

provided firm leadership and warm encouragement to both the students and faculty. In the fall of 1973, Rhodes was appointed principal of Toulminville High School.

Another fine individual who will be inducted into the Mobile Sports Hall of Fame is Johnny Brown. Mr. Brown is a graduate of the University of South Alabama and is known as the undisputed king of the Mobile Metro Championship, which is an annual golf tournament played at Azalea City Golf Club.

Moreover, in addition to winning this tournament, Mr. Brown has won more than 150 amateur tournaments, including 14 major titles in Mobile alone. His consistent extraordinary showing at this prestigious golf tournament and others around Mobile is a true testament to Mr. Brown's incredible golfing ability.

Johnny Brown has amazed the city of Mobile with his phenomenal swing and his winning character. However Mr. Brown's contributions far surpass the entertainment he has given all of us through his awe inspiring performances. He has given back to our community and our children through spending much of his time giving assistance and expertise to junior golf in Mobile. Mr. Brown has through his endeavors in sports and commitment to our children, shown us what a true athlete really is.

Judge Lionel W. "Red" Noonan is another great man to be inducted into the Mobile Sports hall of fame. Noonan was both an athlete and a probate judge, he has served our country to the fullest of his ability and deserves our sincere praise. He retired from his position as Mobile County's probate judge earlier this year and after 18 years of devout service, he will hang his judge's robe alongside his Alabama football jersey.

Judge Noonan is a native of Mobile as well as a graduate of Murphy High School. He was a four-year letterman on The University of Alabama football team where he was a headstrong fullback. In addition to his accomplishments on the field, Noonan also excelled off the field. His accomplishments and contributions to the university are still felt today.

Red Noonan carried this strong work ethic with him as he left college and moved on to the professional world. He deeply entrenched himself in a number of organizations and groups that share a firm commitment to the betterment of Mobile's communities. Among these are the board of directors of Downtown Mobile Unlimited, Mobile Junior Chamber of Commerce and the Visiting Nurses Association. Judge Noonan is also a member of the Mobile Chapter of the Foreign Policy Association and the Mobile County Recreational Committee.

He has been an instructor at the University of South Alabama and also at Spring Hill College. Mr. Noonan is a WWII veteran and for this reason alone deserves our gracious thanks. Noonan has made enormous contributions to the citizens of Mobile and will be sorely missed. The magnitude of the achievements Mr. Noonan has accomplished speaks for itself. Judge Noonan is a man of character and a true gentleman.

Last, but certainly not least, is a great man named Ray C. "Buddy" Lauten whose name has become synonymous with America's Young Woman of the Year (AYWY formerly

America's Junior Miss). He has now retired as head of the program after 35 years of hard work and dedication. In his tenure, he helped develop the program into one of the outstanding events of its kind in the country.

Mr. Lauten is a native of Mobile where he grew up and participated in a number of city sports. He was an outstanding football athlete at University Military School (UMS), where he lettered for five years and was honored as an all-city halfback. In basketball in 1945 and 1946, he was the city's top scorer. While at Spring Hill College, he set an iron man record that still stands today, 109 consecutive games there.

Mr. Lauten has given so much to Mobile and its citizens and like his counterparts deserves heartfelt accolades.

These inductees into the Mobile Sports Hall of Fame Mr. Rhodes, Mr. Brown, Mr. Lauten and Mr. Noonan are true champions.

A TRIBUTE TO RAYMOND W. "JAKE" ENGELHARD ON HIS INDUCTION INTO THE U.P. LABOR HALL OF FAME

HON. BART STUPAK

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 4, 2001

Mr. STUPAK. Mr. Speaker, I rise today to pay special tribute to the late Raymond W. "Jake" Engelhard, a former resident of my northern Michigan congressional district, who spent decades as a miner, a community servant, a local volunteer. Jake was also a union leader, who devoted many years to the labor movement, helping ensure a good quality of life for working men and women.

Jake was born in Rosco, Minnesota and moved to Ishpeming, Michigan, in 1935. He worked as an iron ore miner for 43 years for the Inland Steel Corporation and was the first miner to join the CIO union in the Lake Superior District.

As president of USWA Local 2099 for many years, Jake's effort helped to improve the quality of life for miners on the Marquette Iron Range. Jake was instrumental in waging a successful strike in 1946 that lasted 108 days. Contract demands were met as a result of that strike.

Jake went through many strikes over the years, and he strived tirelessly to improve the wages and working conditions of his fellow workers. He retired in 1970.

In addition to Jake's union activities, he was active in numerous community service and civic organizations. Jake also played on the Ishpeming city baseball team, later coaching the Ishpeming City and American Legion teams.

Jake Engelhard was also a local businessman, the proprietor of the Coffee Pot in Ishpeming during the 1940s. You can be sure, Mr. Speaker, that a good deal of solidarity was served up to each patron along with their orders.

There are many of us in Congress, who are concerned about the impact of world trade—and violations of world trade agreements—on our iron ore production back in Michigan. We

fight this fight today with the assistance of administration officials and with the cooperation of varied segments of the steel industry. We fight for this industry, because we know it is vital to both the nation's health and the jobs of the men and women who work in the industry back home.

Men like Jake Engelhard fought an earlier fight on behalf of the working men and women of the iron range, a battle that was vital during its time. But Jake's battles were different. It was the workers themselves with their limited resources, fighting with the weapons of belief in the rightness of their cause and the strength of their united effort. I look for encouragement and inspiration in those old struggles; I am reminded that battles may not be won in a week, a month, a year or perhaps many years. Our men and women who stood on the picket line to improve the lives of families have much to teach us about working on behalf of others.

Jake will be honored Saturday, April 7, 2001, with induction into the U.P. Labor Hall of Fame at a banquet in Northern Michigan University in Marquette, Michigan. It is recognition long due.

INTRODUCTION OF THE CIVIL RIGHTS PROCEDURES PROTECTION ACT OF 2001

HON. EDWARD J. MARKEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 4, 2001

Mr. MARKEY. Mr. Speaker, I am proud to join today with a bipartisan group of colleagues to introduce the Civil Rights Procedures Protection Act of 2001. This bill is designed to reassert workers' rights to have their claims of unlawful employment discrimination.

On March 21, 2001 the U.S. Supreme Court ruled 5-4 that under existing law an employer can require its employees to waive their right to file job-related lawsuits including those involving civil rights, sexual harassment or discrimination. Approximately 10 percent of American workers are covered by similar agreements, which are increasingly used by Wall Street firms, high-tech companies, retailers and other employers seeking to avoid the cost and risks of court cases. This month's Court ruling, encourages more companies to follow this increasingly common practice.

This practice, called "mandatory arbitration", requires employees to sign away their fundamental rights to a court hearing. As a condition of hiring or promotion, employers require workers to agree to submit any future claims of job discrimination to binding arbitration panels. Mandatory arbitration is increasingly relied upon by employers in information technology, health care, engineering and other fields. Such requirements are reducing civil rights protection to the status of the company car: a perk which can be denied at will.

The Constitution guarantees every citizen "equal justice under law". Forcing employees to choose between their civil rights and their job denies them their right to equal justice. Employees who consent to mandatory arbitration give up their right to due process, trial by jury, the appeals process, and full discovery.