an employee because he or she has engaged in union activity or has filed charges or given testimony under the NLRA.

Unfortunately, Mr. Speaker, there remains in this country a large gap between theory, in which these basic rights are protected, and practice, in which these rights scarcely exist. According to Human Rights Watch, ''workers' freedom of association is under sustained attack in the United States, and the government is often failing its responsibility under international human rights standards to deter such attacks and protect workers' rights.'' The evidence for this is great. Fewer than 40% of all workers who participate in an NLRB election gain coverage under a collective bargaining agreement; this number was over 75% in the early 1950s. Of the successful campaigns to form a union, only 66% result in a first contract for the newly organized workers. Unionization rates in the U.S. are at some of the lowest levels in decades.

Some will argue that this demonstrates that American workers lack interest in unions. But given unions' demonstrated ability to win Americans better wages, better benefits, and better working conditions, this explanation carries little weight. The real reasons American workers are unable to fully exercise their basic rights are three: First, certain employers will utilize any means, legal or otherwise, to prevent their workers from forming a union. Second, in current form American labor law provides little resource to those whose rights are violated, and imposes little penalty on those who choose to ignore the law. And third, international trade agreements make it easy for employers to escape their legal responsibility to honor workers' rights by taking their operations elsewhere in the world.

What do certain unscrupulous corporations do to fight unionization? They coerce, intimidate, threaten, and sometimes even abuse workers. They fire workers are seen talking to union representatives, as Up-To-Date Laundry did recently in Baltimore. They hire union-busting lawyers to slander the local union in front of a captive audience of workers, like the Mariott Corporation did in San Francisco. They alert INS officials to the illegal immigrants in their workforce, even though these employers conveniently ignored their workers illegal status when hiring them.

Walmart threatened to shut down its butchering operation and start selling pre-packaged meat in its stores because a mere 11 workers wanted to unionize. A company called NTN Bower tried to undermine a United Auto Workers unionization drive by threatening to move their jobs to Mexico. A leaflet they passed out to workers read, ''With the UAW your jobs may go south for more than the winter!''

This last example suggests the impact of trade agreements on U.S. anti-union activity. As Professor Kate Bronfenbrenner of Cornell University has demonstrated, ''plant closing threats and plant closings have become an integral part of employer anti-union campaigns,'' and that these tactics, combined with others, are ''extremely effective'' in undermining union organizing efforts. Professor Bronfenbrenner specifically cites NAFTA as facilitating this behavior.

All of this should make us wonder: what does the law do to stop these kind of actions? The answer is virtually nothing. The following quote from Human Rights Watch is illustrative: ''An employer determined to get rid of a union activist knows that all that awaits, after years of litigation if the employer persists in appeals, is a reinstatement order the worker is likely to decline and a modest back-pay award. For many employers, it is a small price price to pay to destroy a workers' organizing effort by firing its leaders.'' If an employer can go so far as to fire worker with near impunity, certainly the law will not be enough to dissuade this employer from other illegal anti-union tactics.

What is needed to end the abuse of these basic human rights in this country is strict enforcement of existing labor law, tougher penalties for labor law violators, the streamling of the NLRB investigative process, and restrictions on the ability of companies to shift their operations to avoid unionization. More fundamentally, we as Americans must acknowledge that these rights, the right to organize a union and bargain collectively, are indeed basic human rights, to be protected as vigilantly as are the right to worship freely and the right to free speech. Only when we take these core labor rights as seriously as our other fundamental rights will our workers achieve the respect, dignity, and justice they deserve.

TRIBUTE TO ALFRED G. FELIU

HON. JOSÉ E. SERRANO

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 14, 2001

Mr. SERRANO. Mr. Speaker, I rise today to pay tribute to Mr. Alfred G. Feliu on the occasion of his completion of his term as Chairman of the Board of Trustees of the Bronx Museum of the Arts, a position he has held since June 1998. He served in that capacity during a challenging time in the history of the Museum, steering it through financial difficulties, leadership changes and staff disruptions into a period of stability and growth. His work on behalf of the Museum has been tireless. While the Museum was undergoing a change in Executive Directors, he virtually assumed management of this institution, working on its behalf more than 20 hours a week. His dedication to the Museum and its success is unrivaled.

Mr. Feliu is a partner in his own law firm, Vandenberg, Feliu and Peters where he specializes in employment and labor law. He has also served as an employment law mediator and arbitrator on the American Arbitration Association's National Employment Disputes Panel. He is the managing editor of New York Employment Law & Practice, a monthly newsletter published by the New York Law Journal and is the author of several books.

Mr. Feliu was born and raised in the Bronx and remains a devoted advocate of the borough. His interest in serving on the Board of the Bronx Museum of the Arts arose out of his desire to give back to his home community, and particularly the children of the Bronx, some of the wonderful opportunities he believes it afforded him.

Mr. Speaker, I ask my colleagues to join me in paying tribute to Mr. Feliu for his work on behalf of the Bronx Museum of the Arts, and indeed on behalf of all of the people of the Bronx. We owe him a debt of gratitude.

HONORING JOSEPH LYNCH UPON HIS RETIREMENT AS COMMISSIONER OF THE NEW YORK STATE DIVISION OF HOUSING

HON. THOMAS M. REYNOLDS

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 14, 2001

Mr. REYNOLDS. Mr. Speaker, I rise today to pay tribute not only to an outstanding public servant, but a dear friend, Mr. Joseph B. Lynch. Next week, friends and co-workers will gather in Albany, NY, to salute Joe's leadership as Commissioner of the New York State Division of Housing and Community Renewal, and to extend their fondest wishes as Joe begins his retirement after a long and distinguished career.

Joe first joined DHCR in April of 1995 when he was tapped by Governor George E. Pataki to serve as Deputy Commissioner for Community Development. Successive promotions led to Joe's appointed as Commissioner on February 10, 1999.

A registered architect, graduate of Rensselaer Polytechnic Institute, and veteran of the United States Navy, Joe was former Area Manager of the U.S. Department of Housing and Urban Development (HUD) Buffalo Office and Acting Regional Administrator, where he provided an extensive range of housing and community development programs and administered HUD's operating programs in 48 counties in upstate New York.

Under Joe's leadership, a series of public-private partnerships and innovative initiatives helped revatlize communities across New York state. Joe's previous service and expertise includes serving as President and CEO of the Audubon New Community in Amherst, N.Y., Senior Staff Officer for the New York State Urban Development Corporation in the Western New York area, and Director of Design and Construction for the State University Construction Fund.

Joe has been honored countless times for his professional achievements, and is active in a wide-range of community and professional organizations.

Mr. Speaker. Throughout Joe Lynch's career, he has made a difference not only in our Western New York community and across our state, but in our nation as well. And as he begins his retirement from public service, I ask that this Congress join me in saluting Joe Lynch's career the difference that he has made.

PACIFIC SALMON RECOVERY ACT

SPEECH OF

HON. MICHAEL K. SIMPSON

OF IDAHO

IN THE HOUSE OF REPRESENTATIVES

Wednesday, June 13, 2001

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 1157) to authorize the Secretary of Commerce to provide financial assistance to the States of Alaska, Washington, Oregon, California, and Idaho for salmon habitat restoration projects in coastal waters and upland drainages, and for other purposes: