

know to be successful during their indoctrination into the service at basic training. We taught them how to salute, dress for success, customs and courtesies. We taught them how to follow instructions and to be on time. We taught them how to work as a team through drill and ceremonies. We taught them to have dignity and respect for each other. We also taught them to have high personal standards and to demand high standards for their units. We also taught them followership.

As we become more expeditionary our roles and missions in joint operations will become increasingly intertwined. We must teach our troops the importance of "Strength in Unity" as it relates to the armed "armed forces" team.

We must make them aware of the importance of the legislative process and its impact on the military way of life—we aren't doing a very good job of that right now. As the congress shifts and becomes less attuned to the military and the mood of the country becomes more and more complacent about defense—we will continue to rely on the superb representation of organizations like the Noncommissioned Officers Association. They help preserve entitlements and benefits and work issues on our behalf. And they do a superb job at it.

We have so very much to be proud of. We wear the uniforms of the greatest armed forces in the world. We are members of an honorable profession—the profession of arms. We walk in the shadows of heroes—men and women who have made the ultimate sacrifice for our great nation. We need to remind ourselves of that once in awhile.

So, I would say to you here tonight—yes, we have challenges—but we will overcome them and return to level flight and steady seas.

And, we rely on "Strength in Unity"—a super motto for the NCOA because it captures the essence of who we are.

Thank you for having me here tonight—and a special congratulations to our Vanguard Award recipients—who represent the best of the best—and represent the thousands in uniform who serve our great nation around the globe. Good night and God Bless America.

#### BIOGRAPHY

Chief Master Sergeant Eric W. Benken entered the Air Force in March 1970. He became the 12th Chief Master Sergeant of the Air Force in November 1996. His background is in information management, and he has served for more than 25 years in operational, maintenance and support units at every level of command from squadron through major air command. He served in maintenance administration in Taiwan and Vietnam, and served as executive noncommissioned officer to the commander in Korea. His stateside assignments include Bergstrom AFB, Texas, Eglin AFB, Florida, Ellington AFB, Texas, and Davis-Monthan AFB, Arizona. He also served in a joint service/NATO assignment at the Supreme Headquarters Allied Powers Europe. Before becoming Chief Master Sergeant of the Air Force, he serviced as the senior enlisted advisor for the U.S. Air Force in Europe (USAFE) at Ramstein Air Base in Germany, a position he assumed in October 1994. While at USAFE, the command was involved in operations such as Provide Promise, Provide Comfort, Deliberate Force and Joint Endeavor in Bosnia. Chief Master Sergeant Benken is committed to transitioning the enlisted corps into an Air Expeditionary Force and, in the process, helps shape what the Air Force will look like in the next century and beyond.

#### TRIBUTE TO JOHNNY LONDON

#### HON. SAM GEJDENSON

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, September 9, 1998*

Mr. GEJDENSON. Mr. Speaker, I rise today to pay tribute to Johnny London as he marks his Thirtieth Anniversary as the morning host on WICH in Norwich, Connecticut. Over the past three decades, Johnny has become an "institution" in Norwich through his show and, more importantly, his work on behalf of the community.

Johnny came to Norwich from Maine thirty years ago to take a job as the "morning man" at WICH. WICH is the major AM station serving Norwich and surrounding communities. Over the years, Johnny has developed a format which combines news, political commentary, history lessons, sports and discussion about community events. When it comes to politics, Johnny calls it like he sees it. He doesn't mince words and he isn't afraid to criticize someone in office or a proposal if he believes issues need to be raised. His show gives him an opportunity to highlight issues and question actions. However, in the very best tradition of American broadcasting, Johnny has never done so for personal aggrandizement. He has always acted in the public interest and been motivated by doing what is best for the community.

Mr. Speaker, Johnny London is much, much more than the host of a morning radio show. He is a tireless friend to countless organizations, charities and special events to whom he lends his time and support. Johnny's show has perhaps the most extensive "community calendar" of any in Connecticut. Moreover, he has supported hundreds of charitable functions over the years. To generate awareness about issues and raise funds to assist those in need, Johnny has gone into the boxing ring with Willie Pep and played basketball with teams from across the country and around the world.

To some, these actions might not sound uncommon—every radio personality does publicity stunts. But this is where Johnny is different. He is out there every day, every week and year after year working on behalf of the community. He is there when it's ninety-five degrees and in the blowing snow. He puts just as much into supporting events that attract ten people as those that draw thousands from across southeastern Connecticut. His remarkable generosity is more extraordinary than even the longest tenure on the airwaves.

Mr. Speaker, as Johnny marks his thirtieth anniversary with WICH, he has much to be proud of. His show is among the highest rated in Connecticut. Currently, he holds the record as the longest-serving, active morning radio broadcaster in our state. He is recognized as one of the foremost historians of Norwich. More importantly, he is loved and respected by residents across eastern Connecticut for his tireless efforts on behalf of their communities over three decades. I join them in saying thank you. We look forward to tuning in for many years to come.

DEPARTMENTS OF COMMERCE, JUSTICE, AND STATE, AND JUDICIARY, AND RELATED AGENCIES APPROPRIATIONS ACT, 1999

SPEECH OF

#### HON. JAY DICKEY

OF ARKANSAS

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, August 5, 1998*

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 4276) making appropriations for the Department of Commerce, Justice, and State, the Judiciary, and related agencies for the fiscal year ending September 30, 1999, and for other purposes.

Mr. DICKEY. Mr. Chairman, I want to show my concern about a provision in the chairman's bill that allows an increase of \$18.5 million, for the Equal Opportunity Employment Commission, or EEOC. I want to do so by drawing attention to a circumstance in Miami, Florida, that I think is worthy of the gentleman's attention and the attention of my colleagues. It has to do with Joe's Stone Crab in Miami Beach.

This is a well-known, world-renowned restaurant. It has been owned for 85 years by the same Jewish family. It has had diversity in its hiring practices long before it was required by law. However, it has been targeted and victimized by the EEOC, not because there are too few female employees. The owner is a female and 22 percent of the employees are female. The heads of the departments of the restaurant, Mr. Chairman, are females, but there are too few female servers, according to the EEOC.

This is in contrast to what is happening with Hooters restaurants. Hooters has only female servers. They are a chain. The EEOC has targeted this one restaurant.

The reign of terror of the EEOC against Joe's Stone Crab began on April 27, 1992. The charge was a failure to actively recruit female servers. This was done without a female filing a complaint, and it was done without complying with the law that 300 days prior to such a ruling, there had to be a complaint filed. There was no complaint filed. The EEOC started an investigation on its own.

On July 3, 1997, there was a ruling by Judge Daniel T. Hurley. In his findings, he said that Joe's Stone Crab was guilty; those were his words, even though it is a civil action, that they were guilty of hiring discrimination.

There was no finding of any intended discrimination, Mr. Chairman. Yet, the Court took it on itself at that point to take over the hiring practices of Joe's Stone Crab. They required that announcement of the roll call, which had been word of mouth, be publicized, and required Joe's to spend \$125,000 in ads in newspapers that the Court specified.

As a result, a fewer percentage of applicants of women was brought in. They hired more than the percentage of female applicants that came in, and again, no female complained at any time.

When confronted with the 22 percent female hiring that had occurred between 1991 and 1995, the Court then just changed the statistical reference. They took the total of the female food servers in Dade County, and that was 32 percent, so they just moved the target so the Court could do what it wanted to do.

The bottom line is that this restaurant has spent 6 years, over \$1 million; they have had bad publicity; they have had lower morale; they have had the Court come in and take over their operations and examine it from every angle. Then we are giving EEOC \$18.5 million in increase. I think EEOC must not have enough to do. If they claim there is a backlog, it is because they are spending time on such frivolous litigation. They should be examined very carefully.

Small businesses all across the country are being victimized by the EEOC. They are at the point where they cannot complain because they think retaliation will come. Joe's Stone Crab is a story of one owner saying, I will take on the government for the sake of small businesses. This restaurant is fighting the battle for small business all across the country.

My last comment, Mr. Chairman, is that I urge, as this bill moves forward and in the years to come, that the chairman address the issue of frivolous litigation and damages that the EEOC brings upon the small businesses in America.

JOHN SEIBERLING—  
ENVIRONMENTAL HERO

**HON. BRUCE F. VENTO**

OF MINNESOTA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, September 9, 1998*

Mr. VENTO. Mr. Speaker, I would like to call to the attention of my colleagues that yesterday, September 8, was the 80th birthday of our former colleague and a good friend, John F. Seiberling.

John Seiberling was first elected to Congress in 1970, having already spent 25 years as a member of the military serving in World War II and as an attorney in private practice with the Goodyear Tire and Rubber Co., which his grandfather founded. After 16 years of Congressional Service, John retired voluntarily in 1986 with a lifetime of outstanding accomplishments.

Originally inspired to run for Congress by his opposition to the U.S. involvement in Viet Nam, John Seiberling quickly rose as a leader in the House efforts to end the war. Concerned about our defense and foreign policies, John was also a leader in the Congressional organization, Members of Congress for Peace through Law, known later as the Arms Control and Foreign Policy Caucus.

In the House, John Seiberling served on the Committee on the Judiciary. An active member, John participated in the Watergate hearings and was the floor manager for the historic House passage of the antitrust law rewrite, the Scott-Hart-Rodino Antitrust Act.

However, John was best known for his commitment to the environment and for his many accomplishments as a member of the House Committee on Interior and Insular Affairs. Today, this Committee is the House Resources Committee. As a member of that Committee, John was a very special Member who stood very tall. I had the privilege to serve with John for ten years and to learn from him. John played a major role in securing the passage of the Surface Mining Control and Reclamation Act of 1977. This important law has reversed the damage caused by surface coal mining. John was also largely responsible

for the enactment of the Cuyahoga Valley National Recreation Area Act. This law created Ohio's first national park.

Alaska and the preservation of the unique national treasures of that state were at once a passion and an inspiration for John Seiberling. As Chairman of the Subcommittee on General Oversight and Alaska Lands in 1977, John Seiberling was a leader in speaking out, fighting and shaping the comprehensive law and policy that finally preserved this last bit of wilderness for all America. While the fight took six long years and much of John's time, it was a labor of love. John Seiberling and Mo Udall were eventually successful in passing Alaska lands legislation which doubled the size of our National Park System and quadrupled our national wilderness system.

John's commitment to the environment continues today in his role as the Director of the Environmental and Energy Study Institute, of which he was a founder.

I am certain that my colleagues will join me in saluting John Seiberling's accomplishments and wishing him a very happy birthday—a well deserved 80th year. John has shaped our landscape and environmental policies well into the future. Our best wishes for many more years of life and celebration of his work, the legacy and American heritage for generations yet unborn. Happy Birthday to the environment's best friend, John Seiberling.

#### THE AGING OF AMERICA

**HON. LEE H. HAMILTON**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, September 9, 1998*

Mr. HAMILTON. Mr. Speaker, I would like to insert my Washington Report for Wednesday, August 12, 1998 into the CONGRESSIONAL RECORD.

#### THE AGING OF AMERICA

America is getting older. As Americans are living longer than ever before and as the Baby Boomers ease into their senior years, fundamental shifts will occur in our society. In areas such as health care, housing, and recreation, the impact of an aging population will be felt. The costs of providing these services will put a strain on the financial resources of governments and families alike.

The importance of Social Security and other federal programs for older Americans is emphasized by the fact that financial prospects for many Americans approaching retirement are grim. According to a recent comprehensive study: 40% have no pension income other than Social Security. One in five households has no assets and one in seven persons has no health insurance. 20% are disabled.

The cost of supporting older persons will be a heavy burden on the living standards of younger workers. By the year 2030 one in five Americans is projected to be 65 or older, up from one in eight today. And the proportion of the oldest Americans, those over 75, whose health care costs are especially high, will nearly double from present levels. This too will have a huge impact on government budgets and workers' incomes.

An aging America raises major social and political questions. Is it fair to place huge tax burdens on workers to pay for the retirees? Will the projected heavy spending on programs for older people crowd out other

important government spending like national defense or law enforcement? Will high taxes be necessary and, if they are, will they depress economic growth?

Given these facts many of the pundits are predicting warfare between the generations, between the young and the old. Yet I am doubtful of that. In my experience young people are just as concerned about protecting Medicare and Social Security as their parents are. My own view is that the bond between the generations is strong, and that should not surprise us given the strong family ties that still exist for the most part in this country. I think young people want older people to be secure and to have quality health care, and they don't want them to be dependent on them.

#### CHALLENGES OF AN AGING AMERICA

Everybody acknowledges the difficulty of ensuring the long-term stability of Social Security and Medicare. We simply cannot afford the contract we now have on the table as the Baby Boom generation approaches retirement. We will have a smaller number of workers supporting a much larger number of retirees, and something will have to give. So it represents a formidable challenge to our system of government to carry Americans— young and old—through the major changes needed in these programs.

The trend in America has been to retire earlier and earlier, and that has placed an extra burden on federal programs. In the last century more than 75% of men 65 years and over worked. In 1997 only 17% did. But things are beginning to change. Retirement ages are creeping back up and the whole concept of retirement is changing. Among other things, older people are increasingly leaving the work force gradually, taking temporary and part-time jobs.

Older people require more expensive social services—particularly health care—and they depend upon government programs like Social Security for much of their income. The importance of Social Security to older Americans cannot be over-estimated. Almost 92% of those 65 and older receive Social Security benefits and many would live in poverty if it did not exist. Moreover, as the number of the oldest Americans grows, the use of medical and long term care services such as hospitals, home care, nursing homes, and elder day care will increase sharply. The effect on Medicare and Medicaid will be significant. Today these programs provide insurance for health and long-term care for 97% of the elderly.

#### POLITICAL CHALLENGES

One has to wonder whether a democratic government is going to be able to deal with these challenges, particularly if it involves reducing benefits for an increasingly large and powerful group. Most analysts view bringing future benefits under control as necessary, yet older persons do not want their benefits cut. One alternative is raising taxes but that means that the current Social Security tax rate would have to be boosted sharply to provide the benefits that have been promised. Others suggest that we should adopt policies directing benefits to low-income elderly persons, and that would reduce costs and improve economic efficiency by getting the money to those who need it most. But to shift in the direction of either a tax increase or a benefit reduction causes a loss of popular support of many people. The challenge to the country may be to make the long-term investments in education, infrastructure, and basic research that lead to growth in the economy and new business opportunities, which in turn makes it easier for the economy to absorb the costs of programs for older Americans. The problem is how that long-term investment, much of which is directed toward younger people,