

engineer for the Navy, and this resulted in his becoming a contract negotiator for shipbuilding in 1956. In this position, Mr. Kearney worked on the construction and conversion of nuclear attack and ballistic missile submarines, helping navigate our nation's defense through a historic and complex transition.

His largest contribution to this country, however, was his relentless and passionate advocacy on behalf of working men and women, and his early posts in the Navy yards of Massachusetts were the origin of his life-long campaign for organized labor.

He went on to organize, and to serve as a union officer and local president of, various American Federation of Government Employees locals, lead the Philadelphia Council of the AFGE and serve as President of the Massachusetts State Council of Locals. He served as National Vice President of the AFGE, and later as Vice President Emeritus of AFGE's New England District.

Dan Kearney's faith in the electoral processes of this country, both local and national, was another passion. Beginning back when John F. Kennedy was first elected to Congress, and continuing through Senator Edward Kennedy's re-election in 1994 and my own re-election in 1996, Mr. Kearney was a welcome fixture in the Democratic campaigns of Massachusetts. For him, coordination of grass roots politics was another tool to help people improve their lives, and he gave it his all.

In later years, the issues facing senior Americans became his campaign, and his sincere advocacy of fairness and decency resulted in an appointment to the White House Council on Aging. As recently as several weeks ago, he dropped by my Boston office with thoughts on issues facing seniors, retired government employees, and the labor movement as a whole.

He leaves a loving family and many friends, and he leaves the world better for his efforts. As we celebrate his life, we offer our condolences and sympathy to all who knew and loved him.●

TRIBUTE TO VIRGINIA WHITE

● Mr. ABRAHAM. Mr. President, I rise today to pay tribute to Virginia White, a public servant of outstanding integrity and honesty, who is retiring after 25 years of service to her community. On January 31, Virginia will end her tenure as Meridian Township Clerk.

In 1972, Virginia was first elected as Township Clerk on the promise to improve her community. Not only did she fulfill her pledge, but she began a long, meritorious career serving the people of Meridian Township. During her time as clerk, she established a reputation for hard work and dedication to serving her community. While a clerk, Virginia's dedication to Meridian Township was unsurpassed and she maintained the greatest of commitments to public service. Mr. President, Virginia

White is one of few individuals I can think of who truly embodies the ideals and principles that define the term "public servant."

Virginia's desire to better her community reached far beyond Meridian Township. When she co-founded the Michigan Association of Clerks, a network was formed which brought city and township clerks across the State of Michigan together. Additionally, in an effort to create better systems of local governance, she wrote a national manual on conducting elections. Together, these efforts reflect Virginia's longstanding pursuit to provide her municipality with the best possible clerk. I am proud to say she accomplished this goal with great distinction. Although Virginia will be greatly missed, I know she is looking forward to a well-deserved retirement. I join her family, friends, and colleagues in wishing her all the best with her new endeavors and a bright future.●

TRIBUTE TO RETIRED MAYOR BETTY JO RHEA

● Mr. HOLLINGS. Mr. President, I rise today to pay tribute to one of South Carolina's leading ladies, Betty Jo Rhea. Betty Jo retired as Mayor of Rock Hill, South Carolina on January 20. With her retirement, my state loses one of its most beloved politicians and progressive leaders.

Betty Jo Rhea began her career of public service over 25 years ago, when she was appointed to the Rock Hill Parks and Recreation Commission. She was elected to the Rock Hill City Council in 1977, and has spent the last 20 years in the thick of her city's political fray.

In 1986, Rhea became Rock Hill's first woman Mayor. When she retired in January after 12 years in the office, she also was one of the city's longest serving and most popular mayors. During her tenure, Betty Jo focused her prodigious energies on attracting jobs to the region and preventing economic collapse in the wake of the closing of the textile mills that had underpinned Rock Hill's economy.

She has been incredibly successful. Not only did she help prevent a severe recession, she led Rock Hill in an economic rejuvenation. Under her leadership, the city built three business parks to attract large industries, began a downtown revitalization and preservation program, and started a successful recycling program in cooperation with Rock Hill Clean and Green.

But Betty Jo didn't stop there. She also went abroad to promote Rock Hill, serving as the region's most successful ambassador. She was President of the Municipal Association of South Carolina, on the board of the U.S. Conference of Mayors, and active in the National League of Cities.

In recognition of her achievements and dedication to her community, the Municipal Association of South Carolina awarded Rhea the Allison Farlow

Award, its highest honor. And in appreciation of her support for recycling, conservation, and greenery programs, Rock Hill Clean and Green created the Rock Hill Environmental Action (RHEA) award, named in her honor. For Rhea's contributions to the community, Winthrop University bestowed on her an honorary doctorate.

As Betty Jo's friends and admirers know, her greatest attributes are her sunny disposition, charm, and complete devotion and loyalty to Rock Hill and its people. Of course, these qualities haven't hurt her in politics, either. They have won her many friends and allies; and no doubt her success as Mayor has been aided by her habit of baking homemade bread for City Council members at Christmas.

Fortunately for South Carolina, Betty Jo Rhea's retirement from her duties as Mayor is not a retirement from public life and community service. She is set to begin her new career as head of a fund-raising campaign for the arts, and she plans to volunteer with the Salvation Army. Rhea's days of ribbon-cutting are over, but the people of Rock Hill can look forward to many more years of her wise counsel and progressive leadership.

Mr. President, I salute Betty Jo Rhea. She exemplifies all the virtues of citizenship and political leadership. She has pursued politics not out of egotism, but rather from the sincere desire to help her neighbors and strengthen her community. Thanks to her leadership, Rock Hill has not only weathered economic hardship, it has ridden the storm to ever-rising economic heights.

As one of her many fans remarked upon her retirement, Betty Jo Rhea truly was "a people's mayor."●

RECOGNITION OF REPRESENTATIVE BONNIE SUE COOPER

● Mr. BOND. Mr. President, I rise today to recognize Missouri State Representative Bonnie Sue Cooper for her outstanding contributions to the American Legislative Exchange Council (ALEC). As last year's Chairwoman, Bonnie Sue set a new leadership standard that will be a challenge for all future Chairpersons.

ALEC is the largest bipartisan, individual membership association of state legislators in the country. After serving as Vice-Chairwoman for two years, Bonnie Sue was voted Chairwoman for the 1997 term. According to Arkansas Speaker of the House Bobby Hogue, "In the year Bonnie Sue has been Chairman there has been progress on every front at ALEC. It has strengthened its policy making operations and raised its profile among both legislators and the private sector." Speaker Hogue replaced Bonnie Sue as Chairman.

Bonnie Sue has been an incredible leader, not only in the State of Missouri, but also at a National level. I enjoy seeing leadership of Bonnie Sue's caliber and know that there are only

bigger things to come for her. I congratulate Representative Cooper on another outstanding year and wish her success in the future.●

PUBLIC-PRIVATE PARTNERSHIPS

● Mr. GRAHAM. Mr. President, we continue to see positive signs reflecting the strength of our national economy. Thirty-year mortgage rates remain low, consumer confidence is high and unemployment is down.

In the midst of these sustained positive trends, America faces new challenges as we approach a new century. Among them: meeting a critical need for skilled technology workers and the continuing effort to move more Americans from welfare to work.

We are an innovative people and I'm confident that we can meet new challenges, in part via public-private partnerships. One of the key people in America advancing the concept of public-private partnerships is Mr. Greg Farmer. As Florida's Secretary of Commerce, Mr. Farmer pioneered public-private partnerships at the state level, doing more with less tax dollars.

Now in the private sector, with Nortel, Mr. Farmer and his company are helping provide high-tech equipment to schools and technology training to help move people from welfare to work. On January 13, 1998, Mr. Farmer testified before the Senate Committee on Labor and Human Resources. I commend his testimony to my colleagues and all those interested in public-private partnerships as a means of reducing welfare dependency and advancing job training. I respectfully ask that his testimony be printed in the RECORD:

The testimony follows:

STATEMENT OF GREG FARMER, VICE PRESIDENT, GOVERNMENT RELATIONS AND INTERNATIONAL TRADE, NORTEL

Mr. Chairman, Members of the Committee. My name is Greg Farmer, and I am Vice President for Government Affairs and International Trade for Nortel (Northern Telecom). It gives me pleasure to be with you this morning to discuss some of the things Nortel is doing in the Washington, D.C. area to help prepare inner city youth for a fruitful life beyond high school, whether it be college or acquiring a special skill.

Bell Atlantic is a household word and all of you are certainly familiar with it. You might not be as well acquainted with Nortel (even though—and I hesitate to say this in case you had a telephone problem this morning—the Senate does have our telephone switch). Nortel is the leading global supplier of fully digital network solutions and services. We design, build and integrate digital networks that communicate voice, data, image and video for customers in the information, communications, entertainment, education, government and commerce markets. Our customers are local and long distance telecommunications companies, businesses, universities, governments, cable television companies, competitive local access providers, Internet services providers and other network operators around the world. We operate in 150 countries around the globe. We have more employees in the U.S. than anywhere else. Here, we are based in Nash-

ville, Tennessee and have major state-of-the-art centers—including research and development, manufacturing, semiconductor and software-engineering facilities—in nine other states. And we have sales and services offices in every state of the union. We count Bell Atlantic as a good customer, and I am pleased to be on the panel today with my friend Bill Freeman.

Yesterday the Administration announced a massive public-private effort aimed at high tech training. This was in response to concerns by economists and business leaders that U.S. companies have a critical shortage of skilled technology workers. The initiative, which will include millions of dollars in grants to fund educational programs, comes as a new survey shows that 1 in every 10 information technology jobs in the U.S. is unfilled.

This comes as no surprise to Nortel. As with other telecommunications companies, education and workforce development is an essential part of Nortel's overall business strategy. Our industry requires highly skilled workers at even the most basic entry level positions. We are constantly looking for opportunities to work with organizations that provide training and enhance our workforce.

The Administration ought to take a good look at Capital Commitment. It is a stellar example of a high tech training program that works. It is a shiny gem; a diamond in a rusty crown. And I hope some of those grants will go to Capital Commitment so it can continue the incredible success it has enjoyed in the past.

One only need hear the Ricky Mozee story to understand the cascading good this program has for individuals and for our community. Ricky Mozee is a walking, talking welfare-to-work success story. Before finding Capital Commitment in 1992, Ricky was a drug and alcohol abuser, living on welfare in the tough streets of Anacostia. In his own words, he had no future; his family had no future; he was afraid to dream. He was fighting his addictions and looking at an 84 percent unemployment rate in his community. Then he found Capital Commitment. Today, he has a high paying job as a telecommunications supervisor at National Airport. He owns a house in suburban Maryland. He supports a wife and three children. He is a poster boy for what the future could be, if we get it right.

When LaVerne and Ernest Boykin established Capital Commitment in 1991, their vision to train inner city youth in telecommunications and life skills and to facilitate job opportunities for them resonated well with our corporate goals. Since that time, Nortel has been actively involved with Capital Commitment. We have observed a dramatic increase in employment opportunities for the unemployed, under-employed, at risk youth and single parents from the District of Columbia. As a result, we have also observed a significant shift of money from public assistance to taxable income.

In those early days, we worked with the Capital Commitment management team to identify factors critical for their success and discovered their needs went far beyond financial support.

Nortel's support of Capital Commitment since its inception includes:

Providing well over \$1 million in funding, equipment and personnel resources (switches, computers and state-of-the-art office equipment as well as technical expertise, training materials);

Providing management advice and coaching;

Taking the lead in turning Capital Commitment into an industry sponsored organization;

Establishing a fundraising golf tournament;

Working to replicate Capital Commitment in California & Texas;

Serving on Capital Commitment's Board (Stuart Mapes, Nortel's National Director of Minority and Women Business Program).

In addition, I am pleased to announce today that Nortel will donate and install a new Nortel Central Office Switch to be used for advanced training.

We have also worked with Bell Atlantic and other private companies to expand corporate funding of the program. I might add here that one of the most telling successes of this program is the fact that Nortel and other corporate sponsors of Capital Commitment have been diligent in working cooperatively. We work with our customers, such as Bell Atlantic, MCI and Sprint, but also with our competitors, such as Siemens and Lucent, in promoting this program. There is something in it for each of us. Not only does it make us sleep a little easier at night to know that we are being good corporate citizens and helping disadvantaged youth become a part of this dynamic industry; but also, in a cold business sense, we are receiving great benefits too.

Nortel and the telecommunications industry in general are in constant need of highly qualified technical employees. Capital Commitment graduates students who are highly trained in these skills. We have hired over 100 Capital Commitment graduates who have proven to be well trained, competent and reliable employees. As a matter of fact, Capital Commitment graduates have a 90+ percent placement rate and an impressive 80+ percent retention rate! This welfare-to-work program really works.

There is another aspect to this program which is missing from other traditional welfare-to-work programs. The Boykins teach their students critical lifeskills and stress to their students the importance of "paying back" their communities. Many of their graduates return to Capital Commitment to help instruct students, or pay back their communities by being role models for others. So the legacy of Capital Commitment lives on in their graduates and provides long term benefits to the community.

I am committed to spreading the word about Capital Commitment. I have personally taken numerous Administration officials through the program. I found that a tour of Capital Commitment makes believers out of all who go there. My goal is to find sources of federal, state and local funding to help this incredible program expand. I would encourage each of you to take time from your very busy schedules to visit Capital Commitment, which is located a few short miles from here. There is nothing any of us can say to you today that will have the impact a personal visit will have. It will, I know, be time well spent.

We at Nortel believe very strongly that Capital Commitment is an important and solid example of how business can work within the community to provide increased opportunity for movement from welfare-to-work in highly paid, career oriented jobs in a high growth industry. The need for skilled technicians to enter this industry is growing rapidly so it is incumbent upon us to accelerate efforts to assure continued progress for this important program. Capital Commitment provides opportunities for our most disadvantaged citizens to become productive, well paid workers in this dynamic industry.

Having said all of this, there is trouble in paradise. Capital Commitment is a shiny gem but it sits in a rusty crown, badly in need of attention by our policy makers.

We at Nortel believe that corporate-community partnerships are the key to educating and gainfully employing a greater number of high skilled workers. However, there