

time off for working more than a 40-hour workweek. Under current law, an employer cannot allow an employee to work 45 hours one week in exchange for 35 hours the next week so the worker can attend, for example, a child's baseball game, a parent-teacher conference, or doctor's appointment. S. 4 will change this rigid interpretation of the FLSA. It will allow workers the ability to arrange biweekly work schedules—the employee could work any combination of 80 hours over 2 weeks, if agreed to by the employer. Someone could work a long week and then a short week to best fit the needs of his or her family.

The Family Friendly Workplace Act also provides, if agreed to by both employer and employee, a way for employees to "bank" overtime hours—up to 6 weeks of paid time—so that, when needed, employees will have a way to take extended leave and still have a paycheck. In contrast, President Clinton is proposing that Congress mandate to employers that an employee be granted extra—that is, unpaid—time off to attend to family needs.

As a safeguard against abuse, S. 4 requires that any flexible work arrangement or banked overtime hours be agreed upon by both the employer and the employee, without coercion. In addition, the amount of time an employee could accumulate would be limited to 240 hours. Moreover, at the end of the year, employers must "cash out" by paying the employee for the unused accumulated hours—The employee must be able to "cash out" his or her accumulated leave within 30 days. Collective bargaining agreements would remain unaffected, but the revised work schedule could be worked into a collective bargaining agreement.

Families today are looking for ways to better manage work and child-rearing. Without imposing additional Government mandates on employers, S. 4 will provide employers and employees the flexibility to better juggle the responsibilities of work and family. According to Lynn Hayes, author of "The Best Jobs in America for Parents," when working parents are asked what they desire most in a job, a majority answer "flexibility in scheduling." And, according to a study commissioned a few years ago by Arizona's Salt River Project of the Southwest region, a majority of parents with children under 13 are willing to trade salary increases for flexible time, leave, and dependent-care benefits.

There are other studies showing that Americans want flexibility in the workplace. In a work/family study conducted by Johnson & Johnson, for example, the company expected a need for child care to surface. Instead, "the big issue that popped out was that of all the things that we would do as a corporation in support of parents, the biggest factor was that they wanted a flexible work schedule."

Mr. President, the Family Friendly Workplace Act will update labor law to

allow for increased flexibility in the workplace and to better reflect the needs of today's families. As we all know, today's parents are under a great deal of pressure—to provide for their children financially and provide the time needed to raise a healthy child, capable of contributing positively to society. We in Congress should respond by correcting the law, when possible and without mandate, to improve the ability of parents to provide for their children.

Reforming both tax and labor law will go a long way toward improving the quality of life of the American family. In 1950, the average family paid one dollar in taxes to the Federal Government for every \$50 earned. Today, it pays almost \$1 out of every \$3 earned. That is why I am introducing the Tax Limitation Amendment, a proposed amendment to the Constitution to require a two-thirds vote of the House and Senate to increase taxes—reducing taxes could be achieved by a simple majority—and why I support such initiatives as a \$500 tax cut for families with children under 18.

Today's increased tax burden has kept parents working more hours to keep more of their own hard-earned dollars. High taxes are more than a strain on our pocketbooks—they are allowing us to spend less time with our children, or with others who may be dependent upon us. In concert with tax relief, the hours that the Family Friendly Workplace Act can provide a working mother or father to spend with growing children will begin to remove some of the financial and scheduling headaches presented by so many jobs today.

Once the public learns about the Family Friendly Workplace Act, and what it has to offer the American family, I believe there will be a groundswell of support that will be heard around the Capitol. I urge my colleagues in both the House and the Senate to quickly pass this bill and send it to the President, so that he will be given an early opportunity to, as he has said, "pass a flex-time law that allows employees to take their overtime pay in money, or in time off, depending on what's better for their family."●

#### DEATH OF CLYDE TOMBAUGH

● Mr. BINGAMAN. Mr. President, last week my State and this country lost an extraordinary man. Clyde Tombaugh, a retired New Mexico State University professor, died on January 17 at the age of 90.

In 1930, at the age of 24, this completely self-taught high school graduate was working at an observatory in Arizona when he spotted something unusual in a photographic plate. Remarkably, his discovery turned out to be the ninth planet, Pluto.

His discovery earned him a full scholarship to the University of Kansas to study astronomy, and he went on to a long and distinguished career. He

founded the research astronomy department of NMSU, and retired in 1973 and served as professor emeritus.

This "remarkable man of science," as one colleague described him, has left a truly great legacy.●

#### TRIBUTE TO FATHER WILLIAM M. MOBLEY, JR.

● Mrs. MURRAY. Mr. President, I stand today in recognition of an extraordinary, colorful lifetime of service and dedication by one individual who strove to make a difference in his community. Father William M. Mobley was, in many respects, larger than life; he was the type of person who several centuries ago would have typified the Renaissance man. He was a soldier, historian, teacher, playwright, and actor. But, in addition to his high intellect and varied cultural interests, Father Mobley was a man grounded in his Catholic faith and dedicated to the everyday concerns of his parishioners.

He was known widely as Father Bill in Mukilteo and nearby Everett, cities just north of Seattle in my home State of Washington. It was here that he served St. John's Mission and St. Mary Magdalene Church from 1987 until his death this past Christmas Eve, December 24, 1996.

Father Mobley came to the priesthood, and his Catholic faith, late in his life. Born on April 3, 1929, he was raised in Southern Baptist roots in Birmingham, AL. He was first introduced to Catholicism while an Air Force soldier during the Korean war, and converted in 1954. In 1956, Father Mobley graduated with honors from Birmingham-Southern College, where he was widely acclaimed for his acting, directing, and writing abilities in the theater. Though he was offered a prestigious scholarship to the Yale Drama School, Father Mobley turned his attention to helping those around him. Influenced by this desire to serve others, Father Mobley joined Dr. Tom Barton, whom he had met while working at a hospital in Pell City, AL, and traveled to Green River, UT. From 1959 to 1970, Father Mobley assisted Dr. Barton in managing a badly needed medical center that serviced residents of Green River and east-central Utah.

In 1970, at the age of 41, Father Mobley entered the Pope John XXIII National Seminary in Weston, MA. Unfortunately, soon thereafter, Father Mobley suffered a heart attack, the first of three he would have in his lifetime, and had to have open-heart surgery. While this would have been an insurmountable hurdle for a lot of people, Father Mobley rose above his physical pains and persevered to complete his ordination in December 1973.

He then returned to Utah to serve in the Diocese of Salt Lake City. While there, Father Mobley touched innumerable lives and hearts, participated in charitable work, and ran a retreat house in Logan, UT. But the strains of his physical condition were taking

their toll, and finally Father Mobley was forced to move from Salt Lake City, where, due to its high altitude, he was always accompanied by an oxygen mask. Although doctors advised retirement, Father Mobley chose to serve in the Washington Diocese in the Mukilteo and Everett areas, whose residents were fortunate enough to have been touched by this extraordinary person.

Today, I celebrate Father Mobley as an active, energetic, and generous man. He was generous with his faith sharing, he was generous with his counsel, and he was generous with his enthusiasm and conversation. Father Mobley was a man of incredible passion and compassion. His friends, family, and parishioners will remember him for his soulful sermons and championing of social justice.

Father Mobley challenged those around him to give and love unconditionally. This is a challenge each and every one of us can take inspiration from. He was truly a man who loved his fellow human beings, and he will be missed by those who had the opportunity to know him.●

#### TRIBUTE TO GOLD STAR MOTHERS

● Mr. DORGAN. Mr. President, as we begin a new session of Congress, I thought this would be an appropriate time to stop for a moment and reflect upon some of the sacrifices that have been made by our citizens to ensure the protection of liberty and democracy in this great Nation. One group of citizens comes immediately to mind—the Gold Star Mothers.

This organization was formed in the years following the end World War I. It is a nonprofit, nonpolitical group which was organized by 25 mothers in June 1928 and incorporated on January 5, 1929. The cost of membership is incalculable. To join, one must have lost a son or daughter during a war waged by the United States.

As a parent myself, I know from personal experience that there is nothing more costly than losing a child. To raise and nurture a son or daughter, instilling in them the aspirations and goals that are only achieved through a long and full life, and then to having their lives cut short is a tragic and devastating blow to any parent. The pain never goes away. It is a pain that Gold Star Mothers live with every day.

What is remarkable about this group of courageous women is that they refused to allow their grief to become the victor. Instead, they chose to channel their pain and suffering into productive work to benefit veterans and the community at large.

In 1940, Congress and President Franklin Roosevelt recognized their tireless efforts on behalf of veterans and Gold Star family members by enacting legislation to honor these brave women by designating the last Sunday in September as Gold Star Mothers Day. There is no organization more worthy of this perpetual honor.

But the Gold Star Mothers did not stop there. They wanted to expand their opportunities to assist veterans and their families and sought a congressional charter so they could work in veterans hospitals throughout the country. That charter was granted in 1984. The charter outlines the objective and purposes for which they were organized, including assisting all veterans and their dependents in claims to the VA; inspiring respect for the Stars and Stripes; encouraging a sense of individual obligation to the community, State, and Union; perpetuating the memory of those whose lives were sacrificed in our wars, and supporting and extending needful assistance to all Gold Star Mothers.

Over the ensuing years, Gold Star Mothers has provided assistance to countless veterans needing help. They do so with great dedication and great love. What greater love is there than a mother's love?

Although the group started out with only 25 members, Gold Star Mothers grew quickly and today has department officers covering all 50 states as well as the District of Columbia and Puerto Rico. And they keep expanding.

I just wanted to take this time to salute this organization, to assure them that a grateful nation has not forgotten their sacrifice, and to thank them for the good work they continue to do for this great nation. I would like to pay special tribute to a Gold Star Mother in my State, Margaret Renner, who lost a son in Vietnam in 1969. She has been an active member of Gold Star Mothers, Inc., for many years, and all of us who know her are grateful for her dedicated service to the men and women who have served the Nation honorably as well as to those who have lost their sons and daughters to war. ●

#### BUDGET SCOREKEEPING REPORT

● Mr. DOMENICI. Mr. President, I hereby submit to the Senate the budget scorekeeping report prepared by the Congressional Budget Office under section 308(b) and in aid of Section 311 of the Congressional Budget Act of 1974, as amended. This report meets the requirements for Senate scorekeeping of section 5 of Senate Concurrent Resolution 32, the first concurrent resolution on the budget for 1986.

This report shows the effects of congressional action on the budget through January 22, 1997. The estimates of budget authority, outlays, and revenues, which are consistent with the technical and economic assumptions of the 1997 concurrent resolution on the budget (H. Con. Res. 178), show that current level spending is above the budget resolution by \$16.9 billion in budget authority and by \$12.6 billion in outlays. Current level is \$17.8 billion above the revenue floor in 1997 and \$99.2 billion above the revenue floor over the 5 years 1997–2001. The current estimate of the deficit for purposes of calculating the maximum deficit amount is \$222.4 billion, \$4.9 billion below the maximum deficit amount for 1997 of \$227.3 billion.

This is my first report for the first session of the 105th Congress.

The report follows:

U.S. CONGRESS,  
CONGRESSIONAL BUDGET OFFICE,  
Washington, DC, January 22, 1997.

Hon. PETE V. DOMENICI,  
Chairman, Committee on the Budget,  
U.S. Senate, Washington, DC.

DEAR MR. CHAIRMAN: The attached report for fiscal year 1997 shows the effects of Congressional action on the 1997 budget and is current through January 21, 1997. The estimates of budget authority, outlays, and revenues are consistent with the technical and economic assumptions of the 1997 Concurrent Resolution on the Budget (H. Con. Res. 178). This report is submitted under Section 308(b) and in aid of Section 311 of the Congressional Budget Act, as amended.

This is my first report for the first session of the 105th Congress.

Sincerely,

JAMES L. BLUM  
(For June E. O'Neill, Director).

#### THE CURRENT LEVEL REPORT FOR THE U.S. SENATE, FISCAL YEAR 1997, 105TH CONGRESS, 1ST SESSION, AS OF CLOSE OF BUSINESS JANUARY 21, 1997

(In billions of dollars)

	Budget resolution (H. Con. Res. 178)	Current level	Current level over/under resolution
<b>ON-BUDGET</b>			
Budget authority .....	1,314.9	1,331.8	16.9
Outlays .....	1,311.3	1,323.9	12.6
Revenues:			
1997 .....	1,083.7	1,101.5	17.8
1997–2001 .....	5,913.3	6,012.5	99.2
Deficit .....	227.3	222.4	–4.9
Debt subject to limit .....	5,432.7	5,222.9	–209.8
<b>OFF-BUDGET</b>			
Social Security Outlays:			
1997 .....	310.4	310.4	0.0
1997–2001 .....	2,061.3	2,061.3	0.0
Social Security Revenues:			
1997 .....	385.0	384.7	–0.3
1997–2001 .....	2,121.0	2,120.3	–0.7

Note.—Current level numbers are the estimated revenue and direct spending effects of all legislation that Congress has enacted or sent to the President for his approval. In addition, full-year funding estimates under current law are included for entitlement and mandatory programs requiring annual appropriations even if the appropriations have not been made. The current level of debt subject to limit reflects the latest U.S. Treasury information on public debt transactions.

#### THE ON-BUDGET CURRENT LEVEL REPORT FOR THE U.S. SENATE, 105TH CONGRESS, 1ST SESSION, SENATE SUPPORTING DETAIL FOR FISCAL YEAR 1997, AS OF CLOSE OF BUSINESS JANUARY 21, 1997

(In millions of dollars)

	Budget authority	Outlays	Revenues
ENACTED IN PREVIOUS SESSIONS			
Revenues .....			1,100,335
Permanents and other spending legislation .....	843,140	804,154	