their sexual orientation.

I know that historic debates such as this one have been very hard, but I say to my colleagues, change is never easy and we should let our past successes be our guide in the future.

Thirty-five years ago, our national conscience was challenged like never before as the civil rights movement blossomed. By passing the Civil Rights Act of 1964, we made unquestionable progress toward ensuring equality for all citizens. Today, none among us would deny that we did the right thing by outlawing discrimination based on race. We know we did the right thing by guaranteeing the civil rights of women, racial minorities, and members of every religion. The same must be done in this case.

So we can be justifiably proud of our rich history of protecting civil rights, and we should dedicate ourselves to doing better. And make no mistake, we can do better. To my colleagues, I offer this caution: Do not be convinced by those who argue that discrimination is no longer a problem in the workplace.

Every day, citizens of this Nation somewhere feel the sinister burn of job discrimination, be they women, racial minorities, or gays and lesbians. And unlike the rest of America, this latter group cannot today count on the protection of Federal law to ensure equal opportunity in the workplace.

I recently heard the story of a woman named Nan Miguel who worked for a hospital in my home State of Washington as an administrator in the radiology department. She oversaw a small staff and worked very hard at her job. Three years ago, she hired a woman she believed was the most qualified candidate for an x-ray technician's position. She did this despite pressure from certain staff members who believed that the woman she wanted to hire was a lesbian. The new employee went on to work hard and did an excellent job, just as Nan expected she would.

Unfortunately, it did not end there. One coworker in particular was opposed to working with a woman because of the rumors about her sexual orientation. Nan sought help from senior management in resolving this issue, but to her shock, they told her that the coworker must simply be responding to the discord created by the technician.

Her employee's job performance was strong and, therefore, she felt it wrong to fire her. Instead, she continued to try and find a solution. In the end, the hospital told Nan that it would be easier for them to remove her than to remove her coworker. Nan was placed on administrative leave and subsequently fired. A short time later, the technician was fired as well. Only the worker who displayed intolerance on the job stayed on the job.

If the same situation had occurred because the technician was Hispanic, because she was a woman, or because she belonged to the Mormon Church, the same outcome could not have happened. We would not even be talking about it, because today no one would question the competence of an employee based on those characteristics,