

care worker in Saginaw, Michigan. Assisting families with their child care needs and making home calls to help families with their physical and emotional needs was natural for her and laid the foundation for what would become a distinguished professional career dedicated to protecting children who were being physically abused.

After working in both Genesee and Wayne County as a foster care worker, Jane transferred to the Bay County Department, as a Children's Protective Services worker. It was here, in Bay County, where her contributions and efforts on behalf of Michigan's children and families are legendary. Her tireless efforts investigating cases of child sexual abuse undoubtedly saved thousands of children from being further victims of violence and abuse. She established the procedures for what has become the Bay County Child Sexual Abuse Procedural Manual. She has worked closely with Lutheran Child and Family Services to develop child sexual abuse counseling and the Parents United Program. She enjoys an excellent relationship with school administrators, the Courts in Bay County, area police departments and the Prosecutor's office. Among her peers, Jane is often solicited for her expert opinion and suggestions for handling sensitive cases.

Mr. Speaker, I have seen first-hand Jane's selfless efforts on behalf of Michigan's children. As a member of the State Senate, I worked closely with Jane to author an amendment to the Child Abuse law, that makes it mandatory for Children's Protective Services workers to notify the police of all cases relating to child sexual abuse. Her expansive knowledge, testimony in front of the committee and constant advocacy were key to the amendment being passed by the House and Senate and signed into law by the Governor James Blanchard on December 27, 1984.

Mr. Speaker, I invite you and my colleagues to join with me in congratulating Jane Smith on the occasion of her retirement from the Bay County Family Independent Agency and thanking her for her years of exemplary service to the community, especially the children of Bay County. She has truly been an advocate for those who could not speak up for themselves. Our community is certainly a better place because of Jane's hard work. I wish her well and hope that the days ahead are filled with the good fruits of a well deserved retirement.

A TRIBUTE TO CALVIN BROCK,
MEMBER OF THE SUMMER 2000
UNITED STATES OLYMPIC BOXING
TEAM SUPER HEAVYWEIGHT
CATEGORY

HON. EVA M. CLAYTON

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mrs. CLAYTON. Mr. Speaker, I rise today to pay tribute to one of America's finest, twenty-five year old Calvin Brock, member of the Summer 2000 United States Olympic Boxing Team. Over the years, Mr. Speaker, Calvin has shown remarkable progress in his deter-

mination to get to the point for which he will be honored by local officials, family and friends on Sunday, May 28, 2000 at Clem's Grand Ballroom in Weldon, North Carolina.

Mr. Speaker, Calvin began his boxing career at age 12. He was defeated his first six matches and as a result, was told by many that he should choose another sport because it was unlikely that he would excel in boxing. Mr. Speaker, this kind of story, which in no way is a fairy tale, but is true to life, tells us a lot about Calvin's dedication, determination and commitment.

There has been a lot of talk in my office about Calvin Brock, Mr. Speaker, but what impresses me most is what is said about his relationship with God. The combination of Calvin's faith in God and his persistence will go the length in ensuring his return from Sidney Australia with an Olympic Gold Medal.

Mr. Speaker, Calvin has certainly invested a tremendous amount of time and has made many sacrifices over the years preparing himself for the Olympics. Among the major tournaments, Calvin has won are the: 1993 National Junior Championships while ages 16 through 18; National Police Athletic League Championships in 1993, 1996, and 1998; Eastern Trials that qualified him to compete in the 1996 Olympic Trials for the 1996 Olympic Games in Atlanta, Georgia, however, at that time, Calvin was defeated in the Semi-finals of the 1996 Trials; 1998 National Golden Gloves Champion at heavyweight division 201 pounds; Silver Medalist in 1997 at Heavyweight Division; ranked number two in 1998 at the National U.S. Championship; 1999 National U.S. Champion at super heavyweight division, 201 plus category where he ranked number one in the country; 1999 U.S. Challenge Champion at super heavyweight which qualified Calvin for the 2000 Olympic Trials, a tournament in which only eight boxers in each of the 12 weight classes qualify to compete; 2000 U.S. Olympic Trials Champion at super heavyweight where Calvin won 3 consecutive matches to become champion; the Olympic Trials win qualified Calvin for the Olympic Box-offs; 2000 U.S. Olympic Box-off Champion; this box-off win qualified Calvin to participate on the 2000 U.S. Olympic Boxing Team. This championship was televised on NBC. Calvin is the 2000 American Qualifier Champion. His success at this tournament qualified him to compete in the Summer Olympic Games in Sidney, Australia. Although Calvin made the Olympic Team, he still had to win the American Qualifier Tournament to go to the Olympics. The American Qualifier Tournament consisted of all the countries in North, South, and Central America. Calvin defeated opponents from Brazil, Puerto Rico and Canada Olympians to win the American Qualifier. Calvin is undefeated in international competition with an international record of 10 wins and 0 losses. These 10 were against: England, Algeria, Mexico, Russia, New Zealand, Argentina, Puerto Rico, Brazil, and Canada. Calvin has competed in 183 amateur boxing matches. His record is 147 wins and 36 losses.

Mr. Speaker, Calvin is a 1993 graduate of West Charlotte High School and 1999 graduate of the University of North Carolina at Charlotte where he has been awarded a Degree in Finance. Calvin is presently employed

with the Bank of America in Charlotte, North Carolina as a Call Analyst in the Operations Department.

Mr. Speaker, I have had the occasion to meet Calvin and his delightful parents. It is understandable that they are quite proud. Although Calvin grew up and attended Undergraduate School in Charlotte, North Carolina, he has substantial roots in my Congressional District through his mother, Alean Brock who was born in a very small town in my Congressional District called Weldon, and his grandparents, Rebecca and Clinton Anderton who have lived there all of their lives. Calvin's mother and his father, Calvance Brock met during the time that they attended Elizabeth City State University.

Mr. Speaker, I am sure that my Colleague, Congressman MELVIN WATT is just as proud as I am about Calvin's participation in the 2000 U.S. Summer Olympics. One reason is because Congressman WATT's better half, Eulada provided encouragement and guidance to Calvin during the time that he attended Devonshire Elementary School where she was the principal.

Mr. Speaker, I am absolutely delighted for the opportunity to share with my Colleagues the incredible and tremendous achievements of North Carolina's own Olympian Calvin Brock. I wish Calvin the very best at the 2000 Summer Olympics in Sidney Australia and have every confidence that he will return to the United States with an Olympic Gold Medal.

HONORING STANLEY M. CRUSE

HON. GARY G. MILLER

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mr. GARY MILLER of California. Mr. Speaker, it is with great pleasure that I rise to celebrate the contributions that Mr. Stanley M. Cruse, of Covina, California, has made to his community.

Mr. Cruse was born in Toronto, Ontario, Canada. In 1964, he moved with his family to California, where they settled in Glendora. He attended High School at Charter Oak in Covina and Mt. San Antonio Community College in Walnut. Presently he lives in Covina with his wife of 23 years, Paula. The Cruses are the proud parents of three children and have two grandchildren.

A strong business leader in our community, Mr. Cruse has worked in the banking industry for over 27 years. During this past year, Mr. Cruse joined the Business Bank of California, where he serves as the Regional Vice President/Manager.

For the past four years, Mr. Cruse has served on the Ontario Chamber of Commerce Board of Directors. He has held the prestigious positions of Vice President of Fund Development, President-Elect, and President.

The Chamber's accomplishments under Mr. Cruse's tenure as President have been numerous and impressive: an Airport Awareness committee was developed to focus on the marketing of Ontario International Airport, the Latino Business Council, which continues to

grow in attendance each month, was established, and he encouraged the Chamber to model its Education Committee in a more effective manner. As a result of Mr. Cruse's forward-thinking and leadership, Chamber membership is growing and stronger relations with the City Council have been cultivated.

In addition to his duties as President of the Chamber, Mr. Cruse is a member of the Ontario Host Lions Club, a past President of his club and Region Chairman for the District 4L-4 of Lions International. He serves as the Board Chair for the Ontario-Montclair YMCA and is a member of West End Metro YMCA. He is also chairman of the Inland Empire Loan Committee for the Southern California Small Business Development Corporation.

Mr. Cruse has exemplified the Ontario Chamber's mission statement, "To Help Develop, Enhance, and Promote Commerce in the City of Ontario and its Trade Area," and he is deserving of the accolades of this Congress.

CERVICAL CANCER RESEARCH

HON. ROBIN HAYES

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mr. HAYES. Mr. Speaker, I rise today to discuss the problem of cervical cancer for women in America and around the world. Cervical cancer is the most common cause of cancer-related deaths among women worldwide. Over a half million women in the world are affected annually by cervical cancer and, after breast cancer, it is the second most common malignancy found in women. Right here in the United States, more than 15,000 women are diagnosed each year with cervical cancer and more than a third of them die of this horrible disease. Cancers that affect women continue to spread while researchers struggle to find cures that many of these women may never see.

Research has confirmed that the primary cause of cervical cancer is the human papillomavirus, or HPV. In order to develop a vaccine, large quantities of HPV protein fragments are required. Until now, researchers have struggled with ways to mass produce this protein so a vaccine can then be mass-produced and distributed in order to prevent cervical cancer. Recently, it has become possible to biologically engineer tobacco plants to produce this protein. Through a joint project between North Carolina State University and Georgetown University, researchers will further study how to best produce this protein in order to develop this vitally important vaccine. In light of this, I am pleased that I could secure \$3 million in order to fund this important project. It is my sincere hope that this research will result in millions of saved lives for generations to come.

EXTENSIONS OF REMARKS

FAIRNESS AND EQUITY FOR FEDERAL RETIREES WITH PART-TIME SERVICE

HON. JAMES P. MORAN

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mr. MORAN of Virginia. Mr. Speaker, today, I am introducing legislation to correct a long-standing inequity that affects a great number of federal retirees in my district and throughout the nation who have served for a portion of their careers in a part-time capacity. I am pleased that Mr. DAVIS of Virginia, Mr. WYNN, Ms. NORTON, Ms. MORELLA, and Mr. WOLF have joined me as original cosponsors of this important legislation.

The current retirement formula for federal workers with part time service was enacted by Congress in 1986 as a provision of the Consolidated Omnibus Budget Reconciliation Act (COBRA) (P.L. 99-272). For the most part, the reforms contained in COBRA were fair. They ensured an equitable calculation for all employees hired after 1986 and prevented part-time employees from gaming the system in order to receive a disproportionately higher benefit. The 1986 reforms were based on a procedure developed and recommended to the Congress by the Government Accounting Office (GAO). In a nutshell, the new methodology determines the proportion of a full time career that a part-time employee works and scales annuities accordingly. Under the formula, a part-time worker's salary is calculated on a full time equivalent basis (FTE) for retirement purposes. Thus, a worker's "high-three salary" could occur during a period of part-time service. This often happens when a senior-level worker cuts back on his or her hours to care for an ill spouse or deal with other personal matters. Many of the people in this situation are women.

The problem is that the 1986 law had unintended and often unfair consequences for workers hired before 1986 who have some part-time service after 1986. Specifically, according to the way the law has been implemented by OPM, some part time workers are not able to apply their full-time equivalent (FTE) salary to pre-1986 employment. This effectively limits their ability to receive the advantage of their "high-three average" salary for their entire careers. The reason for this inequity can be traced to subsection (c) of Section 15204 of Cobra. It provides that the new formula shall be effective with respect to service performed "on or after the date of the enactment of this Act."

Whether this was a drafting error, or whether OPM has taken an unnecessarily restrictive reading of the statute is hard to determine. What is clear is that the current practice is plainly contrary to the intent of the Congress, which was to grandfather existing employees into the new system and to ensure that no federal workers would be harmed by changes in the retirement formula.

In a letter dated February 19, 1987 to then OPM Director Constance Horner, the Chairman of the Committee on Post Office and Civil Service, the Honorable William D. Ford, objected to this anomalous and unfair result. He wrote:

May 25, 2000

As in many other instances involving benefits, Congress chose to protect or to "grandfather" past service—to apply the new benefit formula only to future service rather than previously performed service under the older, more generous formula. This policy is often adopted to avoid penalizing individuals through the retroactive application of changes not anticipated by them. (As a measure of fairness, the policy of prospectivity is often applied to benefit improvements as well).

Notwithstanding Chairman Ford's efforts to clarify congressional intent, this inequity has continued for 14 years. OPM has publicly acknowledged that there is a problem with COBRA. Director Lachance stated publicly in a letter to Chairman FRED THOMPSON of the Senate Committee on Government Affairs: "I agree that an end-of-career change to a part time work schedule can have an unanticipated adverse effect on the amount of the retirement benefit." She also acknowledges in that same letter that a comparable bill in the other body, S. 772 introduced by Senator ROBB, "would eliminate the potential for anomalous computations by providing that the full time salary would be applicable to all service regardless of when it was performed while the proration of service credit would apply only to service after April 6, 1986 [the date of enactment.]"

This is precisely what the bill we are offering today does. It allows the retirees affected by this inequity to have their full-time equivalent salary for their high three years to apply to their entire careers, not just the portion after 1986. My bill differs from S. 772 in that it places the burden on affected retirees to request a recalculation of benefits. This is coupled with a requirement that OPM conduct a good faith effort to notify annuitants of their right to obtain a recalculation. To all future retirees, benefits will be calculated in accordance with the new formula.

Mr. Speaker, this is a matter of great consequence to many Americans who devoted their most productive years to public service. Some of my constituents have annuities that are thousands of dollars less than they would be under my bill. As I indicated, a disproportionate share of these retirees appears to be women, who left the federal service to care for others.

It is particularly appropriate that we address this issue now, as changing work-force needs and lifestyles make part-time service more popular, both from the standpoint of the worker and the employee. Many of the anticipated work-force shortages that are anticipated in the federal civil service can and should be met with part-time workers. I am concerned that they will not be so long as the anomalous and unfair provisions of P.L. 99-272 are allowed to stand. I urge my colleague to join me in co-sponsoring this important legislation.

IN HONOR OF JOSEPH F. SMITH

HON. ROBERT A. BORSKI

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mr. BORSKI. Mr. Speaker, I rise to introduce a bill that would rename a United States