

"nature and scope of the investigation"; and prior to taking any adverse action against an employee, provide the employee a complete and unedited copy of the investigative report.

When the FCRA amendments were passed in 1996, Congress did not intend for such burdensome restrictions to be placed on employers who seek to provide safe, crime free workplaces for their employees.

The Occupational Safety and Health Act requires employers to provide a safe and secure workplace. And Civil rights laws require employers to investigate allegations of sexual harassment and discrimination. Yet, the FCRA makes such inquiries impossible. Even if the employer is able to persuade a suspect employee to consent to an investigation, the investigation could still be thwarted by the accused who may be able to "cover his tracks." Even more important is the chilling effect of providing investigative reports to suspected miscreants. What witness will be forthcoming when they find out the accused will know who spoke to the investigator? What is the logic of asking a deranged employee if you can investigate him?

Americans are all concerned with the rise in incidences of workplace violence, including killings this month in Seattle, Washington and Honolulu, Hawaii. At a time when we are all concerned about workplace violence, the FCRA is tying the hands of employers who attempt to protect their employees.

The application of the FCRA is far broader than Congress intended when the law was amended in 1996. It now undercuts virtually all workplace investigations and may impact on legitimate inquiries outside of the workplace as well. Congress needs to make clear that these investigations are not covered by the Act.

The legislation I introduce today, the Fair Credit Reporting Amendments of 1999, has been drafted through a careful bipartisan process. Concerns from consumer groups and the FTC were incorporated into the final draft of this legislation. The legislation removes the requirement of employee consent for an employer to investigate a limited number of illegal or unsafe activities in the workplace. These limited activities include drug use or sales, violence, sexual harassment, employment discrimination, job safety or health violations, criminal activity including theft, embezzlement, sabotage, arson, patient or elder abuse, and child abuse.

Additionally, should an employer seek to use such a report to take any action against an employee, the employer must inform the employee that a report was prepared as well as the nature and scope of the report.

This is important legislation that should be considered early in the next session of Congress. I urge my colleagues to join as cosponsors and push for speedy passage of this bill to reduce crime and provide safer workplaces.

TRIBUTE TO DR. TOMMY J.  
DORSEY

**HON. JAMES E. CLYBURN**

OF SOUTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 16, 1999*

Mr. CLYBURN. Mr. Speaker, I rise today to pay tribute to Dr. Tommy J. Dorsey for his out-

standing contributions to his community, particularly through the Meharry Medical College Benefit Golf Tournament.

The Meharry Medical College Benefit Golf Tournament began in Orlando, Florida, in December of 1991 to raise funds to support Meharry Medical College and its needy students. With golf participants in its first event, the tournament raised \$10,000 for the college. In its second year, the tournament drew 120 golfers, and continues to grow yearly. To date, the tournament has raised over \$100,000 for the college and its students.

Dr. Dorsey is one of the very distinguished alumni of the Meharry Medical College School of Dentistry. He graduated from Jones High School in 1961, and attended Fisk University where he received a B.A. in Biology. He then attended Meharry Medical College for 4 years where he received his D.D.S.

Dr. Dorsey served as a Lieutenant in the Navy from 1969–1971, and was awarded a Navy Commendation Medal in Human Relations. After his stint in the service, Dr. Dorsey served as the Chief Family Dentist at the Neighborhood Family Health Center of Miami for 4 years. In 1975, Dr. Dorsey went into private practice in Orlando, where he continues to work today.

Dr. Dorsey has held many positions in his community, and has been recognized for his service and dedication on many occasions. He founded and served as Executive Director of the Orlando Minority Youth Golf Association in 1991, he has served as the Vice Chairman of Orange County Membership Mission and Review Board, a member of the Community Development and Youth Service Board, President of the Orlando Alumni Chapter of Meharry Medical College, member of the Board of Trustees at Meharry Medical College, and was chosen as the 1994 Alumnus of the Year from Meharry Medical College. Dr. Dorsey also received the Winter Park Alumni Chapter Community Service Award from Kappa Alpha Psi Fraternity, Inc., in 1996, the Omega Psi Phi Outstanding Service Award in 1997, the Tiger Woods Foundation and The Minority Golf Association Recognition Award in 1997, the Orange County Classroom Teachers Association Martin Luther King, Jr. Award in 1998, the Orlando Alumni Chapter of the Year Award in 1998, and the Star 94.5 Home Town Hero Recognition.

Dr. Dorsey is a member of Omega Psi Phi Fraternity, Inc., he is a Prince Hall Affiliated Mason, a member of the Noble of the Ancient and Arabic Order of the Mystic Shrine, and a member of BETA XI BOULE—Sigma Pi Phi Fraternity, Inc.

Mr. Speaker, I ask you to join with me in honoring Dr. Tommy J. Dorsey for his outstanding community involvement, and in wishing him continued success with the Meharry Medical College Benefit Golf Tournament.

TRIBUTE TO WADE KING

**HON. JACK METCALF**

OF WASHINGTON

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, November 16, 1999*

Mr. METCALF. Mr. Speaker, Wade King was a 10-year-old boy from my district who

was killed on June 10th when a gasoline pipeline ruptured and exploded in Bellingham, Washington. I submit this letter written by someone who knew him very well, into the RECORD as a memorial to him.

A LETTER FROM WADE

Dear Mom & Dad, Sis, Bro, Lynn, Jessica, Grandma Dorothy and all:

I wanted you to know I arrived safely. Jesus met me and led the way. This is an awesome place. I asked him what happened and he told me a gas pipeline ruptured and exploded in the park, filling the creek where Steve and I were playing. I told him I thought that was a dumb place for a pipeline, and he said something like we humans still have a problem with foresight, whatever that means.

Anyway this place is just out of sight, and guess what, I don't have any burns and no pain, and all they tell you about Jesus is true. He loves us all and said he'd take care of you, Mom and Dad, and everyone else back in Bellingham.

I can't make up my mind what I like best about this place, because time doesn't matter; we can sleep when we want, eat when we want and the food is fantastic; you know how I like food, and sports are always being played. This morning Steve and I counted at least 12 baseball diamonds with games going on at all of them; some of the greats were playing—that DiMaggio guy and Mickey Mantle. I guess they were pretty good, weren't they Dad? And by the way I got to watch the Mariners on Saturday—way to go guys. I knew we could beat those Ferndale guys. It was a special hook-up because they knew how important this game was to me.

Mom, I hope you're not too sad, or mad at me: I know I've caused a lot of people to be sad, but tell everyone I'm fine, especially all the kids and teachers at Roosevelt. My education will continue; I have a lot of stripes to earn before I become an angel—can you imagine that? Me, an angel? Yeah, I know I can hear you all laughing, "Wade with wings?" Just imagine that—but you can bet I'm going to be the best angel possible.

Tell my 4th grade Sunday school class at St. Paul's that they should study the Bible: it has all that really matters in life; that will be my biggest task along with all the regular subjects.

I want you to know, too, how special a send-off you and Father John gave me at Harborview—to have you there gave me the strength to face the darkness until Jesus came for me.

I miss you all very much, and Jesus told me how much you all miss me, and then he pointed out that we can always replay the tapes of our lives to remember those special moments. Then he reminded me of the time he said, "I am with you always." Well, he said the same is true of us—I will be with you in spirit forever, just as Jesus is with you. I gave Jesus a high five when he reminded me of that—he is a cool guy.

You know we touched each other in life: I touched you and you touched me. Each of you went into making me who I am, and I'd like to think I helped you be who you are. If that is so, then I continue to live in you and you live in me.

Finally, thank you for celebrating my life today; it is special to know how much you are loved; I know I'm one very much loved boy and I love you all, too. Jesus says that is the key to life—loving each other. Remember his commandment, "Love one another as I have loved you."

I love you all,

WADE  
*Amen.*