

business. As the first step of his three-step plan, he launched Providence, which also sells packaging products, in 1997, using Dopaco as the outside production firm.

Union Packaging, with its limited production capabilities, is his second step, he said. He launched the firm with a bid for the McDonald's contract, which was awarded to Union Packaging in December. Also last year, McDonald's moved its Northeast region headquarters to Philadelphia.

"When we brought the Northeast division here, we wanted to bring jobs to the area," said William Lowery Jr., a senior vice president with McDonald's Northeast division. "This is one of the ways we can do that and give back to the community."

To start Union Packaging, Pearson received a \$200,000 opportunity grant and \$300,000 in tax credits from the state of Pennsylvania for creating new jobs. The money will help finance equipment purchases. One machine that folds and glues the boxes can cost between \$300,000 and \$500,000, Pearson said.

Dopaco ships the printed and cut paper to Union Packaging's 65,000-square-foot plant. There, employees feed the small sheets through machinery that glues one edge and creates fold marks to transform the sheets into boxes.

At the end of the production line, the flattened boxes are packaged and sealed for shipment. Joe DeBernardi, plant superintendent, said the line produces about 60,000 boxes an hour. Two other machines do the same for chicken nugget containers.

The company has hired 20 people and hopes to have a staff of 100 within two years, Pearson said. The company chose its site because of the worker base in West Philadelphia and its location near graphics, engineering and other service firms, and because of the expansion possibilities. Union Packaging's lease includes the option to add up to 300,000 square feet of space adjacent to its building.

"It's an opportunity to provide a vehicle for job creation and to be a linchpin for rebirth in this area," Pearson said.

#### EQUAL PAY DAY RESOLUTION

### HON. NEIL ABERCROMBIE

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, May 9, 2000*

Mr. ABERCROMBIE. Mr. Speaker, I rise today to introduce a resolution with Representative CONSTANCE MORELLA to recognize the significance of May 11th as Equal Pay Day. May 11, 2000, is the day when women's wages for the period beginning January 1, 1999, will equal the amount earned by a man during calendar year 1999. Equal Pay Day 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