

detail. Thanks to her efforts, the Town Clerk's office is prepared to meet the challenges of a growing community in the 21st Century. Pat's public career in Colchester began several years prior to being elected Town Clerk. She served as Director of Social Services and a Tax Collector. In fact, she served simultaneously as Tax Collector and Town Clerk for a short period.

Pat is so much more than the Town's record keeper. She is its "jack-of-all-trades!" She is the person people call when they have any question, any problem. She is the person they contact when they don't know where to turn. And each and every time over the past three decades, Pat has come through for those individuals and the Town as a whole. Whenever she learned about a problem, she took steps to address it. It never mattered how busy she was with her duties or personal life, she always made time to address the needs of every resident. In this respect, she is a model for all of us in public service. Mr. Speaker, Pat LaGrega is a public servant in the very best tradition of our country. She has worked tirelessly on behalf of the citizens of Colchester and provided the highest quality service. She has also brought a sense of compassion to her work. And, on a more personal level, she has been a friend, a mentor and a trusted advisor for more than twenty years.

I am proud to be able to join the residents of Colchester in thanking Pat for her service and commitment to the community. On November 15, she will retire from a public position—not from public service. I know she will continue to play an important role in Colchester in the years ahead.

CONGRATULATING BUSH BOAKE  
ALLEN INC.

**HON. MARGE ROUKEMA**

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 9, 1999*

Mrs. ROUKEMA. Mr. Speaker, I rise to congratulate Bush Boake Allen Inc. of Montvale, New Jersey, on receiving the Voluntary Protection Program Star Award from the U.S. Occupational Safety and Health Administration for its Norwood flavors and fragrances facility. This prestigious award is presented for safety and health training, hazard prevention and control and related programs that help maintain a safe workplace. This award is evidence that BBA values its hard-working employees and goes to extra lengths to protect their health and safety on the job.

BBA is one of only 20 companies in New Jersey honored with the VPP Star Award and the only company in the flavors and fragrance industry to receive the award.

Businesses that receive the VPP Star Award have the best OSHA compliance records in the nation and often exceed OSHA standards. In addition to management agreeing to meet health and safety goals, workers participate and work with management to create a safe and healthy workplace. Admission to the VPP program requires an extensive review and inspection by OSHA to verify that the business meets OSHA standards.

The VPP Star Award is considered such a high standard of OSHA compliance that recipients receive a three-year exemption from routine OSHA inspections. VPP participants typically experience lower workers' compensation costs and 60–80 percent fewer workdays lost to workplace injuries than would be expected at an average business location in the same industry.

At BBA, the company set a corporate goal in 1996 that all four of its U.S. facilities would receive the VPP Star Award, and the Norwood facility is the first to achieve that goal. The company implemented a series of health and safety audits, meetings with both management and workers and training for all employees. Safety standards were set for every individual from the plant manager down to factory workers. Employee groups were formed to address specific health and safety issues, operating procedures were reviewed and protective safety equipment was added to equipment as needed.

As an example of a safety improvement, it was found that production and warehouse workers were suffering repeated injuries during manual handling of 55-pound containers used extensively throughout the building. BBA eliminated the large containers seven years ago and has not had a single material handling injury since.

The improvements have given the 35-employee plant a three-year average injury incidence rate of 1.7, compared with an industry average of 5.4, and seven years without a lost-time injury.

With 250 employees in New Jersey, BBA is a major employer and one of the leading fragrance/flavor companies in our state. BBA traces its origins to 1870 and three English makers of flavors and fragrances—W.J. Bush Ltd., A Boake Roberts Ltd., and Stafford Allen Ltd. The three companies were eventually combined as Bush Boake Allen by the Albright & Wilson division of Tenneco, and were then acquired by Union Camp Corp. in 1982. BBA operated as a division of Union Camp until it was taken public in 1994, with its own listings on the New York Stock Exchange.

Today, BBA is a major international flavor, fragrance and aroma chemical company as well as a producer of chemicals and chemical intermediaries for industrial and agricultural applications. Headquartered in Montvale, the company conducts business in 60 locations in 38 countries on six continents worldwide. Annual sales total approximately \$500 million.

Flavors produced by BBA are used in beverages, dairy products, baked goods, confectionery items and processed foods. Fragrance compounds are used in perfumes and colognes, soaps, detergents and cleansers, air fresheners, cosmetics and a variety of personal care products. The company's aroma chemicals are used as raw materials for a variety of compounded flavors and fragrances.

I would like to ask my colleagues in the House of Representatives to join me in congratulating BBA on this award and all that this commitment to health and safety it represents.

PATIENTS' FORMULARY RIGHTS  
ACT OF 1999

**HON. LUIS V. GUTIERREZ**

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 9, 1999*

Mr. GUTIERREZ. Mr. Speaker, I am pleased to announce that today I introduced the "Patients' Formulary Rights Act of 1999", legislation aimed at protecting the health of millions of Americans.

This bill, if enacted, would ensure that prescription medications are dispensed for one reason and one reason only: for the sake of maintaining a patient's health—not for the sake of adding to a company's profits.

"The Patients' Formulary Rights Act of 1999" would help ensure that people enrolled in a variety of health insurance plans have access not merely to the drugs that they need, but also to something just as valuable to them and to the medical professionals who serve them: *information*.

The field of medicine has changed dramatically in recent years, as managed care has become the dominant vehicle for the delivery of health care. While these changes have led to some positive developments, it also has led to many alarming problems.

In far too many cases, "managed" care has meant that it is the *information* available to millions of Americans, and to their doctors and pharmacists, that is being "managed."

The practice known as "drug switching" is a dangerous example of patients being kept in the dark about the choices being made by others that will determine their health.

Sadly, when a patient finally becomes aware that the drug originally prescribed by a physician has been changed, it is often only due to the unfortunate consequences stemming from that switch. In far too many cases, the fact that one drug has been replaced by another is only detected after such an incident of "therapeutic substitution" manifests itself in the form of a serious health problem: an unforeseen reaction, a debilitating side-effect or even a life-threatening complication.

In other cases, of course, a change in drugs will result in no change at all in a patient's condition. And that is just as unfortunate, as a patient may grow weaker and sicker after taking a drug that is of no help in combating the illness from which he or she suffers.

To add insult to injury is the fact that such changes are often the result of pressure applied by accountants and CEOs, which too often trump the prescriptions supplied by doctors and the protocols preferred by pharmacists.

I believe that my legislation offers a practical, yet substantive, solution to this growing problem.

My bill would require officials of health plans to take new, yet reasonable, steps if they insist on maintaining a list of formularies.

Most notably, a health plan will be required to notify all participants, beneficiaries, enrollees and health care professionals that such a formulary is used.

A complete list of all prescription drugs included in the formulary will be provided in full.

Such notifications will be required at the time of a patient's enrollment, and a full and

accurate notification of any changes in the formulary will also be necessary. Such an alert will be issued at the time that any such changes occur, and will be repeated in an annual update to enrollees.

In addition, health plans will provide enrollees with a reasonable and understandable explanation of the practice known as "drug switching" or "therapeutic substitution."

As a member of Congress, I am accustomed to hearing Pentagon officials invoke the need for secrecy for the sake of protecting national security. From time to time, I can accept that. However, I cannot accept a similar argument from officials of the health care industry. To protect the health of their beneficiaries—that is, to protecting their security—such a veil of secrecy must be lifted.

Finally, my bill would also instruct current enrollees on steps they can take to ensure that they will continue to have access to the drugs as prescribed by their doctor regardless of changes in their health plan's formulary policies or lists. This would establish the continuity of care and doctors, pharmacists and other health care professionals agree is so crucial to the well-being of their patients and customers.

I am very gratified that this bill has already received the support of Citizens for the Right to Know, one of the nation's largest non-profit organizations representing patients and health care providers and health care trade associations. Their endorsement of and advocacy for this legislation will, I am confident, encourage other members of the House to join in me in fighting for such changes. I greatly appreciate their work on this important issue.

TRIBUTE TO BETHLEHEM A.M.E.  
ZION CHURCH

**HON. PETER J. VISCLOSKY**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 9, 1999*

Mr. VISCLOSKY. Mr. Speaker, it is with great pleasure that I congratulate Bethlehem A.M.E. Zion Church in Gary, IN, as it celebrates its 84th anniversary as a parish. The church will begin its three spirit-filled days of celebration with a banquet on Friday, November 19, 1999, and culminating with a service at 3:30 p.m. on Sunday, November 21, 1999. I would also like to take this opportunity to congratulate Reverend O.C. Comer, minister, on this glorious occasion.

On November 19, Bethlehem A.M.E. Zion Church opens its 84th anniversary celebration with a dinner at 6 p.m. in the Banquet Hall of Unity A.M.E. Zion Church in Merrillville, Indiana. Dr. Sandra Gadson will be the guest speaker at this gala occasion. Dr. Gadson is the second vice president of Woman's Home and Overseas Missionary Society of the A.M.E. Zion Church. On November 20 the celebration continues with the church's second annual "Back to Church Parade." A motorcade will leave the church at 10 a.m. on a "ride to help bring people back to the church." The three-day celebration will conclude on November 21 with two special services of praise and worship. Reverend Comer will deliver the

message at the 11 a.m. service followed by the 3:30 p.m. service with special guest and speaker, The Right Reverend Enoch B. Rochester, Presiding Bishop of the Midwest Episcopal District of the A.M.E. Zion Church.

A church of humble beginnings, Bethlehem African Methodist Episcopal Zion Church is the oldest A.M.E. Zion Church in the city of Gary. In November 1915, 15 people assembled in a storefront in the 1600 block of Washington Street in Gary, IN. The parishioners decided that Bethlehem A.M.E. Zion Church needed a permanent home, thus a frame building located on two lots at West 19th Avenue and Jackson Street were purchased. Later the frame structure was moved to the rear of the lots and used as a parsonage. A brick structure was eventually built on the lots at 560 West 19th Avenue, where the current church stands today. The congregation labored and toiled in the basement structure for over 40 years, but in 1962, under the direction of Reverend Arthur W. Murphy and the parishioners at Bethlehem A.M.E. Zion Church, the upper edifice of the church was constructed and stands today as a monument of faith and spiritual enrichment to both the church membership and the Gary community.

Over the years, the church has experienced some changes and was led by a variety of pastors. In spite of its many changes, the loyal parishioners continued to grow and prosper. On June 24, 1994, the Reverend O.C. Comer was appointed pastor of Bethlehem A.M.E. Zion Church. Under Reverend Comer's guidance, the church has started two new ministries including the Bus Ministry and the Street Ministry.

Mr. Speaker, I ask you and my other distinguished colleagues to join me in congratulating the parish family of Bethlehem African Methodist Episcopal Zion Church, under the guidance of Reverend O.C. Comer, as they prepare to celebrate their 84th anniversary. All past and present parishioners and pastors should be proud of the numerous contributions they have made with love and devotion for their church throughout the past 84 years.

TRIBUTE TO THE LITTLE ROCK  
NINE AND MRS. DAISY BATES

**HON. MARION BERRY**

OF ARKANSAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 9, 1999*

Mr. BERRY. Mr. Speaker, as we honor today the Little Rock Nine with the Congressional Medal of Honor, I would also like to pay tribute to Daisy Bates, who passed from this Earth last week. Ms. Bates was a mentor to the Little Rock Nine during the Central High School desegregation crisis in 1957. She was a true leader of our time.

Daisy Bates was a participant in a movement that changed history forever. Those young people and Daisy Bates became symbols to all of us of what it means to be courageous, honorable and exceptionally brave. Daisy Bates was a great mentor who had the courage to stand up for what she believed in. Mrs. Bates was a courageous woman under all circumstances and she will be greatly missed.

PERSONAL EXPLANATION

**HON. TODD TIAHRT**

OF KANSAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 9, 1999*

Mr. TIAHRT. Mr. Speaker, on November 8, I was unavoidably detained and missed rollcall vote Nos. 574, 575, and 576. Had I been present, I would have voted "yes" on H. Res. 94, Recognizing the Generous Contributions Made by Each Living Person; "yes" on H.R. 2904, to Amend the Ethics in Government Act of 1978 to Reauthorize Funding for the Office of Government Ethics, and "yes" on H. Res. 344, Recognizing and Honoring Payne Stewart and Expressing the Condolences of the House of Representatives to His Family on His Death.

HONORING AMERICA'S ARMED  
SERVICES DURING THE HOLIDAYS

**HON. ROBERT E. ANDREWS**

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 9, 1999*

Mr. ANDREWS. Mr. Speaker, I submit for the RECORD a spectacular rendition of the timeless holiday tale, "Twas the Night Before Christmas." This holiday season I encourage all of us to remember the men and women of our country's armed services who work twenty-four-hours a day, seven days a week to guarantee our safety and the safety of our beloved children. May they know how much we appreciate their sacrifices for freedom.

'Twas THE NIGHT BEFORE CHRISTMAS  
(By an American Marine stationed in  
Okinawa, Japan)

'Twas the night before Christmas,  
he lived all alone,  
in a one bedroom house made of  
plaster and stone.

I had come down the chimney  
with presents to give,  
and to see just who  
in this home did live.

I looked all about,  
a strange sight I did see,  
no tinsel, no presents,  
not even a tree.

No stocking by mantel,  
just boots filled with sand,  
on the wall hung pictures  
of far distant lands.

With medals and badges,  
awards of all kinds,  
a sober thought  
came through my mind.

For this house was different,  
it was dark and dreary,  
I found the home of a soldier,  
one I could see clearly.

The soldier lay sleeping,  
slight, alone,  
curled up on the floor  
in this one bedroom home.

The face was so gentle,  
the room in such disorder,  
now how I pictured  
a United States soldier.

Was this the hero