

Kentucky. I submit their names here for the record: Heather Livingstone, of Winneconne, Wisconsin; Suzie Smith, of Florence, Kentucky; Michele Tuchfarber, of Cincinnati, Ohio; Rebecca Bell, of Taylor Mill, Kentucky; Lisa Geiman, of Cold Spring, Kentucky; Julie Cowens, of Cold Spring, Kentucky; Amy Mobley, of Harrison, Ohio; Bridget Flanagan, of Cincinnati, Ohio; Kristin Polosky, of Bobtown, Pennsylvania; and Jessica Jenson, of Barberton, Ohio. I also recognize Assistant Coaches Brian Neal and Chris Gramke.

Mr. Speaker, in this era when we worry about role models for our children, I am proud to know these young women. They have proven that athletics can help instill values like hard work, discipline, and teamwork. I know that young people all over the Commonwealth and across the Nation will recognize the achievements of NKU Women's Basketball and follow their example. As for myself, I am looking forward to another exciting season of Norse basketball in 2000–2001.

REAUTHORIZATION OF THE
UNITED STATES HOLOCAUST MEMORIAL MUSEUM

HON. CHRIS CANNON

OF UTAH

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 29, 2000

Mr. CANNON. Mr. Speaker, today I introduce legislation to reauthorize the United States Holocaust Memorial Museum. This spring will mark 7 years of success for the Museum, which is visited by millions of people each year through its acclaimed exhibitions, education opportunities, publications, and outreach programs. Created by a unanimous act of Congress in 1980, the Museum continues to receive strong support and recognition.

In addition to its primary mission of advancing and communicating knowledge of Holocaust history, the Museum offers an opportunity for its visitors to reflect upon the moral and spiritual questions raised by the Holocaust. The success of the Museum clearly demonstrates the public's deep interest in contemplating and gaining valuable lessons from the Holocaust.

Some of the key accomplishments that illustrate the exceptional success of the Museum over the past 7 years include:

Nearly 14 million visitors, of which 3.7 million have been children. In addition, 61 heads of state have visited, along with 2,000 foreign officials from 130 nations.

In response to public demand, the development of educational and scholarly outreach, with the Museum sponsoring travel exhibitions in 27 cities over the past several years.

Over 1.5 million visits to its web site each year.

Educational materials and programs serving 25,000 educators across the United States annually.

Recognition internationally as a center for Holocaust research and remembrance. There continues to be a dramatic growth in its collections, including more than 35,000 artifacts, 12 million pages of archival documents, 65,000 photographic images, oral histories from over 6,000 individuals, a library of over 30,000 volumes in 18 languages, and a renowned registry of Holocaust survivors and their families with a total of 165,000 listings.

Invaluable references service to the public, with the Museum's archival, photo, historian's office, and library staff responding to over 18,000 requests each year for information, guidance, and services.

These exceptional accomplishments clearly demonstrate the Museum's extraordinary adherence to public service and the success it has achieved both on the National Mall and across the United States. The passage of time continues to deepen the urgency and importance of the Museum's role in the United States and its powerful mission of carrying the legacy of Holocaust remembrance, education, and conscience forward into the 21st century. With its commitment to education and service, this Museum is key to strengthening our ability to understand history's painful lessons, to helping us overcome the worst of human impulses, and to improving our future.

As a member of the Museum's Council I am proud to introduce this legislation and I urge my colleagues to join me, and the 24 original cosponsors, in supporting the mission of the United States Holocaust Memorial Museum and its enduring role in our society.

THE U.S.S. "HOGA"

HON. ALCEE L. HASTINGS

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 29, 2000

Mr. HASTINGS of Florida. Mr. Speaker, I am proud to introduce a bill which authorizes the use of a vessel to transport the naval harbor tug USS *Hoga* to Port Everglades, Florida, for use as a memorial to veterans and provide vocational seamanship training.

This bill will carry out the longstanding intent of Congress in preserving and protecting historic landmarks and national monuments. The USS *Hoga* is recognized by the United States Park Service as a national monument, and appears in the national register of historic places. Unfortunately, the USS *Hoga* is no longer seaworthy, and cannot safely be towed on the open sea. If towed through the water, it may fall apart, and we stand to lose this national monument forever. Thus, I encourage you, Mr. Speaker, and my colleagues here in Congress, to support this initiative that will allow a means to transport the USS *Hoga* on a transporter vessel, enabling the ship to arrive undamaged to the state of Florida.

Veterans have long been the thread holding together our nation, defining American independence, and ensuring American freedom. Despite the high concentration of World War II veterans in Florida, with the majority of them calling South Florida home, the state of Florida is the only coastal state without a commemorative World War II warship. This legislation will assist the USS *Hoga* Association in transporting the USS *Hoga* to its final resting place at the New River in Ft. Lauderdale, Florida.

Mr. Speaker, in the next two decades, the last of the World War II veterans will have passed on. As an immobile World War II veteran, the USS *Hoga* will be a place for future generations to pay homage to those who fought bravely under the United States flag. The USS *Hoga* is indeed a national treasure, and will serve many additional uses in the state of Florida. Currently, boatyards are un-

deremployed, and fewer Americans consider a calling to defend our great country. In addition to being a memorial, the USS *Hoga* will be used to train students in seamanship duties and promote national defense by preparing young Americans for service in the United States Navy.

Finally, Mr. Speaker, let me say that I take a great deal of pride in the fact that South Florida boasts one of the nations highest percentage of World War II veterans. I would also like to commend the USS *Hoga* Association for the tremendous work and effort it has contributed to attain this goal. As we approach the 60 year mark commemorating the beginning of World War II, I ask that we fulfill a small request made by Florida veterans to aid them in transporting a tribute to those citizens who fought for our country.

I urge all of my colleagues to support this bill.

CONGRATULATING THOSE INVOLVED IN THE FLORENCE, WISCONSIN FOOD, FUN AND FITNESS SUMMER PROGRAM

HON. MARK GREEN

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 29, 2000

Mr. GREEN of Wisconsin. Mr. Speaker, today I'd like to offer my enthusiastic congratulations before the U.S. House to all those involved in the Florence, Food, Fun and Fitness Summer program. Their hard work and innovative efforts have improved the health of our young people and deservedly garnered accolades and the U.S. Department of Agriculture's Summer Sunshine Award for Child Development.

Everyone who is a part of the Food, Fun and Fitness program should feel a great sense of pride—not only for being honored by the USDA and others, but for genuinely enhancing the health and quality of life of our children. Thanks to this program, the kids involved have learned countless new life lessons, from a new understanding of the importance of food and where it comes from to the new friendships and wisdom they have shared with the seniors who have joined with them in this program.

This program is the direct result of a successful partnership between Florence Nutrition Program Educator Katie Tartar and the University of Wisconsin Extension, Florence School District, Florence Sheriff's Department, General Colin Powell and America's Promise, the Family Resource Center of Florence County, County Activity Co-op, Spread Eagle Sporting, the Master Gardener Association and the residents of Chapin Heights Apartments.

Mr. Speaker, the Florence Food, Fun and Fitness program is a shining example of what communities can achieve by bringing all their resources to bear in a common effort. It is a program I believe other American communities should look to and emulate.

To the folks in Florence, congratulations, thank you, and keep up the great work!

INTRODUCTION OF THE WORKER
ECONOMIC OPPORTUNITY ACT**HON. CASS BALLENGER**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 29, 2000

Mr. BALLENGER. Mr. Speaker, today I am pleased to join Senator McCONNELL and others in the introduction of "The Worker Economic Opportunity Act," a bipartisan bill to protect stock option programs for rank-and-file employees. In a February 12, 1999, opinion letter that has only recently become widely publicized, the Department of Labor determined that under the 1938 Fair Labor Standards Act, at least in some case, the profits from the exercise of stock options are part of an employee's "regular rate" of pay, and therefore must be taken into account in determining the employee's overtime rate of pay.

While the opinion letter constitutes the agency's interpretation of the law based on the facts and circumstances of one particular case, the practical effect of the letter is to "red flag" other similar programs and cause widespread confusion about overtime liability among employers who provide stock options for their hourly or "nonexempt" employees.

Stock option programs can be configured in a variety of ways and are referred to by different names, but all of the programs share similar objectives: to reward employees, provide ownership in the company, and to attract and retain a motivated work force. In testimony before the Subcommittee on Workforce Protections' hearing earlier this month, witnesses discussed how stock ownership programs are now available to more and more employees. In the past, such programs were used to reward executives, top management, and other key employees. However, there has been a dramatic increase in the past several years in the number of companies offering broad-based employee ownership plans to rank and file employees.

A 1998 study by Hewitt & Associates found that over 66 percent of the companies surveyed gave options to some portion of their nonexecutive workforce. The National Center for Employee Ownership estimates that more than 6 million nonexecutives receive stock options. In the high-technology industry, some 55 percent of rank-and-file employees participate in employee ownership programs.

I daresay that few employees who receive stock options from their employer consider the profit on those options to be part of their regular rate of pay for overtime purposes. Yet the Department of Labor's interpretation of the law that says stock options may be part of the employee's "regular rate," threatens to undermine the ability and the willingness of employers to make stock options available to their "nonexempt" employees. Ms. Abigail Rosa, an employee who testified at the hearing, expressed concern that DOL's interpretation of the law would force companies to do away with stock option programs for employees who are covered by overtime.

The Worker Economic Opportunity Act would amend the Fair Labor Standards Act (FLSA) to ensure that federal law does not end up discouraging the use of such programs or denying employee the opportunity to participate in the success of their company. The bill specifies that any value or income derived

from a stock option, stock appreciation right or employee stock purchase plan would be exempt from an employee's regular rate of pay for the purposes of calculating overtime. Plans must meet the following requirements: a minimum 6-month vesting period between the grant of the option and its exercise by the employee; any discounts on stock option or stock appreciation rights may not exceed 15 percent of fair market value at the time of the grant; the voluntary exercise of any grant or right by the employee; and disclosure of the terms of the plan to employees.

Employers may grant options based on employees' past performance, provided that the options are not pursuant to any prior contract. In addition, employers may grant options based on the future performance of any size facility, or a business unit or group consisting of at least 10 employees.

Under the bill, employers who are currently operating plans would be protected from liability for overtime back pay if: the grants or rights were obtained prior to the bill's effective date; the grants or rights were issued to employees within a year after the bill's effective date under plans that must be modified through shareholder approval; or the plans are part of a collective bargaining agreement as of the bill's effective date. Finally, the provisions of the bill would go into effect 90 days after the date of enactment, giving employers time to complete pending grants.

Mr. Speaker, this bill represents the hard work and attention of many Senators and Members of the House on both sides of the aisle, as well as the Department of Labor. I urge my colleagues to support the legislation.

CORRESPONDENCE FROM BOB
JONES UNIVERSITY**HON. JOSEPH CROWLEY**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 29, 2000

Mr. CROWLEY. Mr. Speaker, today I am somewhat bewildered by correspondence I received yesterday from Bob Jones University. As you are aware, I am the sponsor of H. Con. Res. 261, which condemns the racial and religious intolerance at Bob Jones University. Additionally, on Friday, three of my colleagues, Representatives PETER KING, RICHARD NEAL, and SAM GEJDENSON, and I sent a letter to Bob Jones III expressing our concerns about the participation of Ian Paisley in a Bible Conference at the University. Reverend Paisley is an opponent of the peace process in Northern Ireland and an outspoken anti-Catholic bigot. Since coming to Congress, I have been a vocal supporter of the Irish Peace process and the Good Friday peace process. Additionally, I have always promoted religious tolerance. In fact, I am an active participant in Project Children; a program designed to eradicate the hatred between Catholics and Protestants in Northern Ireland by working with children.

Yesterday I received a response from Bob Jones III to my letter. I was bewildered by his venomous response. At this time, I would like to ask unanimous consent to submit to the RECORD a copy of my original letter to Bob Jones III, as well as his response.

I am disappointed that the leader of an institution of higher learning could not respectfully

respond to concerns of four Americans who happen to be Members of Congress. His labeling of the extreme religious views of Rev. Paisley as, and I quote, "leftist, radical IRA/Sinn Fein loving imaginations," is totally offensive to the Catholic minority in Northern Ireland.

I was horrified at being called a bigot and intolerant by Bob Jones the III. I have spent my life espousing peace and tolerance for Ireland and for all religious differences. I work actively with many religious groups, including Protestants, Jews, and Muslims.

Additionally, I recently marched in a St. Patrick's Day parade in Queens that was the first inclusive St. Patrick's Day parade in New York City. I believe Mr. Jones' letter reflects that he is the bigot and validates the concerns of myself and many of my colleagues.

Mr. Jones believes that I do not have the right to make demands of him. He is correct, we do have free speech. However, I believe that as an American, who happens to be a Member of Congress, I have a duty to request that the University does not invite someone whom I consider a proponent of hate to participate in any religious conference. Our country is founded on free speech, but it is also founded on religious freedom and tolerance. No institution, especially one of higher learning, should promote religious intolerance.

CONGRESS OF THE UNITED STATES,
HOUSE OF REPRESENTATIVES,
Washington, DC, March 27, 2000.

Mr. BOB JONES III,
President, Bob Jones University, Greenville, SC.

DEAR PRESIDENT JONES: Reports have come to our attention that over the weekend the Reverend Ian Paisley participated once again in a Bible conference at your university. We are writing to ask that you sever all professional contacts with Reverend Paisley immediately, including terminating his membership on your Board of Trustees. No American University should have a relationship with such an anti-Catholic bigot and opponent of peace in Northern Ireland.

Reverend Paisley has called the Catholic Church an instrument of the devil and "the mother of all harlots." He has described the Pope as the "Antichrist" and the "Great Fornicator." "Popery is contrary to Christ's gospel," Paisley said in one sermon. A recent biographer chronicled his lifetime commitment of "total resistance to every attempt to accept that [Catholic] system as a Christian church."

As leader of Northern Ireland's Democratic Unionist Party, Paisley has done his utmost to stir up sectarian violence between Protestants and Catholics. After serving time in prison for inciting to riot, he helped form the Ulster Protestant Volunteers paramilitary group. He has led contentious marches through Catholic neighborhoods, which are lightning rods for sectarian tension. Paisley's response to the Irish Republican Army's (IRA) statement on disarmament in 1994 was to denounce it as "a clever Jesuit expression."

In typical fashion, Paisley boycotted the peace talks led by Senator George Mitchell which produced the historic Good Friday Accord in 1998. Thankfully, his last minute attempts to sabotage the agreement failed. The comfort your university provides him jeopardizes the fragile peace in Northern Ireland that has stopped a conflict which claimed the lives of over 3,000.

Press reports indicate that Paisley has made more than 50 trips over the past 30 years to speak at your University. He should make no more.