

I been here I would have voted "Aye" on roll-call votes 511–520.

CELEBRATING 9TO5'S TWENTY-FIVE YEARS

**HON. THOMAS M. BARRETT**

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

*Monday, October 12, 1998*

Mr. BARRETT of Wisconsin. Mr. Speaker, on Thursday, October 16, 1998, 9to5, the National Association of Working Women, will celebrate 25 years of advocating work place issues for women.

9to5 started in 1973 when a group of clerical workers in Boston decided that women workers deserved respect, higher pay, and better working conditions. Since then, as an increasing number of women continue to join the workforce, 9to5 has challenged employers and lawmakers to make the work place more responsive to women and families.

9to5 has worked tirelessly to win rights for women workers. They have worked to eliminate the practice of firing pregnant women, to establish leave time for women—and men—to care for a sick loved one, and to educate employers and employees about sexual harassment. Their efforts have translated into better work environments and higher morale for employees and higher production and lower turnover for employers.

In 1978, 9to5 members were instrumental in passing landmark legislation, the Pregnancy Discrimination Act, making it illegal for employers to discriminate against pregnant women. During the 1980's, 9to5 focused on passing a number of State laws on pay equity and family and medical leave. In 1987, in my home city of Milwaukee, Wisconsin, 9to5 piloted the "Job Retention Project" to help women make the transition from welfare to work. The successful project became the model for similar projects in Cleveland, Atlanta, and Los Angeles.

In 1993, 9to5 championed another legislative milestone, passage of the Federal Family and Medical Leave Act which allows workers to take leave to care for a family member without risk of losing their job. Also, in the 1990's, 9to5 has focused on sexual harassment in the work place by helping employers establish effective policies on sexual harassment.

As 9to5 celebrates the successes of the past 25 years, issues of fairness and equality continue to challenge women in the workforce. 9to5 will continue to fight the battle for women in the work place seeking higher and more equitable pay, more and better family-friendly policies, stronger employment programs and a reliable social safety net.

I congratulate 9to5 on its accomplishments and I encourage its members to continue their efforts to make the work place safer for women across the country.

RECOGNIZING THE ACCOMPLISHMENTS OF INSPECTORS GENERAL

SPEECH OF

**HON. RICK LAZIO**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Saturday, October 10, 1998*

Mr. LAZIO of New York. Mr. Speaker, I rise in support of the joint resolution, S.J. Res. 58, to recognize and praise the accomplishments of our Inspector Generals who strive every day to prevent and detect waste, fraud, abuse, and mismanagement, and to promote economy, efficiency, and effectiveness in the Federal Government.

I would specifically like to commend the accomplishments of the Office of the Inspector General of the Department of Housing and Urban Development (HUD). HUD Inspector General Susan Gaffney has worked with the Secretaries of HUD, the Congress, HUD managers and employees and the public to prevent and detect waste, fraud and abuse and bring about positive changes in the integrity, efficiency, and effectiveness of HUD operations.

For many years, HUD has been highly criticized for its poor performance and mismanagement. In September 1992, Congress mandated that the National Academy of Public Administration (NAPA) conduct a comprehensive review of HUD. The final July 1994 NAPA Report found that HUD's overload of some 240 programs was draining HUD's resources, muddling its priorities, fragmenting HUD's workforce, and confusing communities. NAPA concluded that if HUD did not clarify and consolidate its legislative mandate in an effective, accountable manner in five years (by 1999), Congress and the Administration should consider dismantling the Department.

And there is more. In 1994, the GAO designated HUD a "high-risk agency" because of long-standing Department-wide mismanagement which have made HUD vulnerable to fraud, waste, and abuse. As a result, HUD has weak internal controls, poorly integrated information and financial systems, organizational problems and an insufficient mix of staff with proper skills.

HUD Inspector Susan Gaffney, appointed to office in August 1993, has spent the last five years getting things done at HUD.

Gaffney brings much experience and knowledge to the table. Susan Gaffney received a B.A. degree at Wilson College in 1965, earned an M.A. at Johns Hopkins School of Advanced International Studies, and studied in the Ph.D program in economics at Cornell University.

In 1970, Ms. Gaffney began her experience with housing issues as a staff analyst in the Department of Housing Preservation and Development with the City of New York. She departed, in 1979, as Deputy Commissioner of that Agency to accept a position as Director of Policy, Plans and Programs, Office of Inspector General, Agency for International Development.

She served in that capacity until 1982, when she was selected to serve as Assistant Inspector General with the General Services Administration (GSA). In 1987, Ms. Gaffney became Deputy Inspector General of GSA, where she assisted the Inspector General in directing all audit, investigatory and adminis-

trative functions. Appointed Acting Assistant Director of OMB's Financial Policy and Systems Branch, Management Integrity Branch, and the Cash and Credit Branch. She developed OMB's financial management strategy, and developed policy for implementation of the Chief Financial Officers Act. Her duties also included the formulation of revised policy and instructions for the Federal Managers' Financial Integrity Act, Federal credit programs, and cost principles governing Federal reimbursements.

Beginning in 1991, Ms. Gaffney served as Chief of the Management Integrity Branch at OMB; and developed government-wide policy relating to the Federal Managers' Financial Integrity Act, OMB's High Risk List, and the Inspector General Act. She also directed government-wide implementation of organizational, personnel, and reporting requirements of the Chief Financial Officers Act. Her experience in directing audit and investigatory functions has allowed her to bring a level of professionalism to the Office of the HUD IG that demands commendation.

Gaffney has spent the past five years at HUD supervising and coordinating audits and investigations of HUD's programs and operations. Furthermore, she recommends policies and coordinates activities geared to promoting economy, efficiency, and effectiveness in HUD programs.

Susan Gaffney has worked closely with former Secretary Henry Cisneros and Secretary Andrew Cuomo to help change HUD's high-risk status by monitoring management reform initiatives made by the Department. Ms. Gaffney has also taken important strides to improve public housing with the Operation Safe Home program. The Operation Safe Home program is a collaboration by the Office of Inspector General (OIG) and Federal, State, and local law enforcement agencies to combat crime in public and assisted housing.

Despite the dedicated efforts on the part of HUD and the IG, the Department still must make more progress. The HUD IG's Semi-annual report to Congress recognized improvements in some aspects of HUD's performance, but noted that, "progress is slow, and the Department's systemic weaknesses have not been directly addressed." In particular, Gaffney found that the HUD staff is incapable of managing the enormous number and wide-variety of programs run by the Department. In addition, the OIG found that various components of HUD are not equipped to provide reasonable stewardship over taxpayer funds expended for their programs.

The GAO also concluded that while HUD deserves credit for its progress in addressing management deficiencies, the department is far from fixed. The GAO states that HUD programs will remain high-risk until two actions are completed. First, HUD must complete more of its planned corrective actions, principally those related to internal controls and information systems. And, secondly, the Administration and Congress must agree on HUD's mission, structure, and approach to programs.

It is important to acknowledge that the work of the Inspector General is an on-going, vital process of maintaining smooth government operations and of preventing the waste and abuse that can occur in federal programs. The HUD IG must continue her work with the Department to improve all high-risk programs.