

Department of Defense personnel programs. He is well known for his enthusiastic, proactive approach to implementing the most significant personnel compensation changes since the All-Volunteer Force (AVF) was created. BG Adams personally crafted, advocated and led an effort to avert future personnel shortages. His efforts in identifying the negative trends in recruiting and retention and his personal advocacy for the necessary pay and compensation actions led to the most significant Pay and Retirement Reform actions in the last 15 years. His work is at the core of the benefits package that was adopted as part of the FY2000 National Defense Authorization Act.

I would like to take this opportunity to congratulate Brigadier General Adams for his outstanding service to his country.

SALUTING THE MODEL OF LABOR AND MANAGEMENT COOPERATION BY KAISER PERMANENTE AND SERVICE EMPLOYEES INTERNATIONAL UNION

HON. KAREN MCCARTHY

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 18, 1999

Ms. MCCARTHY of Missouri. Mr. Speaker, I rise today to salute and pay tribute to a model of labor and management cooperation, Kaiser Permanente and Service Employees International Union (SEIU) Local 96. Over the course of six months, Kaiser and SEIU worked diligently to craft a cooperative solution to their employment contract. Throughout the process, joint management and union committees met weekly to reach agreement on both economic and non-economic issues.

SEIU #96 and Kaiser Permanente approached their negotiations in a win-win manner. This collaborative process utilized an Interest Based Bargaining (IBB) technique focused on creative problem solving and developing stronger relationships between the two partners. A Mediator from the Federal Mediation and Conciliation Service (FMCS) facilitated the process.

The uniqueness of this labor and management partnership is that it represents the first time in the U.S. that IBB has been used on two contracts simultaneously. The ratified agreement includes both technical/clerical staff and professional staff bargaining units with Kaiser Permanente. The three year agreement builds upon the innovation of the IBB negotiation process by including a performance based pay system with a bonus program for all employees based upon quality improvements occurring.

This monumental accomplishment would not have been possible without the foundation established by both SEIU and Kaiser's commitment to cooperation as demonstrated by their participation in the Labor-Management Council of Greater Kansas City. Further on a national level, Kaiser and the AFL-CIO agreed in 1997 to remain neutral during any union organizing card drives. This cooperation has further evolved through the signing of this three year agreement.

Mr. Speaker, please join me in honoring the Executive Director of SEIU Local 96, Sherwin

Carroll, and the President of Kaiser Permanente Kansas City Region, Cynthia Finter, for their leadership in crafting this cooperative process. Finally, Mr. Speaker, please join me in applauding Kaiser Permanente and SEIU #96 for being pioneers and national role models in labor-management cooperative partnerships.

HONORING OF THE CAREER AND CONTRIBUTIONS OF RANDY OWEN

HON. ROBERT B. ADERHOLT

OF ALABAMA

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 18, 1999

Mr. ADERHOLT. Mr. Speaker, I believe that it is fitting that we pay tribute to a great American, who has made outstanding contributions to our nation, and its culture. He is an artist; he is a musician; he is a father; he is a husband; he is a great man who has lived his life based on principle, and has been a strong and beautiful voice from a mountain top, not only in Alabama, but all across this nation, and all over the world.

Randy Yeuell Owen was born in Fort Payne, Alabama, on December 13, 1949. He and his two sisters were raised in a close-knit family near Lookout Mountain in DeKalb County, Alabama. As a child, Randy, along with his two young sisters, grew up in the rural South working in the fields and picking cotton. Times were hard and there was no money left for entertainment after the bills were paid, so the family spent much of their time singing and playing gospel music. This family entertainment led to the formation of his first band, "The Singing Owens." By the time that Randy entered the fifth grade, he along with his cousin, Teddy Gentry, decided to pursue a career in country music.

During the early struggling years of the band, Randy took odd jobs laying brick and hanging sheetrock, while also attending college. In 1973, Randy received a Bachelor of Arts in English from Jacksonville State University. That same year, Randy, along with his cousins Teddy Gentry and Jeff Cook, decided to devote themselves entirely to their dream. In the next seven years, Randy, Teddy, and Jeff along with various drummers, performed as a group in Myrtle Beach, South Carolina. It was during these years that he met and courted his wife, Kelly—someone who has stood strongly by Randy through his entire career. Kelly's father, who was stationed near Myrtle Beach, was soon transferred abroad, and Randy and Kelly's relationship continued through correspondence.

In 1980, with drummer Mark Herndon on board, the band's debut album, "My Home's In Alabama," was released by RCA and every song from it became a #1 hit. In 1981, "Alabama" was named Top Vocal Group of the Year by the Country Music Association. As the years followed, so did the awards—200 major music awards were bestowed upon the group over the next 15 years.

The most well-known of Randy's charity events, June Jam, is by no means the only charitable cause with which Randy has been involved. He serves as the Celebrity Spokes-

man for the Alabama Sheriff's Boys and Girls Ranches. He has received the Tamer Award, which is the highest award given for service to St. Jude Hospital on a national level. Currently, he serves as the Spokesperson for the St. Jude's Country Cares Radiothon, raising millions for the Research Hospital.

While Randy has traveled all over the world, and performed all across the United States, as well as abroad, he has never forgotten his community, and his home State, Alabama. Randy resides with his wife Kelly, and three children who have supported their Dad all the way—Alison, Heath and Randa, near Fort Payne, Alabama, which I am proud to represent in the Fourth Congressional District.

With all the honors that have been bestowed over the years, one of the most significant awards came to Randy in 1999, when he was awarded the Alabama Father of the Year by the Alabama Cattlewomen. He says his long range goals are "to help my family achieve a gentle way of living and to be known as friendly to the fans and have a good reputation from fellow musicians."

The profound impact that Randy Owen has had on our State, our Nation, and American culture cannot be measured. On behalf of my colleagues, I express our gratitude to Randy Owen, and wish him many, many more years.

AWARDING A CONGRESSIONAL GOLD MEDAL TO FATHER HESBURGH

HON. ANNE M. NORTHUP

OF KENTUCKY

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 18, 1999

Mrs. NORTHUP. Mr. Speaker, I rise today to honor Father Theodore Hesburgh. Father Hesburgh, president of the University of Notre Dame from 1952 to 1987, has selflessly devoted his time, energy, visions and dreams on behalf of furthering higher education in this country. In addition, his undaunting service to the underprivileged communities all across this nation, and the world, has made a significant impact in the lives of so many.

As an educator, you can find impressions of Father Hesburgh's teachings just about anywhere you look. Father Hesburgh encouraged high academic standards and preached a universal commitment to the service and helping of others. He often inspired his students to look at the world through opened eyes and challenged them to go out and make a difference. His dedication to improving the lives of others was global in nature and he knew no boundaries for race or ethnicity. Those who have learned these important life lessons from Father Hesburgh are here in Congress, Presidential Cabinets, Catholic churches, and scattered throughout our local communities.

I am a graduate of Saint Mary's College, the sister institution of Notre Dame, and part of the student body that Father Hesburgh so vastly inspired. For many reasons, I often think back to my college days, and draw upon the values and traditions instilled in me by the mission of these institutions. I truly believe that what I learned under the leadership of Saint Mary's, Notre Dame and Father Hesburgh will