

bond to a parent. There are many reasons that we would like to see support for the bill, many reasons I would hope that you would consider in voting for the bill. One of the concerns that's been expressed is the desire to not enforce or push this type of standard onto employers. I passed out for you yesterday a copy of material that goes through the different labor standards we have adopted over the years in this country. In 1940 we adopted the Veterans Reemployment Rights Act to protect individuals who went into the military service so that when they returned there would be chance for them to have a job, that they would not lose their job, because they were fighting for their country. That's a standard we adopted in 1940. In 1938, we adopted the Fair Labor Standards Act where we established the minimum wage and that minimum wage has been of controversy and been increased over the years but we established that in 1938. Overtime work was regulated under that act, child labor likewise. These are standards and conditions that we have placed on employers many years ago, fifty some years ago to recognize the desire to protect children, to protect individuals from exploitation in the work force, and these are standards that may be looked at by some employers as impediments, as an infringement on the free market which we have accepted and I don't think anybody wants to turn back from. In 1964, we adopted the Civil Rights Act where we stopped employment discrimination on the basis of sex, race, color, religion or national origin. We also stopped the discrimination against pregnancy and considered it a part of other disability coverage. I don't think we want to turn our back on any of the discrimination that once occurred. That's an infringement on an employer's right and they no longer can discriminate when they choose somebody. Back in 1964, under that act, based on sex, race, color, religion, national origin, may be an unfair burden to some but certainly nobody, I think, would publicly suggest we turn our back on that reform. In 1967, we stopped age discrimination under the Age Discrimination Employment Act so that older workers would not be discriminated against in trying to get a job. In 1970, we adopted the Occupational Safety and Health Act, setting minimum standards for the health and safety of our workplace. And many have decried OSHA, talked about its negative impact on the work force, but do we have anybody discussing repealing that and taking away those minimum standards to protect individuals? I don't think so. I think, clearly, trying to have a healthy and safe workplace is something we've come to expect in our environment and our workplace. The ARISA Act set standards on pension employee