

In my home state, Little Rock Electrical, of Little Rock, Arkansas has been flooded with 72 unfair labor cases in just one year, 20 of which have already been dismissed, and 45 which have been set for trial. Finally, R.D. Goss in Clearfield, Pennsylvania has suffered the worst, having been hit with 20 unfair labor cases, all but one of which was dismissed—but which forced them out of business after 38 years.

Mr. President, I support the right of workers to organize, and I am always reluctant to propose federal legislation that interferes in private matters—particularly private contractual relationships between employers and employees. However, in this case, as the above examples show, the federal government, particularly through the National Labor Relations Board, is wreaking havoc on merit shop contractors through this unfair, but legal, practice.

Evidence as to the true nature and intent of union salting was best explained in the Organizing Manual of the International Brotherhood of Electrical Workers (IBEW), which stated that the true goal of “salting” is to:

... threaten or actually apply the economic pressure necessary to cause the employer to ... raise his prices to recoup additional costs, scale back his business activities, leave the union's jurisdiction, go out of business, and so on.

Or, more bluntly, in the words of an IBEW organizing flyer, the goal is:

... infiltration, confrontation, litigation, disruption, and hopefully annihilation of all non-union contractors.

On February 13, 1997, I introduced legislation that addresses the issue of salting. This legislation, The Truth in Employment Act of 1997, would have allowed employers to reject an applicant that has no intention of actually working for the company, but who was instead solely interested in organizing and harassing their employer and fellow employees. Earlier this month, the House of Representatives passed their own version of the Truth in Employment Act, under the able leadership of Chairman BILL GOODLING of Pennsylvania and Chairman HARRIS FAWELL of Illinois, both of whom I had the privilege of serving with when I was a Member of the House.

Today, I am introducing new legislation to address this issue of salting. My new bill, the Truth in Employment Act of 1998 is identical to the House passed version.

Mr. President, the strength of this country rests on the freedom of individuals to pursue their dreams and ideas, and to risk their own capital to open and operate small businesses. Likewise, this country is built on the principle that workers are free to sell their labor, and if they deem necessary, to join fellow workers to negotiate higher pay or better working conditions. This measure will not undermine either of these legitimate rights. This bill only seeks to stop the destructive

practice of “salting” to protect employers who operate non-union shops, and to protect employees who freely choose to work for these non-union employers.

I would urge my fellow Senators to join our colleagues in the House and pass the Truth in Employment Act. The survival of America's small businesses demand that we act.

ADDITIONAL COSPONSORS

S. 236

At the request of Mr. GRAMS, the name of the Senator from Oklahoma (Mr. INHOFE) was added as a cosponsor of S. 236, a bill to abolish the Department of Energy, and for other purposes.

S. 887

At the request of Ms. MOSELEY-BRAUN, the name of the Senator from Pennsylvania (Mr. SANTORUM) was added as a cosponsor of S. 887, a bill to establish in the National Service the National Underground Railroad Network to Freedom program, and for other purposes.

S. 981

At the request of Mr. LEVIN, the name of the Senator from Tennessee (Mr. FRIST) was added as a cosponsor of S. 981, a bill to provide for analysis of major rules.

S. 1069

At the request of Mr. MURKOWSKI, the name of the Senator from California (Mrs. FEINSTEIN) was added as a cosponsor of S. 1069, a bill entitled the “National Discovery Trails Act of 1997.”

S. 1141

At the request of Mr. JOHNSON, the name of the Senator from South Carolina (Mr. THURMOND) was added as a cosponsor of S. 1141, a bill to amend the Energy Policy Act of 1992 to take into account newly developed renewable energy-based fuels and to equalize alternative fuel vehicle acquisition incentives to increase the flexibility of controlled fleet owners and operators, and for other purposes.

S. 1251

At the request of Mr. D'AMATO, the name of the Senator from Nebraska (Mr. HAGEL) was added as a cosponsor of S. 1251, a bill to amend the Internal Revenue Code of 1986 to increase the amount of private activity bonds which may be issued in each State, and to index such amount for inflation.

S. 1252

At the request of Mr. D'AMATO, the name of the Senator from Nebraska (Mr. HAGEL) was added as a cosponsor of S. 1252, a bill to amend the Internal Revenue Code of 1986 to increase the amount of low-income housing credits which may be allocated in each State, and to index such amount for inflation.

S. 1273

At the request of Mr. GRAHAM, the name of the Senator from South Carolina (Mr. HOLLINGS) was added as a co-

sponsor of S. 1273, a bill to amend title 10, United States Code, to expand the National Mail Order Pharmacy Program of the Department of Defense to include covered beneficiaries under the military health care system who are also entitled to medicare.

S. 1375

At the request of Mr. KOHL, the name of the Senator from Colorado (Mr. CAMPBELL) was added as a cosponsor of S. 1375, a bill to promote energy conservation investments in Federal facilities, and for other purposes.

S. 1413

At the request of Mr. LUGAR, the name of the Senator from Illinois (Ms. MOSELEY-BRAUN) was added as a cosponsor of S. 1413, a bill to provide a framework for consideration by the legislative and executive branches of unilateral economic sanctions.

S. 1525

At the request of Mr. SPECTER, the name of the Senator from Georgia (Mr. COVERDELL) was added as a cosponsor of S. 1525, a bill to provide financial assistance for higher education to the dependents of Federal, State, and local public safety officers who are killed or permanently and totally disabled as the result of a traumatic injury sustained in the line of duty.

S. 1580

At the request of Mr. SHELBY, the name of the Senator from Arkansas (Mr. HUTCHINSON) was added as a cosponsor of S. 1580, a bill to amend the Balanced Budget Act of 1997 to place an 18-month moratorium on the prohibition of payment under the medicare program for home health services consisting of venipuncture solely for the purpose of obtaining a blood sample, and to require the Secretary of Health and Human Services to study potential fraud and abuse under such program with respect to such services.

S. 1712

At the request of Mr. JEFFORDS, the names of the Senator from North Carolina (Mr. FAIRCLOTH) and the Senator from Wisconsin (Mr. FEINGOLD) were added as cosponsors of S. 1712, a bill to amend title XXVII of the Public Health Service Act and part 7 of subtitle B of title I of the Employee Retirement Income Security Act of 1974 to improve the quality of health plans and provide protections for consumers enrolled in such plans.

S. 1774

At the request of Mr. LOTT, the name of the Senator from Georgia (Mr. COVERDELL) was added as a cosponsor of S. 1774, a bill to amend the Consolidated Farm and Rural Development Act to authorize the Secretary of Agriculture to make guaranteed farm ownership loans and guaranteed farm operating loans of up to \$600,000, and to increase the maximum loan amounts with inflation.

S. 1802

At the request of Mr. ASHCROFT, his name was added as a cosponsor of S.

1802, a bill to authorize appropriations for the Surface Transportation Board for fiscal years 1999, 2000, and 2001.

S. 1825

At the request of Mrs. MURRAY, the name of the Senator from North Carolina (Mr. HELMS) was added as a cosponsor of S. 1825, a bill to amend title 10, United States Code, to provide sufficient funding to assure a minimum size for honor guard details at funerals of veterans of the Armed Forces, to establish the minimum size of such details, and for other purposes.

S. 1858

At the request of Mr. JEFFORDS, the name of the Senator from Washington (Mrs. MURRAY) was added as a cosponsor of S. 1858, a bill to amend the Social Security Act to provide individuals with disabilities with incentives to become economically self-sufficient.

S. 1868

At the request of Mr. NICKLES, the names of the Senator from North Carolina (Mr. FAIRCLOTH) and the Senator from Colorado (Mr. ALLARD) were added as cosponsors of S. 1868, a bill to express United States foreign policy with respect to, and to strengthen United States advocacy on behalf of, individuals persecuted for their faith worldwide; to authorize United States actions in response to religious persecution worldwide; to establish an Ambassador at Large on International Religious Freedom within the Department of State, a Commission on International Religious Persecution, and a Special Adviser on International Religious Freedom within the National Security Council; and for other purposes.

S. 1900

At the request of Mr. D'AMATO, the name of the Senator from Wyoming (Mr. THOMAS) was added as a cosponsor of S. 1900, a bill to establish a commission to examine issues pertaining to the disposition of Holocaust-era assets in the United States before, during, and after World War II, and to make recommendations to the President on further action, and for other purposes.

S. 1907

At the request of Mr. DASCHLE, the name of the Senator from South Dakota (Mr. JOHNSON) was added as a cosponsor of S. 1907, a bill to amend the Internal Revenue Code of 1986 to allow a refundable tax credit for wetland restoration and conservation expenses.

S. 1963

At the request of Mr. THURMOND, the name of the Senator from North Carolina (Mr. FAIRCLOTH) was added as a cosponsor of S. 1963, a bill to amend title 10, United States Code, to permit certain beneficiaries of the military health care system to enroll in Federal employees health benefits plans.

S. 1970

At the request of Mr. ABRAHAM, the name of the Senator from Colorado (Mr. ALLARD) was added as a cosponsor

of S. 1970, a bill to require the Secretary of the Interior to establish a program to provide assistance in the conservation of neotropical migratory birds.

SENATE CONCURRENT RESOLUTION 75

At the request of Mr. FEINGOLD, the names of the Senator from South Dakota (Mr. JOHNSON), the Senator from South Dakota (Mr. DASCHLE), the Senator from Massachusetts (Mr. KENNEDY), the Senator from Idaho (Mr. KEMPTHORNE), the Senator from North Dakota (Mr. DORGAN), the Senator from North Dakota (Mr. CONRAD), the Senator from Nebraska (Mr. HAGEL), the Senator from Michigan (Mr. LEVIN), the Senator from Ohio (Mr. GLENN), and the Senator from Massachusetts (Mr. KERRY) were added as cosponsors of Senate Concurrent Resolution 75, a concurrent resolution honoring the sesquicentennial of Wisconsin statehood.

AMENDMENT NO. 2303

At the request of Mr. LEVIN the names of the Senator from Washington (Mrs. MURRAY) and the Senator from Illinois (Ms. MOSELEY-BRAUN) were added as cosponsors of amendment No. 2303 proposed to H.R. 2646, a bill to amend the Internal Revenue Code of 1986 to allow tax-free expenditures from education individual retirement accounts for elementary and secondary school expenses, to increase the maximum annual amount of contributions to such accounts, and for other purposes.

SENATE CONCURRENT RESOLUTION 90—TO ACKNOWLEDGE THE HISTORIC NORTHERN IRELAND PEACE AGREEMENT

Mr. DODD (for himself, Mr. KENNEDY, Mr. MOYNIHAN, Mr. DASCHLE, Mr. LEAHY, Mr. LAUTENBERG, Mr. KERRY, Mr. MACK, Mr. D'AMATO, and Mr. WELLSTONE) submitted the following concurrent resolution; which was considered and agreed to:

S. CON. RES. 90

Whereas the people of Ireland have experienced civil conflict throughout their history with the latest phase, known as The Troubles, ongoing for the last thirty years;

Whereas this tragic history has cost the lives of thousands of men, women, and children, and has left a deep and profound legacy of suffering;

Whereas the governments of the Republic of Ireland and the United Kingdom have endeavored for many years to facilitate a peaceful resolution to the conflict in Northern Ireland; and such efforts, including the 1985 Anglo-Irish Agreement, the 1993 Joint Declaration, and the 1995 New Framework for Agreement, were important milestones in guiding the parties toward a political agreement;

Whereas the announced cessation of armed hostilities in 1994 by the Irish Republican Army and the Combined Loyalist Military Command created the opportunity for all-inclusive political discussions to occur;

Whereas representatives from Northern Ireland's political parties, pledging to adhere

to the principles of non-violence, commenced all-party talks in June 1996, and those talks greatly intensified in the Spring of 1998 under the chairmanship of former United States Senator George Mitchell;

Whereas the active participation of British Prime Minister Tony Blair and Irish Taoiseach Bertie Ahern was indispensable to the success of negotiations;

Whereas the support and encouragement for the Northern Ireland peace process by President Clinton, on behalf of the United States, was also an important factor in the success of the negotiations;

Whereas on April 10, 1998, the political parties, together with the British and Irish Governments successfully concluded the Northern Ireland Peace Agreement;

Whereas people throughout the island will have an opportunity to approve or reject the final agreement during the May 22 referendums;

Whereas the British and Irish Governments have committed to making the necessary constitutional and other legal changes necessary to bring the agreement into effect after the referendum approval processes have been concluded: Now, therefore, be it

Resolved by the Senate (the House of Representatives concurring), that it is the sense of the Congress that—

(1) All of the participants in the negotiations deserve congratulations for their willingness to make honorable compromises in order to reach an agreement that promises to end the tragic cycle of violence that has dominated Northern Ireland for decades;

(2) Prime Minister Tony Blair and Taoiseach Bertie Ahern deserve particular credit for their leadership and constant encouragement in support of the peace process;

(3) The American people can be especially proud of the contributions made by the United States in the quest for peace, including President Clinton's vision and determination to achieve peace in Northern Ireland and his personal commitment to remain an active supporter throughout the process;

(4) All friends of Ireland owe a lasting debt of gratitude to Senator George Mitchell for his dedication, courage, leadership, and wisdom in guiding the peace talks to a successful conclusion.

SENATE RESOLUTION 214—DIRECTING THE SECRETARY OF THE SENATE TO REQUEST THE HOUSE OF REPRESENTATIVES TO RETURN THE OFFICIAL PAPERS ON S. 414

Mrs. HUTCHISON submitted the following resolution; which considered and agreed to:

S. RES. 215

Resolved, That the Secretary of the Senate is directed to request the House of Representatives to return to the Senate the official papers on S. 414, entitled "An Act to amend the Shipping Act of 1984 to encourage competition in international shipping and growth of United States exports, and for other purposes".

SEC. 2. Upon the return of the official papers from the House of Representatives, the Secretary of the Senate is directed to make the following change in the text of the bill, viz:

In the amendment of section 8(f) of the Shipping Act of 1984 by section 106(e) of the bill, insert a comma and "including limitations of liability for cargo loss or damage," after "practices".