

have found substantial pay differences between men and women even when these factors are held constant. In fact, women now surpass men in the percentage of those earning a college or advanced degree, but college-educated women working full-time earn almost \$28,000 less annually than college-educated men. An African American woman with a master's degree earns \$29,000 less annually than a college-educated white male. An Hispanic female with a bachelor's degree makes only \$872 more than a white male with only a high school degree.

Pay discrimination is not just a women's problem, it's a family problem. The wage gap costs America's families \$200 billion a year. Nearly two-thirds of working women report that they provide half or more of their family income. In addition, nearly one in five U.S. families is headed by a single woman, yet these women continue to earn the lowest average rate of pay. Women are entitled to the same paychecks as their male colleagues who are performing the same or comparable work. Without pay equality, women are less able to provide an economic safety net for themselves and their families.

If married women were paid fairly, their family incomes would rise by nearly six percent, and their families' poverty rates would fall from 2.1 percent to 0.8 percent. If single working mothers were paid fairly, their incomes would rise by 17 percent, and their poverty rates would be reduced from 25.3 percent to 12.6 percent. These figures demonstrate the staggering effects of these unfair pay disparities on the lives of women and their families.

The equal pay provisions of the Democratic leadership bill would toughen the Equal Pay Act by providing more effective remedies for women denied equal pay for equal work, allowing prevailing plaintiffs to recover compensatory and punitive damages. It also eliminates loopholes that employers use to evade the law, authorizes additional training for enforcement agencies to better handle wage disputes, and provides for the study of pay dynamics in the U.S. labor market to better understand the pay inequity problem. Finally, the bill forbids employers from prohibiting employees from disclosing their wages to co-workers, thereby making it easier for workers to evaluate whether their rights are being violated.

Congress should pass these equal pay provisions. It is unacceptable for women and people of color to work hard and yet be denied fair compensation. These disparities are particularly alarming, because they persist 37 years after the Equal Pay Act was first enacted and at a time when our nation has been enjoying unprecedented prosperity. It's the right thing to do, and the fair thing to do, for working families.

VIOLENCE AND SUBSTANCE ABUSE

Mr. LEVIN. Mr. President, the Josephson Institute of Ethics, a nonpartisan, nonprofit organization, recently released its survey on violence and substance abuse in the United States. The survey finds that a disturbing number of young people have easy access to guns and have brought those guns and other weapons to school in the past year.

According to those surveyed, 47 percent of all high school students and 22 percent of all middle school students reported having easy access to guns. Of those students who reported drinking at school in the past 12 months, those with easy access to guns jumped to an astonishing 71 percent for high school students and 59 percent for middle school students.

Furthermore, 14 percent of high school students and 11 percent of middle school students admitted that they brought weapons to school in the past 12 months. Again, those numbers increased dramatically among students who also reported drinking at school at some point in the last year to 48 percent for high school students and 57 percent for middle school students.

Easy access to guns among our young people is dangerous, but access to guns paired with access to alcohol or drugs is recipe for disaster. And while the vast majority of students will be safe in their classrooms, our youth's easy access to firearms makes 36 percent of high school students and 39 percent of middle school students feel unsafe at school. Unfortunately, unless Congress acts to curb youth access to guns, in some cases, that fear may become a reality for more and more students.

CONGRESSMAN NORMAN SISISKY

Mr. LIEBERMAN. Mr. President, I rise today to pay my respects to the memory of my dear friend, Congressman Norman Sisisky. Like many of my colleagues, I was shocked and saddened at hearing the news of his sudden passing last Friday. We have lost a respected and treasured colleague; the people of Virginia have lost one of the most committed and effective men ever to serve in the U.S. House of Representatives; and America has lost a distinguished member of what Tom Brokaw has called "the greatest generation."

Norm Sisisky was a classic example of the devoted public official our founders envisioned serving in "the people's house." For Norm was a man of the people, someone who worked hard, played by the rules and maintained a steadfast commitment to his family and community.

That he excelled in politics is no surprise to those of us who knew him. He genuinely liked and respected people and they returned that with the trust and affection. His trademark grin and

infectious laugh drew people to him. Norm never took himself too seriously, and always took great delight in good-natured banter.

But he did take his job seriously. He was an aggressive advocate for his constituents in Virginia's 4th Congressional district for the past 18 years. He never forgot his roots, and never wavered in his commitment to fighting for the little guy, and he never lost sight of his role as their voice in our great system.

But of all his many and important public accomplishments, Norm Sisisky was probably proudest of his service in the U.S. Navy, and of his advocacy in Congress for our servicemen and women. Those of us who have had the privilege of watching Norm battle on behalf of our armed services from his position on the House Armed Services Committee were always impressed by his extensive knowledge and his keen insight. And we were inspired by his determination to keep our defenses strong, even if we in the Senate occasionally had to face his formidable presence in disagreement in conference.

I will forever remember Norm Sisisky as a man of considerable skill, devotion, humor, and honor. He leaves behind a loving family, devoted friends, and a strong nation. That is his proud legacy.

CHILD ABUSE PREVENTION MONTH

Mr. FEINGOLD. Mr. President, as we welcome the blooms of spring this April, we should also take a moment to focus on the well-being of our most precious resource, our children. Since 1983, April has been nationally recognized as Child Abuse Prevention Month. Since then, organizations like Prevent Child Abuse America have been passionate advocates for our children and have raised awareness of this egregious problem. In my own state of Wisconsin, the local chapter of Prevent Child Abuse America in Madison has been an effective leader in the fight against child abuse.

Child abuse is an urgent national problem. According to Prevent Child Abuse America, more than three million children were reported to child protective service agencies as alleged victims of child abuse or neglect in 1998, and about one million of these reports were confirmed. And these numbers just reflect those cases that were reported. Undoubtedly, many more cases go unreported.

Child abuse is not only physical harm, but it can also include emotional abuse and mental damage resulting from physical abuse. The documented physical and emotional harm to children includes chronic health problems, low self-esteem, physical disabilities, and the inability to form healthy relationships with others.