

The Calumet City Lodge makes a donation each year to the Easter Seals Foundation, the national charity for the Fraternal Order of Police. They make donations to the Good Hope School, a trade school for developmentally disabled children.

As is tradition with many police organizations, the Calumet City FOP takes care of their own. When a police officer is killed in the line of duty, the Lodge provides for the needs of their surviving family. Donations are also made to the state and national Concerns of Police Survivors (COPS) program.

Also on January 13, 1998, the Fraternal Order of Police, Calumet City Lodge No. 1 honored those who have recently retired from the police. Kelly Matthews served the residents of Calumet City for 24 years from 1973 to 1997. Terrence McDermott served the residents of Calumet City for 26 years from 1971 to 1997. We thank these two dedicated public servants for their fearless service to this community.

Finally, on January 13, 1997 the Fraternal Order of Police, Calumet City Lodge No. 1 installed new officers to preside over this organization. We thank the retiring officers for their service and call upon the new directors to preserve the good name of this organization whose motto is "We serve with Pride."

IN HONOR OF THELMA GAMMELL
ON HER 102ND BIRTHDAY

HON. LORETTA SANCHEZ

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, January 27, 1998

Ms. SANCHEZ. Mr. Speaker, I would like to take this opportunity to honor a wonderful person and a great American, on her 102nd birthday—Thelma Gammell.

Thelma is a joy to know. Perky, humorous, and filled with the spirit of life. She was born in Miller, South Dakota, and on October 9, 1895. Life was very different then. The United States, itself, was just over 100 years old. Her ancestors had migrated from Wales in 1776, during the Revolutionary War.

Life was very difficult and often hard. Thelma, however, grew up in a family that had good values. They worked hard and they lived the best they could with what they had. Her childhood was filled with horseback riding, dolls and "kitten playmates." The winters on the prairie were long and cold, but Thelma enjoyed playing in the snowdrifts with her sister.

In 1912 Thelma met with her husband, John Gammell. They lived in several states including North Dakota, South Dakota, Montana, Wyoming and Nebraska. They had a son and a daughter who were both born in Wyoming.

In 1937 the Gammells moved to Laguna Beach, California, where John worked as a carpenter and Thelma worked as a pottery designer. After retirement, the Gammells traveled, visiting friends in the Midwest. After her husband passed away in 1967, Thelma became active as a volunteer for the Santa Ana Senior Center and has continued her dedicated service for over 12 years.

Surely her secret to a long life must be her warm and outgoing personality and her joy of life. For Thelma Gammell life had been filled with many wonderful memories. All who know Thelma have been charmed by her presence.

Happy birthday and best wishes for a wonderful year.

PROTECTION OF RELIGIOUS
FREEDOM IN THE WORKPLACE

HON. WILLIAM F. GOODLING

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, January 27, 1998

Mr. GOODLING. Mr. Speaker, I am pleased to introduce H.R. 2948, legislation that restores real protections to the religious convictions of men and women in the workplace. The Workplace Religious Freedom Act (WRFA) would amend Title VII of the 1964 Civil Rights Act to require employers to make reasonable accommodation for an employee's religious observance or practice unless doing so would impose an undue hardship on the employer. Currently, the courts interpret Title VII to require reasonable accommodation of religious practices only where an employer would not "bear more than a de minimis cost."

This bill is a companion to S. 1124, which was introduced by Senators JOHN KERRY (D-MA) and DAN COATS (R-IN), with an ideologically diverse group of cosponsors.

The version of the WRFA that I introduce today is intended to reflect my concern with the instances of employers unreasonably refusing to accommodate the religious needs of workers. This is not a common problem, but it is still a serious one. This bill is intended as a starting point, and I do not necessarily endorse all of its provisions. I wish to ensure that businesses are not unduly burdened, while ensuring that workers' rights are amply protected. I hope my introduction of this bill will foster a dialogue between the business and religious communities that achieves a bill acceptable to all.

The bill is endorsed by a wide range of organizations including: American Jewish Committee, Baptist Joint Committee, Christian Legal Society, United Methodist Church, Presbyterian Church (USA), Southern Baptist Convention, Traditional Values Coalition, Seventh-day Adventists, National Association of Evangelicals, National Council of the Churches of Christ, National Sikh Center, and Union of Orthodox Jewish Congregations. A complete list of the Coalition For Religious Freedom In The Workplace is attached for the record.

I look forward to a healthy debate over this legislation and its ultimate passage in a form which fairly balances the legitimate needs of both employees and employers.

COALITION FOR RELIGIOUS FREEDOM IN THE
WORKPLACE

Agudath Israel of America; American Jewish Committee; American Jewish Congress; Americans for Democratic Action; Anti-Defamation League; Baptist Joint Committee on Public Affairs; Center for Jewish and Christian Values; Central Conference of American Rabbis; Christian Legal Society; Church of Scientology International; Council on Religious Freedom; General Conference of Seventh-day Adventists; Guru Gobind Singh Foundation; Hadassah-WZOA; International Association of Jewish Lawyers and Jurists; and Jewish Council for Public Affairs.

National Association of Evangelicals; National Council of the Churches of Christ in the USA; National Council of Jewish Women;

National Jewish Coalition; National Jewish Coalition; National Jewish Democratic Council; National Sikh Center; North American Council for Muslim Women; People for the American Way; Presbyterian Church (USA), Washington Office; Rabbinical Council of America; Southern Baptist Convention Ethics and Religious Liberty Commission; Traditional Values Coalition; Union of American Hebrew Congregations; Union of Orthodox Jewish Congregations; United Church of Christ Office for Church in Society; United Methodist Church General Board on Church and Society; and United Synagogue of Conservative Judaism.

WHY PHYSICIAN REFERRAL LAWS
ARE IMPORTANT

HON. FORTNEY PETE STARK

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, January 27, 1998

Mr. STARK. Mr. Speaker, the January 9th *Federal Register* contains the regulations implementing the 1993 Physician Referral laws, designed to reduce or eliminate the incentives for doctors to over-refer patients to services in which the doctor has a financial relationship.

Study after study after study has shown that when doctors have such a financial relationship, they tend to order more services and more expensive services. The Physician Referral laws try to stop this form of fraud, waste, and abuse.

Members may hear complaints about the law and regulations from some physicians. Following is a portion of an *amicus* brief filed in the case of *Thompson v. Columbia/HCA* December 12, 1996 by three of America's most distinguished and illustrious physicians—Dr. Arnold Relman, Dr. C. Everett Koop, and the late Dr. James S. Todd, former Executive Vice President of the American Medical Association. The *amicus* explains eloquently why this law is needed to help ensure the trust of the American people in their physician community.

I hope Members will keep in mind the important ethical and moral issues described by these three outstanding doctors.

STATEMENT OF INTEREST

Amicus, Arnold S. Relman, M.D., is Professor Emeritus of Medicine and of Social Medicine at the Harvard Medical School, Cambridge, Massachusetts. Dr. Relman is also the Editor in Chief Emeritus of the *New England Journal of Medicine*, the official organ of the Massachusetts Medical Society, which has been published continuously since 1812. For more than fifteen years, Dr. Relman has written extensively on the ethical, social, and practical implications of physician self-referral, compensation, and ownership arrangements of the type described in the present Complaint.

Amicus, C. Everett Koop, M.D., served as the United States Surgeon General under Presidents Reagan and Bush from 1981 to 1989. After the completion of his government service, General Koop has maintained an active role in the national debate on healthcare policies, priorities, and perspectives.

Amicus, James S. Todd, M.D., recently retired as Executive Vice President, American Medical Association.

Doctors Relman, Koop, and Todd have no personal financial interest in this litigation. Their desire to participate as *amici curiae*