

News from Senator

BOB DOLE



(R - Kansas) SH 141 Hart Building, Washington, D.C. 20510-1601

FOR IMMEDIATE RELEASE
FEBRUARY 21, 1991

CONTACT: WALT RIKER
(202) 224-5358

STATEMENT OF SENATOR BOB DOLE
WOMEN'S EQUAL OPPORTUNITY ACT OF 1991
FEBRUARY 21, 1991

MR. PRESIDENT, I JOIN TODAY WITH MY DISTINGUISHED COLLEAGUES, SENATORS SIMPSON, THURMOND, COCHRAN, KASTEN, BURNS, D'AMATO, LUGAR, McCAIN, MURKOWSKI, ROTH, SEYMOUR, STEVENS AND WARNER, IN INTRODUCING THE "WOMEN'S EQUAL OPPORTUNITY ACT OF 1991."

COMPREHENSIVE IN APPROACH, THIS BILL SEEKS TO REAFFIRM OUR NATION'S HISTORIC COMMITMENT TO AN IMPORTANT PRINCIPLE -- THE PRINCIPLE OF EQUAL OPPORTUNITY FOR ALL AMERICANS.

MR. PRESIDENT, AS WE SEE AMERICAN WOMEN ON THE FRONT-LINES IN THE PERSIAN GULF, WE MUST ALSO OPEN OUR EYES TO THE BATTLES WOMEN MUST FIGHT TODAY HERE AT HOME.

IT'S JUST PLAIN COMMON SENSE THAT THE WOMEN OF AMERICA CANNOT SHARE FULLY IN THE PROMISE OF EQUAL OPPORTUNITY IF THEY ARE SEXUALLY HARASSED IN THE WORKPLACE.

THEY CANNOT HAVE EQUAL OPPORTUNITY IF THEY ARE THE VICTIMS OF VIOLENT CRIME -- AT HOME AND ON THE STREETS.

AND THE WOMEN OF THIS COUNTRY CANNOT HAVE EQUAL OPPORTUNITY IF THEY MUST STRUGGLE TO OVERCOME ARTIFICIAL -- AND SOMETIMES INSURMOUNTABLE -- BARRIERS TO JOB PLACEMENT, JOB PROMOTION, AND JOB ADVANCEMENT.

MR. PRESIDENT, THE WOMEN'S EQUAL OPPORTUNITY ACT OF 1991 CONFRONTS THESE ISSUES HEAD-ON. IT EXPANDS FEDERAL CIVIL RIGHTS PROTECTIONS AGAINST SEXUAL HARASSMENT. IT ATTACKS DOMESTIC AND STREET CRIME VIOLENCE. AND IT TAKES A HARD AND CLOSE LOOK AT EXPANDING EMPLOYMENT OPPORTUNITIES FOR WOMEN -- NOT ONLY IN THE EXECUTIVE BOARD ROOM, BUT ALSO ON THE CONSTRUCTION SITE.

SEXUAL HARASSMENT IN THE WORKPLACE

AS SOMEONE WHO WAS SMACK IN THE MIDDLE OF LAST YEAR'S DEBATE ON THE SO-CALLED CIVIL RIGHTS ACT OF 1990, I CAN ATTEST TO THE INTENSITY OF CONVICTION ON BOTH SIDES OF THE AISLE.

THE CIVIL RIGHTS DEBATE GOT HOT, AND AT TIMES, IT WAS ANYTHING BUT CIVIL.

BUT DESPITE ALL THE PARTISAN BICKERING AND ALL THE HEATED RHETORIC, I MUST ADMIT THAT I LEARNED A FEW THINGS LAST YEAR.

I LEARNED, FOR EXAMPLE, ABOUT THE MEANING OF "PARITY." I LEARNED THAT FEDERAL LAW TREATS VICTIMS OF SEXUAL HARASSMENT DIFFERENTLY -- LESS FAVORABLY -- THAN THE VICTIMS OF RACIAL HARASSMENT.

(MORE)

AND I LEARNED THAT -- IN MANY CASES -- THE ONLY REMEDY THAT A VICTIM OF SEXUAL HARASSMENT CAN OBTAIN UNDER THE CIVIL RIGHTS ACT OF 1964 IS DECLARATORY AND INJUNCTIVE RELIEF -- A REMEDY THAT IS HARDLY ADEQUATE, AND ONE THAT IS PARTICULARLY UNFAIR FOR THOSE VICTIMS OF SEXUAL HARASSMENT WHO MAY SUFFER MEDICAL AND PSYCHOLOGICAL HARM.

MONETARY REMEDY. TITLE I OF THE WOMEN'S EQUAL OPPORTUNITY ACT ATTEMPTS TO CLOSE THIS GAP IN THE LAW BY PROVIDING -- FOR THE FIRST TIME IN OUR NATION'S HISTORY -- A COURT-ORDERED MONETARY REMEDY FOR INTENTIONAL SEXUAL HARASSMENT IN THE WORKPLACE -- UP TO \$100,000 FOR FIRST OFFENSES, AND UP TO \$150,000 FOR EACH SUBSEQUENT ACT OF SEXUAL HARASSMENT.

THESE ARE MAXIMUM PENALTIES -- PAYABLE TO THE AGGRIEVED PARTY -- THAT A COURT MAY ADJUST IN LIGHT OF THE EMPLOYER'S FINANCIAL CONDITION AND ITS HISTORY OF RESOLVING SEXUAL HARASSMENT COMPLAINTS THROUGH INTERNAL GRIEVANCE PROCEDURES.

FAST-TRACK RELIEF. TITLE I ALSO RECOGNIZES THAT PROLONGED EXPOSURE TO WORKPLACE SEXUAL HARASSMENT CAN HAVE LASTING DETRIMENTAL EFFECTS ON THE VICTIM. AS A RESULT, TITLE I DIRECTS THE COURTS TO GIVE EXPEDITED -- FAST-TRACK -- RELIEF TO THOSE PERSONS CLAIMING SEXUAL HARASSMENT ON-THE-JOB.

TECHNICAL ASSISTANCE FOR SMALL EMPLOYERS. AND, FINALLY, TITLE I DIRECTS THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION TO ESTABLISH TECHNICAL ASSISTANCE PROGRAMS TO EDUCATE OUR SMALL EMPLOYERS ON THE LAW OF SEXUAL HARASSMENT.

UNLIKE LARGE CORPORATIONS, MOST SMALL EMPLOYERS CANNOT AFFORD THE COST OF COMPLIANCE ADVICE FROM PRIVATE LAW FIRMS AND CONSULTANTS. AN EEOC TECHNICAL ASSISTANCE PROGRAM WILL HELP FILL THIS VOID AND WILL PRODUCE SOME VERY DESIRABLE RESULTS -- A REDUCTION IN THE NUMBER OF SEXUAL HARASSMENT COMPLAINTS AND A REDUCTION IN THE QUANTITY OF LITIGATION FOR AN ALREADY OVER-BURDENED COURT SYSTEM.

VIOLENCE AGAINST WOMEN

MR. PRESIDENT, THE SECOND TITLE OF THIS BILL ADDRESSES THE HORRIFYING PROBLEM OF VIOLENCE AGAINST WOMEN, A PROBLEM THAT WAS VIVIDLY HIGHLIGHTED TWO WEEKS AGO ON TELEVISION -- DURING "THE MARLA HANSON STORY."

MY DISTINGUISHED COLLEAGUE FROM DELAWARE AND CHAIRMAN OF THE JUDICIARY COMMITTEE, SENATOR BIDEN, CONDUCTED SEVERAL HEARINGS ON THIS ISSUE LAST YEAR. I WANT TO COMMEND SENATOR BIDEN FOR HOLDING THESE HEARINGS, WHICH HAVE HELPED TO MAKE VIOLENCE AGAINST WOMEN AN ISSUE OF TRULY NATIONAL CONCERN.

MR. PRESIDENT, IF ANYONE DOESN'T THINK THAT VIOLENCE AGAINST WOMEN IS A SERIOUS PROBLEM TODAY, THEY SHOULD READ THE STORY OF AILEEN HEFFERREN, WHO -- AS A JOGGER IN WASHINGTON'S ROCK CREEK PARK LAST AUGUST -- WAS KNOCKED TO THE GROUND BY A 12-YEAR OLD ASSAILANT, TAUNTED, AND THEN LEFT SHAKING, BLEEDING, FALLING IN-AND-OUT OF CONSCIOUSNESS, ONLY TO BE PICKED UP ALMOST AN HOUR LATER BY AN EMERGENCY ROOM AMBULANCE.

A MINOR EVENT IN A BUSY CITY. PERHAPS.

AN EVENT THAT IS REPEATED HUNDREDS OF TIMES EACH DAY THROUGHOUT THIS COUNTRY. YES.

BUT AN EVENT THAT THIS NATION SHOULD COUNTENANCE AS ROUTINE, AS THE PRICE WE PAY FOR LIVING IN A FREE SOCIETY? ABSOLUTELY NOT.

(MORE)

MR. PRESIDENT, THOSE WHO DON'T THINK THAT VIOLENCE AGAINST WOMEN IS A SERIOUS NATIONAL PROBLEM SHOULD ALSO READ THE TESTIMONY OF NANCY ZIEGENMEYER -- A GRINNELL, IOWA, HOMEMAKER -- WHO WAS ABDUCTED AND RAPED IN A SUPERMARKET PARKING LOT, ONLY TO THEN SUFFER 13 MONTHS OF INDIGNITIES AND DELAY IN A COURT SYSTEM THAT TREATED HER MORE LIKE A SUSPECT ON TRIAL THAN THE REAL-LIFE VICTIM OF A BRUTAL CRIME.

AND THEY SHOULD READ THE RECENT REPORT OF THE JUSTICE DEPARTMENT'S BUREAU OF JUSTICE STATISTICS, WHICH ESTIMATED THAT A STAGGERING 2.5 MILLION VIOLENT CRIMES HAVE BEEN COMMITTED AGAINST WOMEN EACH YEAR FROM 1979 THROUGH 1987.

MR. PRESIDENT, VIOLENCE AGAINST WOMEN IS A NATIONAL DISGRACE. IT'S A DISGRACE THAT WE MUST HAVE THE COURAGE TO RECOGNIZE, AND THE COMMITMENT TO REFORM.

WE CAN, AND MUST, DO BETTER.

WHILE TITLE II OF THIS BILL DOES NOT HAVE ALL THE ANSWERS TO THE PROBLEM OF VIOLENCE AGAINST WOMEN, IT DOES OFFER A FEW PROPOSALS THAT, I BELIEVE, DESERVE OUR CONSIDERATION AND COULD SERVE AS THE BASIS FOR REFORM AT THE STATE LEVEL AS WELL.

CAMPUS SECURITY. FIRST, TITLE II ADDRESSES THE ISSUE OF SAFETY ON OUR UNIVERSITY CAMPUSES.

LAST YEAR, CONGRESS PASSED LEGISLATION REQUIRING UNIVERSITIES TO INFORM STUDENTS OF CAMPUS CRIME STATISTICS. TITLE II BUILDS ON THIS APPROACH BY REQUIRING THE DISCLOSURE OF THESE STATISTICS TO THE PARENTS OF STUDENTS AND TO THE LOCAL POLICE AUTHORITIES.

IT GOES WITHOUT SAYING THAT MORE DISCLOSURE, MORE INFORMATION, LEADS TO BETTER EDUCATION AND MORE SAFETY.

TOUGHER PENALTIES. SECOND, TITLE II IMPOSES TOUGHER PENALTIES FOR FEDERAL SEX OFFENDERS -- CAPITAL PUNISHMENT FOR MURDERS COMMITTED IN THE COURSE OF SEXUAL ASSAULTS AND CHILD MOLESTATIONS, INCREASED PENALTIES FOR RECIDIVIST SEX OFFENDERS, AND A DOUBLING OF THE PENALTY FOR DISTRIBUTING ILLEGAL DRUGS TO PREGNANT WOMEN.

RESTITUTION. THIRD, IT AMENDS THE FEDERAL RESTITUTION STATUTE TO ALLOW SEX CRIME VICTIMS TO SEEK RESTITUTION FOR MEDICAL EXPENSES RELATED TO SEXUALLY-TRANSMITTED DISEASES AND FOR CHILD CARE, TRANSPORTATION AND OTHER COSTS.

TITLE II ALSO INCREASES THE OPPORTUNITIES FOR VICTIM RESTITUTION BY INCORPORATING THE PORNOGRAPHY VICTIMS COMPENSATION ACT, WHICH WAS INTRODUCED LAST YEAR BY MY DISTINGUISHED COLLEAGUE FROM KENTUCKY, SENATOR MITCH McCONNELL.

REFORM OF THE FEDERAL RULES OF EVIDENCE. FOURTH, TITLE II REFORMS THE FEDERAL RULES OF EVIDENCE TO MAKE ABSOLUTELY CLEAR THAT EVIDENCE OF PAST ACTS OF SEXUAL ABUSE AND CHILD MOLESTATION ARE ADMISSIBLE IN COURT. A RECENT DELAWARE SUPREME COURT DECISION OVERTURNED A DEFENDANT'S CONVICTION FOR RAPING HIS 11 YEAR-OLD DAUGHTER BECAUSE EVIDENCE OF PAST MOLESTATIONS WAS IMPROPERLY ADMITTED.

MR. PRESIDENT, THIS DECISION -- A DECISION BASED ON LEGAL TECHNICALITIES -- IS AN OUTRAGE THAT SHOULD NEVER BE REPEATED IN ANY COURT, ANYWHERE.

(MORE)

PROFESSIONAL CONDUCT BY LAWYERS. FIFTH, TITLE II OUTLINES SEVERAL MODEL RULES FOR PROFESSIONAL CONDUCT BY LAWYERS. THESE RULES MAKE ABSOLUTELY CLEAR THAT LAWYERS SHOULD NEVER ENGAGE IN A TRIAL TACTIC DESIGNED SOLELY TO -- HARASS, EMBARRASS, OR HUMILIATE -- A SEX CRIME VICTIM.

LAWYERS HAVE A LOT OF TRICKS IN THEIR LITIGATION BAGS, BUT THE HARASSING TECHNIQUE IS ONE TRICK THAT SHOULD BE BAGGED.

THE MODEL-RULES WOULD ALSO REQUIRE LAWYERS TO DISCLOSE NORMALLY CONFIDENTIAL CLIENT INFORMATION IF DISCLOSURE IS NECESSARY TO PREVENT THE COMMISSION OF A SEXUAL ASSAULT OR CHILD MOLESTATION.

AIDS-TESTING. SIXTH, TITLE II REQUIRES THE AIDS-TESTING OF AN INDIVIDUAL CHARGED WITH A FEDERAL SEX OFFENSE AT THE TIME OF THAT INDIVIDUAL'S PRE-TRIAL RELEASE HEARING. WOMEN WHO HAVE BEEN SEXUALLY ABUSED, ASSAULTED, OR RAPED SHOULD NOT HAVE TO ENDURE THE PAIN OF WAITING 6 MONTHS, A YEAR, EVEN TWO YEARS, TO LEARN WHETHER OR NOT THE ALLEGED ASSAILANT TESTS HIV-POSITIVE. AIDS-TESTING AT THE PRE-TRIAL RELEASE STAGE WILL GIVE SEX CRIME VICTIMS THE FULL PANOPLY OF INFORMATION THEY NEED, AND THEY WANT.

AND IN THIS SENATOR'S VIEW, AN AIDS-TEST ON A PERSON ACCUSED OF A SEX OFFENSE IS ONLY A MINOR INTRUSION INTO THAT PERSON'S PRIVACY -- AN INTRUSION THAT IS FAR OUTWEIGHED BY THE PALPABLE EMOTIONAL BENEFIT THAT FULL INFORMATION COULD OFFER THE SEX CRIME VICTIM.

MR. PRESIDENT, I RECOGNIZE THAT AIDS-TESTING IS NOT FAIL-SAFE AND THAT COUNSELLING FOR THE VICTIM IS A CRITICAL COMPLEMENT TO SUCH TESTING. TO EASE THE FINANCIAL BURDEN FOR THE VICTIM, TITLE II AMENDS THE VICTIMS' RIGHTS AND RESTITUTION ACT OF 1990 TO REQUIRE GOVERNMENT PAYMENT OF UP TO TWO HIV TESTS FOR THE VICTIM AS WELL AS THE COST OF AN AIDS COUNSELLING SESSION.

SEXUAL ASSAULT. SEVENTH, TITLE II AUTHORIZES \$25 MILLION EACH YEAR -- OVER THE NEXT THREE YEARS -- FOR RAPE PREVENTION AND EDUCATION GRANTS UNDER THE VICTIMS OF CRIME ACT OF 1984. THESE GRANTS WILL PROVIDE SORELY-NEEDED FUNDS TO RAPE CRISIS CENTERS, HOTLINES, AND OTHER ESSENTIAL SERVICES FOR THE VICTIMS OF SEXUAL ASSAULT.

DOMESTIC VIOLENCE. AND FINALLY, MR. PRESIDENT, TITLE II ADDRESSES THE HIDDEN SIDE OF VIOLENCE AGAINST WOMEN -- DOMESTIC VIOLENCE -- THE VIOLENCE THAT OCCURS IN THE FAMILY HOME.

FOR THE SKEPTICS, LET ME CITE SOME FRIGHTENING STATISTICS.

AN ESTIMATED 3 MILLION AMERICAN WOMEN ARE BATTERED EACH YEAR BY THEIR HUSBANDS OR PARTNERS.

MORE THAN 1 MILLION WOMEN SEEK MEDICAL ASSISTANCE ANNUALLY FOR INJURIES CAUSED BY BATTERING.

AND THE FBI REPORTS THAT 30% OF FEMALE HOMICIDE VICTIMS ARE KILLED BY THEIR HUSBANDS OR BOYFRIENDS.

TO ASSIST THOSE WHO ARE ON THE FRONTLINES AGAINST DOMESTIC VIOLENCE -- THE SHELTERS AND LOCAL COMMUNITY GROUPS THAT PROVIDE CARE TO THE VICTIMS -- TITLE II ADOPTS MANY OF THE PROVISIONS CONTAINED IN THE DOMESTIC VIOLENCE PREVENTION ACT OF 1990, WHICH WAS INTRODUCED LAST YEAR BY MY DISTINGUISHED COLLEAGUE, SENATOR DAN COATS.

(MORE)

TITLE II ALSO AUTHORIZES \$60 MILLION EACH YEAR -- OVER THE NEXT THREE FISCAL YEARS -- FOR THE FAMILY VIOLENCE SERVICES AND PREVENTION ACT. THIS ACT HAS BEEN THE LIFE-BLOOD FOR HUNDREDS OF SHELTERS THROUGHOUT THE COUNTRY, AND ADDITIONAL FUNDING IS WELL-DESERVED.

EQUAL EMPLOYMENT OPPORTUNITIES

MR. PRESIDENT, THE THIRD TITLE OF THE BILL IS DIRECTED AT IMPROVING EMPLOYMENT OPPORTUNITIES FOR WOMEN AND MINORITIES.

WHAT I AM TALKING ABOUT IS MAKING THE PLAYING FIELD LEVEL TO ENSURE THAT WOMEN AND MINORITIES HAVE EQUAL ACCESS TO THE SAME CAREER-ENHANCING EXPERIENCES, THE SAME JOBS, AND THE SAME PROMOTIONS. IT'S A MATTER OF SIMPLE FAIRNESS, AND AN ISSUE THAT DESERVES MUCH CLOSER ATTENTION AND REVIEW.

THE GLASS CEILING

SUBTITLE A OF TITLE III IS DIRECTED AT THE "GLASS CEILING".

THE ISSUE IS ONE OF ACCESS TO UPPER-LEVEL DECISIONMAKING POSITIONS THAT WOMEN AND MINORITIES WHO ARE QUALIFIED TO MOVE UP THE CORPORATE LADDER CAN SEE, BUT ALL TOO OFTEN SEEM UNABLE TO REACH. INSTEAD, THEY FIND THEMSELVES BUMPING THEIR HEADS ON AN INVISIBLE -- AND IMPENETRABLE -- CEILING THAT BLOCKS THEIR ADVANCEMENT TO THE MOST COVETED MANAGEMENT POSITIONS.

A RECENT STUDY BY THE UCLA ANDERSON GRADUATE SCHOOL OF MANAGEMENT AND THE KORN/FERRY EXECUTIVE SEARCH FIRM FOUND THAT DURING THE PAST DECADE LITTLE PROGRESS HAS BEEN MADE IN BREAKING THROUGH THAT CEILING. INDEED, WHILE WOMEN AND MINORITIES CURRENTLY ACCOUNT FOR OVER HALF THE WORKFORCE, THEY HOLD LESS THAN FIVE PERCENT OF UPPER LEVEL POSITIONS IN FORTUNE 500 COMPANIES WHICH REPRESENTS A MERE TWO PERCENT INCREASE SINCE 1979.

WHILE THERE IS, OF COURSE, NO "RIGHT" OR "CORRECT" NUMBER AND I STRONGLY OPPOSE ANY NOTION OF EMPLOYMENT OR PROMOTION-RELATED QUOTAS, SUCH FIGURES DO SUGGEST THAT ARTIFICIAL BARRIERS EXIST WITH RESPECT TO THE UPWARD MOBILITY OF WOMEN AND MINORITIES.

WHILE THIS LEGISLATION IS ONLY A FIRST STEP FORWARD IN IDENTIFYING, UNDERSTANDING, AND REFORMING BUSINESS ATTITUDES AND PRACTICES THAT HAVE KEPT THE GLASS CEILING IN PLACE, IT IS AN IMPORTANT STEP FORWARD TO ENSURING THAT THE GLASS CEILING MEETS THE SAME FATE AS THE BERLIN WALL.

GLASS CEILING COMMISSION. FIRST, THIS SUBTITLE ESTABLISHES THE GLASS CEILING COMMISSION WHICH IS PROVIDED WITH THE RESOURCES AND POWERS TO EXAMINE THOSE PRACTICES AND POLICIES IN CORPORATE AMERICA WHICH IMPEDE THE ADVANCEMENT OF WOMEN AND MINORITIES.

REPORT. SECOND, THIS LEGISLATION SPECIFICALLY CHARGES THE COMMISSION WITH PREPARING A REPORT FOR THE PRESIDENT AND CONGRESS DUE 15 MONTHS AFTER ENACTMENT EXAMINING THE REASONS BEHIND THE EXISTENCE OF THE GLASS CEILING AND MAKING RECOMMENDATIONS WITH RESPECT TO POLICIES WHICH WOULD ELIMINATE ANY IMPEDIMENTS TO THE ADVANCEMENT OF WOMEN AND MINORITIES.

NATIONAL AWARD. FINALLY, THIS LEGISLATION PROVIDES FOR THE ESTABLISHMENT OF THE "NATIONAL AWARD FOR DIVERSITY AND EXCELLENCE IN AMERICAN EXECUTIVE MANAGEMENT" TO BE MADE BY THE PRESIDENT ON AN ANNUAL BASIS TO A BUSINESS WHICH HAS MADE SUBSTANTIAL EFFORTS TO PROMOTE OPPORTUNITIES FOR WOMEN AND MINORITIES TO ADVANCE TO TOP LEVELS.

(MORE)

MR. PRESIDENT, IT IS MY FIRM BELIEF AND MY FIRM COMMITMENT THAT BY RAISING THE NATIONAL AWARENESS OF THE EXISTENCE OF THE GLASS CEILING FROM THE ASSEMBLY LINE TO THE BOARD ROOM, BY STUDYING AND BETTER UNDERSTANDING WHY THE GLASS CEILING EXISTS AND WHAT KEEPS IT IN PLACE, AND FINALLY BY HAVING RECOMMENDATIONS IN HAND AS TO HOW CORPORATE AMERICA CAN BREAK THAT CEILING, WE WILL HAVE ENSURED THAT EVERYONE HAS ACCESS TO THE SAME EMPLOYMENT OPPORTUNITIES.

THE STEEL DOOR

SUBTITLE B OF THE THIRD TITLE FOCUSES ON PROMOTING EQUAL OPPORTUNITY FOR WOMEN AND MINORITIES IN APPRENTICESHIP PROGRAMS REGISTERED WITH THE DEPARTMENT OF LABOR.

APPRENTICESHIP PROGRAMS ARE A WELL-RECOGNIZED AND TIME-TESTED MEANS OF GETTING WORKERS OFF THE UNEMPLOYMENT AND WELFARE ROLLS AND OUT OF LOW PAYING, SUBSISTENCE-LEVEL JOBS. THEY ARE, IN SHORT, THAT TICKET TO OPPORTUNITY TO THE SKILLED TRADES JOBS WHERE WAGES ARE TYPICALLY IN THE \$14 TO \$25/PER HOUR RANGE AND WHERE FRINGE BENEFITS ARE HIGHER, WORK SCHEDULES ARE MORE FLEXIBLE, AND ADVANCEMENT OPPORTUNITIES ARE GREATER.

AND YET, MR. PRESIDENT, WHERE UPWARDLY MOBILE WOMEN AND MINORITIES ARE OFTEN BLOCKED FROM UPPER-LEVEL MANAGEMENT JOBS BY THE GLASS CEILING, WOMEN AND MINORITIES SEEKING ACCESS TO APPRENTICESHIP PROGRAMS IN THE SKILLED TRADES JOBS OFTEN FACE A STEEL DOOR.

NOTHING ILLUSTRATES THIS STEEL DOOR BETTER THAN THE FACT THAT WHILE WOMEN AND MINORITIES ACCOUNT FOR MORE THAN HALF THE WORKFORCE, ONLY SEVEN PERCENT OF INDIVIDUALS PRESENTLY ENROLLED IN APPRENTICESHIP PROGRAMS REGISTERED WITH THE DEPARTMENT OF LABOR ARE WOMEN, AND IF A BREAKDOWN IS MADE OF PARTICIPATION BY WOMEN AND MINORITIES IN PARTICULAR TRADES, THE NUMBERS BECOME EVEN MORE DISTURBING.

AS WITH THE GLASS CEILING, THESE TYPES OF NUMBERS SUGGEST THAT VERY REAL BARRIERS EXIST WITH RESPECT TO THE RECRUITMENT AND PARTICIPATION OF WOMEN AND MINORITIES IN APPRENTICESHIP PROGRAMS.

SOME OF THESE BARRIERS MAY RELATE TO THE SOCIALIZATION PROCESS AND THE PERCEIVED "UNACCEPTABILITY" OF WOMEN WORKING IN NONTRADITIONAL JOBS.

UNFORTUNATELY, MR. PRESIDENT, SUCH PERCEIVED "UNACCEPTABILITY" TRANSLATES IN THE REAL WORLD INTO DISCRIMINATORY RECRUITMENT AND PLACEMENT PRACTICES AND SEXUAL HARASSMENT ON THE JOB.

ANOTHER REASON IS THE LACK OF INFORMATION ABOUT APPRENTICESHIP PROGRAMS.

IN ADDITION, RECENT STUDIES SUGGEST THAT EVEN WITH ADEQUATE EDUCATION AND OUTREACH EFFORTS, WOMEN AND MINORITIES OFTEN LACK THE NECESSARY SKILLS NEEDED TO QUALIFY THEM FOR PARTICIPATION IN A PARTICULAR PROGRAM.

MR. PRESIDENT, THIS SUBTITLE SEEKS TO BREAK DOWN THE STEEL DOOR AND TO ADDRESS SOME OF THESE PROBLEMS BY

(1) DIRECTING THE SECRETARY OF LABOR TO ESTABLISH AN EXTENSIVE AND WELL-TARGETED OUTREACH AND PUBLIC RELATIONS PROGRAM DESIGNED TO EXPAND THE OPPORTUNITIES FOR WOMEN AND MINORITIES IN REGISTERED APPRENTICESHIP PROGRAMS,

(MORE)

(2) PROVIDING FOR THE AUTHORIZATION OF \$8 MILLION FOR GRANTS TO BE MADE TO EDUCATIONAL INSTITUTIONS, EMPLOYERS, EMPLOYER ASSOCIATIONS, UNIONS, STATE APPRENTICESHIP COUNCILS, SPONSORS OF APPRENTICESHIP PROGRAMS, AND OTHER RELATED GROUPS AND INDIVIDUALS IN CONNECTION WITH THE SECRETARY'S OUTREACH PROGRAM,

(3) PROVIDING FOR THE AUTHORIZATION OF \$15 MILLION FOR GRANTS TO BE MADE TO SPONSORS OF REGISTERED APPRENTICESHIP PROGRAMS FOR PREAPPRENTICESHIP TRAINING OF WOMEN AND MINORITIES, (4) PROVIDING THAT THE SECRETARY OF LABOR MAY RESERVE UP TO FIVE PERCENT OF FUNDS APPROPRIATED UNDER THE SUBTITLE TO CARRY OUT THE ENFORCEMENT OF THE NONDISCRIMINATION AND AFFIRMATIVE ACTION REQUIREMENTS RELATING TO REGISTERED APPRENTICESHIP PROGRAMS, AND

(5) REQUIRING THE DEPARTMENT OF LABOR TO CONDUCT A STUDY RELATING TO THE PARTICIPATION OF WOMEN AND MINORITIES IN APPRENTICESHIP PROGRAMS FOCUSING ON SUCH ISSUES AS BARRIERS TO ENTRY, RECRUITMENT, SEXUAL HARASSMENT, AND DISCRIMINATION.

WITH WOMEN AND MINORITIES EMERGING AS THE MAJOR SOURCE OF NEW ENTRANTS INTO THE LABOR FORCE BETWEEN NOW AND THE YEAR 2000, IT IS CRITICAL THAT SUCH INDIVIDUALS NOT ONLY BE EMPOWERED WITH THE NECESSARY SKILLS TO MEET THE LABOR CHALLENGES OF THE FUTURE, BUT THAT THEY BE AFFORDED THE SAME OPPORTUNITIES -- EQUAL OPPORTUNITIES -- WHEN IT COMES TO EMPLOYMENT AND TRAINING.

ONE AREA URGENTLY IN NEED OF CHANGE IS EQUAL OPPORTUNITIES IN THE SKILLED TRADES JOBS.

EVERYONE DESERVES EQUAL ACCESS, AND THIS LEGISLATION WORKS TO ENSURE THAT ACCESS.

ALTERNATIVE WORK ARRANGEMENTS

THE LAST SUBTITLE RELATES TO ALTERNATIVE WORK SCHEDULES.

AS MORE AND MORE HOUSEHOLDS FIND BOTH PARENTS WORKING INSTEAD OF JUST ONE PARENT, THE NEED TO ACCOMMODATE AN EMPLOYEE'S FAMILY AND CHILD CARE RESPONSIBILITIES HAS INCREASED DRAMATICALLY.

IN RESPONSE TO THIS SITUATION, CONGRESS AUTHORIZED FEDERAL AGENCIES IN 1982 TO ESTABLISH ALTERNATIVE WORK SCHEDULES TO ASSIST FEDERAL EMPLOYEES WHO ARE TRYING TO MANAGE THE PRECARIOUS BALANCING ACT BETWEEN WORK AND FAMILY.

SINCE THAT TIME, THE OFFICE OF PERSONNEL MANAGEMENT HAS BEEN INSTRUMENTAL IN ENCOURAGING FEDERAL AGENCIES TO ESTABLISH ALTERNATIVE WORK SCHEDULE PROGRAMS SUCH AS FLEXTIME, COMPRESSED WORKDAY SCHEDULING, AND JOB SHARING.

THIS SUBTITLE PROVIDES THAT IT IS THE SENSE OF THE CONGRESS THAT OPM HAS MADE COMMENDABLE EFFORTS WITH RESPECT TO THE DEVELOPMENT, USE, AND EXPANSION OF ALTERNATIVE WORK SCHEDULE PROGRAMS AND THAT SUCH EFFORTS SHOULD BE CONTINUED TO HELP FEDERAL EMPLOYEES, AS WELL AS TO SERVE AS A MODEL FOR STATE AND LOCAL GOVERNMENTS AND PRIVATE SECTOR EMPLOYERS.

MR. PRESIDENT, I ASK UNANIMOUS CONSENT THAT THE FULL TEXT OF "THE WOMEN'S EQUAL OPPORTUNITY ACT OF 1991," AND A SECTION-BY-SECTION ANALYSIS, BE INCLUDED IN THE RECORD IMMEDIATELY AFTER MY REMARKS.

###