represents the 17 months that the average woman must work to earn the same amount the average man earns in just 12 months. It is calculated according to the U.S. Census Bureau data showing a 27% wage gap in 1998.

While women's participation in the labor market has increased dramatically over the last few decades, their pay has not. Women now comprise 46% of all workers, up from 33% in 1960. During this same period, federal legislation was enacted with the intent of mitigating labor market discrimination against women and others.

This Equal Pay Act, mandated equal pay for men and women employed in the same or substantially same jobs in a company.

The Civil Rights Act of 1964, prohibited discrimination in employment and compensation against women and other protested classes of workers.

Executive Order 11246 also forbade labor market discrimination and required affirmative action for protested classes of workers employed by federal contractors and subcontractors.

Yes, these measures have given today's working women opportunities their mothers never had. Women now work in many different fields, each requiring different skills and experience and paying different wages. However, opening doors for working women has not closed the door on pay discrimination. Women continue to earn less than men for comparable work. U.S. Census data from 1998 shows that women earn only 73 cents for every dollar earned by men.

Women get paid less because employers still discriminate in several ways.

(1) Jobs usually held by women pay less than jobs traditionally held by men—even if they require the same education, skills and responsibilities.

For example, stock and inventory clerks, who are mostly men, earn about $470 a week. General office clerks, on the other hand, are mostly women and they earn only $361 a week.

(2) Women don't have equal job opportunities. A newly hired woman may get a lower-paying assignment than a man starting work at the same time for the same employer. That first job starts her career path and can lead to a lifetime of lower pay.

(3) Women don't have an equal chance at promotions, training and apprenticeships. Because all these opportunities affect pay, women don't move up the earnings ladder as men do.

Equal pay is a problem for all working women.

Women lawyers—median weekly earnings are nearly $300 less than those of male attorneys—and women secretaries—who receive about $100 a week less than male clericals;

Women doctors—median earnings are more than $500 less each week than men's earnings—and the 95 percent of nurses who are women but earn $30 less each week than the 5 percent of nurses who are men;

Women professors—median pay is $170 less each week than men's pay—and women elementary school teachers—receive $70 less a week than men;

Women food service supervisors—paid about $60 less each week than men in the same job—and waitresses—weekly earnings are $50 less than waiters' earnings. (AFL–CIO data)

Every penny lost to wage inequity means fewer dollars available for women to spend on food, rent, health care, and education. So, unequal pay doesn't just affect women, it affects our entire economy. A working lifetime of diminished earnings costs the average working woman an estimated $250,000 in lost wages. Lower lifetime earnings translates into lower pension, retirement benefits and savings. As a result, women are more likely to enter retirement in poverty.

By calling attention to these facts, our Equal Pay Day Resolution can heighten awareness and help create a climate in which pay discrimination can be eliminated and every person paid according to his or her worth. I am introducing this bill with 23 original cosponsors to demonstrate strong support in the U.S. House of Representatives for change across the country.

HONORING THE DISTINGUISHED CAREER OF ANGELO VOLPE

HON. BART GORDON

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

Tuesday, May 9, 2000

Mr. GORDON. Mr. Speaker, today I rise to recognize the career of Angelo Volpe, president of Tennessee Technological University and the longest currently serving public university president in the state of Tennessee. Dr. Volpe's retirement on June 30, 2000, will mark 13 years at the helm of the university.

During Angelo's first week at Tennessee Tech, he and his wife, Jennette, started a tradition that would endear them to thousands of students to come. They opened their home at Walton House to the entire freshman class, shook every hand and learned something about each person. Often he would later surprise a student by remembering a name, hometown or favorite sports team. His dedication to the individual is one of the qualities Tech students and faculty have come to appreciate in Angelo Volpe.

Angelo's tenure at Tennessee Tech saw many accomplishments. He presided over the first two capital campaigns in the university's history, both of which exceeded expectations. he saw the addition of two Ph.D. programs, two Chairs of Excellence and three new construction projects. Angelo also worked diligently to create the Leona Fisk Officer Black Cultural Center and the Women's Center. Possibly his greatest achievement is that Tennessee Tech achieved all these accomplishments and maintained a commitment to educational excellence in the face of five years and $4 million dollars in budget cuts.

Angelo and Jennette Volpe's presence will be missed on the campus of Tennessee Tech. I am pleased, though, they will remain in Cookeville, TN. I congratulate him on an admirable and distinguished career and wish him well in retirement.

HADDON HEIGHTS SPRING FESTIVAL COLORGUARD

HON. ROBERT E. ANDREWS

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Tuesday, May 9, 2000

Mr. ANDREWS. Mr. Speaker, I rise today to commend the students that participated in the 2000 Haddon Heights Spring Festival Colorguard Event. As a result of their hard work and dedication, the members of the indoor Percussion Ensemble, and the ''High Voltage'', ''Synergy,'' and ''Cadet'' indoor Color Guards, all located in Haddon Heights, have obtained outstanding rankings in various competitions. I wish the best of luck and continued success to the Percussion Ensemble members: Joel Forman, Tim Berg, Mike Grasso, Jessica Wright, Nicole Molinari, Karen Stone, Jennie Walko, Danny Pawling, Amir Montgomery, Staci Malloy, Kate Mcclennan, Christy Khun, Matt Mazaika, Nate Robertson, John ''Waldo'' Spolitback, Pat Deegan, Justin Ballard, Matt Kuhlen, Jason O'Shea, Devon Carr, Brian Aldeghi, Darryl Hunt, Thersa Murphy, Joe Haughty, Josh LaPergola, and Adam Fox; the ''High Voltage'' members: Tiffany Bruey, Amy Dyer, Jessica Facchine, Sara Lamonte, Jenny Mastantuono, Peggy Slamp, Vikki Deegan, Danielle Facchine, Megan Gallardo, Heather Marks, and Cindy O'Shea; the ''Synergy'' members: Carrie Banks, Nicole Harshaw, Alyssa Poulton, Megan Slemmer, Jamie Slotterback, Julia Foster, Lauryn Heller, Melissa Tulini, Bridget Sharer, and Megan Zebley; the ''Cadet'' members: Amber Bushby, Kim Hill, Stephanie Luciotti, Erin Murray, Melissa Pfab, Meghan Green, Ashley Kendra, Rachel Mazaika, Melissa Peck, and Natalia Rosa.

SALUTE TO ROBYN STRUMPF OF NORTHRIDGE, CA, SELECTED FOR THE 2000 PRUDENTIAL SPIRIT OF COMMUNITY AWARDS

HON. HOWARD P. ''BUCK'' McKEON

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, May 9, 2000

Mr. McKEON. Mr. Speaker, I would like to congratulate and honor a young student from my district who has achieved national recognition for exemplary volunteer service in her community. Robyn Strumpf of Northridge, CA, has just been named one of my state's top honorees in the 2000 Prudential Spirit of Community Awards program, an annual honor conferred on the most impressive student volunteers in each state, the District of Columbia and Puerto Rico.

Miss Strumpf, a seventh grader at Sierra Canyon Middle School in Chatsworth, CA, is being recognized for creating ''Project Books and Blankies,'' a service project that aims to fight illiteracy by providing books along with handmade blankets to children. Robyn's inspiration for the project goes back to when she was struggling with reading in school. After overcoming her own reading problems, she realized that illiteracy was a significant problem facing children today. Robyn began asking local businesses and bookstores for book and quilt donations, so she could start collecting