

\$11,200. She is able to put in her 10 percent, receive the five percent match and receive the full amount from the profit share because her amount doesn't exceed the limit.

Despite the fact that Bill and Irene have the same discipline to add to their pension plans and save for their retirements, Bill is penalized by the 25 percent limitation. By lifting the 25 percent limit, we can provide a higher threshold of savings for those who need it most.

Permitting additional contributions to DC plans will help those working now, particularly women, to "catch up" on their retirement savings goals. Women are more likely to live out the last years of their retirement in poverty for a number of reasons. Women have longer lifespans, they are more likely to leave the workforce to raise children or care for elderly parents, are more likely to have to use assets to pay for long-term care for an ill spouse, and traditionally make less money than their male counterparts. Anyone who has delayed saving for retirement will get a much needed boost to their retirement savings strategy if the 25 percent limit is eliminated for employees.

Not only does this proposal help individual employees save for retirement but it also helps the many businesses, both small and large which are affected by 415(c). First, the 25 percent limitation causes equity concerns within businesses. Low and mid-salary workers do not feel as if the Code treats them equitably, when their higher-paid supervisor is permitted to save more in dollar terms in a tax-qualified pension plan.

Second, one of the primary reasons businesses offer pension plans is to reduce turnover and retain employees. Employers often supplement their 401(k) plans with generous matches or a profit-sharing plan to keep people on the job. The 415(c) limitation inhibits their ability to do that, particularly for the lower-paid workers who are unfairly affected.

Third, this legislation will ease the administrative burdens connected with the 25 percent limitation. Dollar limits are easier to track than percentage limits.

Finally, I want to placate any concerns that repealing the 25 percent limit will serve as a windfall for high-paid employees. The Code contains other limitations which provide protection against abuse. First, the Code limits the amount an employee can defer to a 401(k) plan. Under section 402(g) of the Code, workers can only defer up to \$10,000 of compensation into a 401(k) plan in 1998. In addition, plans still must meet strict non-discrimination rules that ensure that benefits provided to highly-compensated employees are not overly generous.

The value to society of this proposal, if enacted, is undeniable. Increased savings in qualified retirement plans can prevent leakage, meaning the money is less likely to be spent, or cashed out as might happen in a savings account or even an IRA.

There will be those out there who recognize that this bill does not address the impact of the 415 limit for all of the plans that are subject to it. I have included language that would provide relief to 401(k) plans and 403(b) plans, for example. Plans authorized by section 457 of the Code—used by state and local governments and non-profit organizations have not been specifically addressed. I want to assure organizations who sponsor 457 plans that I support ultimate conformity for all plans affected by the 415(c) percentage limitation. Over the next couple of weeks, I hope to work with these organizations to identify the changes that are necessary to achieve equity and simplicity for their employees. In the mean time, this is a positive step toward enhancing the retirement savings opportunities of working Americans.

We have begun to educate all Americans about the importance of saving for retirement, but if we educate and then do not give them the tools to allow people to practically apply that knowledge, we have failed in our ultimate goal to increase national savings. Let's help Americans succeed in saving for retirement. In helping them achieve their retirement goals, they help us to achieve our goal as policymakers of improving the quality of life for Americans.

I want to thank an Iowa company, IPSCO, in Camanche, Iowa, and its

many employees for bringing this issue to the forefront. I would also ask unanimous consent that a letter supporting this legislation from the Profit Sharing Council of America be printed in the RECORD.

There being no objection, the letter was ordered to be printed in the RECORD, as follows:

PROFIT SHARING/401(k)
COUNCIL OF AMERICA,
Chicago, IL, January 19, 1999.

Hon. CHARLES E. GRASSLEY,
U.S. Senate,
Washington, DC.

DEAR CHAIRMAN GRASSLEY: On behalf of the 1,200 Profit Sharing/401(k) Council of America members who sponsor employer-provided retirement plans, I am pleased to announce our strong support of The Enhanced Savings Opportunity Act, introduced today, that would repeal the IRC section 415(c) 25 percent of compensation limit currently imposed on employees participating in defined contribution plans. That limitation caps the combined employee and employer contribution into a 401(k) account to 25 percent of an employee's earnings. The 25 percent limitation has significantly reduced the ability of lower-paid employees, specifically intermittent workers, from taking full advantage of defined contribution retirement programs. Most companies limit the percentage of pay that an employee can contribute to their 401(k) plan to even less than 25 percent in order to insure compliance with 415(c).

The legislation will promote a conducive environment for expanding the savings opportunities in employer-provided retirement programs by removing one of the impediments that prevents employees, especially lower-paid employees, from taking full advantage of profit sharing, 401(k), and other defined contribution programs.

The Enhanced Savings Opportunity Act will permit employees who leave and reenter the workforce, many of whom are women, to make larger contributions when they are working, in effect allowing them to "catch up" their contributions. All low-paid employees will now be allowed to defer up to \$10,000 of their wages into a 401(k) plan. Also, companies will be permitted to make more generous matching and profit sharing contributions to their employees, especially their lower-paid employees.

We continue to benefit from your strong leadership in support of employer-provided retirement plans and again commend you for this new proposed legislation.

Sincerely,

DAVID L. WRAY,
President.

NOTICE

Incomplete record of Senate proceedings. Except for concluding business which follows, today's Senate proceedings will be continued in the next issue of the Record.

REGISTRATION OF MASS MAILINGS

The filing date for 1998 fourth quarter mass mailings is January 25, 1999. If your office did no mass mailings during this period, please submit a form that states "none."

Mass mailing registrations, or negative reports, should be submitted to the Senate Office of Public Records, 232

Hart Building, Washington, D.C. 20510-7116.

The Public Records office will be open from 8:00 to 6:00 p.m. on the filing date to accept these filings. For further information, please contact the Public Records office at (202) 224-0322.

1998 YEAR END REPORT

The mailing and filing date of the 1998 Year End Report required by the Federal Election Campaign Act, as amended, is Sunday, January 31, 1999. Principal campaign committees supporting Senate candidates file their reports with the Senate Office of Public Records, 232 Hart Building, Washington, D.C. 20510-7116.

The Public Records office will be open from 12:00 noon to 4:00 p.m. on the filing date to accept these filings. For further information, place contact the Public Records office at (202) 224-0322.

RENAMING THE COMMITTEE ON LABOR AND HUMAN RESOURCES THE COMMITTEE ON HEALTH, EDUCATION, LABOR, AND PENSIONS

Mrs. HUTCHISON. Mr. President, on behalf of the Senate majority leader, I ask unanimous consent that the Senate now proceed to the immediate consideration of Senate Resolution 20, introduced earlier today.

The PRESIDING OFFICER. The clerk will report.

The assistant legislative clerk read as follows:

A resolution (S. Res. 20) renaming the Committee on Labor and Human Resources the Committee on Health, Education, Labor and Pensions.

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

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

Mrs. HUTCHISON. Mr. President, I ask unanimous consent that the resolution be agreed to, the motion to reconsider be laid upon the table, and that any statements related to the resolution be printed in the RECORD.

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

The resolution (S. Res. 20) was agreed to as follows:

S. RES. 20

Resolved, That the Committee on Labor and Human Resources is hereby redesignated as the Committee on Health, Education, Labor, and Pensions.

CONGRATULATING THE UNIVERSITY OF TENNESSEE VOLUNTEERS FOOTBALL TEAM ON NCAA CHAMPIONSHIP

Mrs. HUTCHISON. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of Senate Resolution 21, submitted earlier today by Senators FRIST and THOMPSON.

The PRESIDING OFFICER. The clerk will report.

The assistant legislative clerk read as follows:

A resolution (S. Res. 21) congratulating the University of Tennessee Volunteers Football Team on winning the 1998 National Collegiate Athletic Association Division I-A football championship.

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

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

Mr. FRIST. Mr. President, it is with great pride that I rise to acknowledge another NCAA National Championship for the University of Tennessee. Last year, I had the opportunity to congratulate the Tennessee Lady Vols on

their third straight national women's basketball title, but just two weeks ago, the University of Tennessee Volunteer football team defeated the Seminoles of Florida State University in the Fiesta Bowl in Tempe, Arizona to become the undisputed champions of college football.

It was a perfect ending to a perfect season; a season of thirteen wins and zero losses; a season in which this national championship team pulled together to overcome tremendous adversity, including the loss of key starters to the National Football League, the loss of a Heisman Trophy candidate to a season-ending injury, and arguably the most challenging schedule in collegiate football, to attain the national title.

Today, along with my fellow Volunteer fan, Senator THOMPSON, I introduce this sense-of-the-Senate resolution recognizing the University of Tennessee Volunteers for their commitment to excellence, for their dedication, for their selflessness, and for their sportsmanship throughout the 1998 football season.

Mr. President, I, along with my fellow Tennesseans, watched with pride as the Volunteers marched their way through the 1998 football season setting numerous school records, Southeastern Conference records, and NCAA records. For players, coaches, and fans, it was indeed a remarkable season full of excitement, anxiety, and joy. From Jeff Hall's last-second field goal in the opening game to defeat Syracuse to Peerless Price's spectacular touchdown receptions against Florida State in the Fiesta Bowl, the Vols proved again and again that they can deliver in the clutch in a manner befitting a champion.

Throughout the year, the Volunteers functioned as a cohesive unit, rather than relying on only a few star players. Tennessee Coach Phillip Fulmer, the winningest active coach in college football, put it best when he said, "It's been an unbelievable effort. * * * It's amazing what you can accomplish when no one cares who gets the credit." Truly a testament to the selflessness and determination of this national championship team.

In closing, I would like to congratulate the team, Coach Fulmer, his assistant coaches, and the outstanding faculty and staff of the University of Tennessee, all of whom contributed to this championship season. Finally, I would like to recognize the most important group, the group in which I am honored to be included, the Tennessee Volunteer fans.

Mr. THOMPSON. Mr. President, I rise today to recognize the outstanding accomplishment of the University of Tennessee Volunteers in capturing the national collegiate football championship. And I ask my colleagues to join me in formally congratulating the Tennessee Vols.

On January 4th, I joined fellow Tennesseans across the country in watch-

ing with pride as the University of Tennessee Volunteers defeated Florida State Seminoles (23-16) and were crowned national champions for the first time since 1951. I should also point out that this is the second national championship that has come to the Tennessee Campus during this past year. The Lady Vols won the collegiate women's basketball crown and today stand at the top of the A.P. poll for the 1998-99 season with 40 of 41 first place votes.

Tennessee has the fourth-winningest program in major college football this decade and has won back-to-back Southeastern Conference (SEC) championships. This year's Fiesta Bowl marked their tenth consecutive bowl appearance. The Vols finished 13 and 0 and ranked number one in the nation after winning the Bowl Championship Series title game.

Mr. President, many of my colleagues had their own home-state favorites and I congratulate them on their seasons as well. But Mr. President back home in Tennessee, we are very, very proud of the Vols. We're proud of coach Phillip Fulmer and his staff. We're proud of the scholar-athletes. We're proud of the parents and the friends and the faculty who support them and out-numbered Florida State fans at the Fiesta Bowl by more than three to one.

This is just about as flawless a season of athletic performance as you're ever going to see, and we're fortunate in Tennessee to have this tremendous program and these gifted, talented young people. This is a team which started the year with a new quarterback and then lost its top running back four games into the season. They came together and it seemed that each game produced a different hero and somebody was always there to make a big play at a crucial moment.

Five different Vols earned SEC Player of the Week honors this season. Quarterback Tee Martin was named Offensive Player of the Week after completing an NCAA record 23-of-24 passes for 315 yards against South Carolina and setting a single-game record for completion percentage at 95.8. Receiver Peerless Price snagged Offensive Player of the Week when he caught a pass for a career-high 181 yards and one score in a win over Mississippi State.

And on defense, linebacker Al Wilson broke records by forcing three fumbles against Florida. Defensive end Shaun Ellis returned an interception 90 yards for a touchdown against Auburn, and defensive back Deon Grant stole the spotlight with a key interception in a game against Georgia. All three were named SEC Defensive Player of the Week for their individual achievements.

Mr. President, I would especially like to acknowledge the tremendous coaching job of Phillip Fulmer, who played offensive guard for Tennessee from 1969 to 1971, and who has led the team for seven winning seasons. Coach Fulmer