

the appropriate committees of Congress concerning the results of the study conducted pursuant to paragraph (1) and the data aggregated under paragraph (2).

#### SEC. 10. EFFECT ON OTHER LAWS.

(a) **FEDERAL AND STATE ANTIDISCRIMINATION LAWS.**—Nothing in this Act shall be construed to modify or affect any Federal or State law prohibiting discrimination on the basis of race, religion, color, national origin, sex, age, or disability.

(b) **STATE AND LOCAL LAWS.**—Nothing in this Act shall be construed to supersede any provision of any State or local law that provides greater paid sick leave or other leave rights than the rights established under this Act.

#### SEC. 11. EFFECT ON EXISTING EMPLOYMENT BENEFITS.

(a) **MORE PROTECTIVE.**—Nothing in this Act shall be construed to diminish the obligation of an employer to comply with any contract, collective bargaining agreement, or any employment benefit program or plan that provides greater paid sick leave rights to employees or individuals than the rights established under this Act.

(b) **LESS PROTECTIVE.**—The rights established for employees under this Act shall not be diminished by any contract, collective bargaining agreement, or any employment benefit program or plan.

#### SEC. 12. ENCOURAGEMENT OF MORE GENEROUS LEAVE POLICIES.

Nothing in this Act shall be construed to discourage employers from adopting or retaining leave policies more generous than policies that comply with the requirements of this Act.

#### SEC. 13. REGULATIONS.

(a) **IN GENERAL.**—

(1) **AUTHORITY.**—Except as provided in paragraph (2), not later than 120 days after the date of enactment of this Act, the Secretary shall prescribe such regulations as are necessary to carry out this Act with respect to employees described in clause (i) or (ii) of section 4(2)(A) and other individuals affected by employers described in subclause (I) or (II) of section 4(3)(A)(i).

(2) **GOVERNMENT ACCOUNTABILITY OFFICE; LIBRARY OF CONGRESS.**—The Comptroller General of the United States and the Librarian of Congress shall prescribe the regulations with respect to employees of the Government Accountability Office and the Library of Congress, respectively and other individuals affected by the Comptroller General of the United States and the Librarian of Congress, respectively.

(b) **EMPLOYEES COVERED BY CONGRESSIONAL ACCOUNTABILITY ACT OF 1995.**—

(1) **AUTHORITY.**—Not later than 120 days after the date of enactment of this Act, the Board of Directors of the Office of Compliance shall prescribe (in accordance with section 304 of the Congressional Accountability Act of 1995 (2 U.S.C. 1384)) such regulations as are necessary to carry out this Act with respect to employees described in section 4(2)(A)(iii) and other individuals affected by employers described in section 4(3)(A)(i)(III).

(2) **AGENCY REGULATIONS.**—The regulations prescribed under paragraph (1) shall be the same as substantive regulations promulgated by the Secretary to carry out this Act except insofar as the Board may determine, for good cause shown and stated together with the regulations prescribed under paragraph (1), that a modification of such regulations would be more effective for the implementation of the rights and protections involved under this section.

(c) **EMPLOYEES COVERED BY CHAPTER 5 OF TITLE 3, UNITED STATES CODE.**—

(1) **AUTHORITY.**—Not later than 120 days after the date of enactment of this Act, the

President (or the designee of the President) shall prescribe such regulations as are necessary to carry out this Act with respect to employees described in section 4(2)(A)(iv) and other individuals affected by employers described in section 4(3)(A)(i)(IV).

(2) **AGENCY REGULATIONS.**—The regulations prescribed under paragraph (1) shall be the same as substantive regulations promulgated by the Secretary to carry out this Act except insofar as the President (or designee) may determine, for good cause shown and stated together with the regulations prescribed under paragraph (1), that a modification of such regulations would be more effective for the implementation of the rights and protections involved under this section.

(d) **EMPLOYEES COVERED BY CHAPTER 63 OF TITLE 5, UNITED STATES CODE.**—

(1) **AUTHORITY.**—Not later than 120 days after the date of enactment of this Act, the Director of the Office of Personnel Management shall prescribe such regulations as are necessary to carry out this Act with respect to employees described in section 4(2)(A)(v) and other individuals affected by employers described in section 4(3)(A)(i)(V).

(2) **AGENCY REGULATIONS.**—The regulations prescribed under paragraph (1) shall be the same as substantive regulations promulgated by the Secretary to carry out this Act except insofar as the Director may determine, for good cause shown and stated together with the regulations prescribed under paragraph (1), that a modification of such regulations would be more effective for the implementation of the rights and protections involved under this section.

#### SEC. 14. EFFECTIVE DATES.

(a) **IN GENERAL.**—This Act shall take effect 1 year after the date of issuance of regulations under section 13(a)(1).

(b) **COLLECTIVE BARGAINING AGREEMENTS.**—In the case of a collective bargaining agreement in effect on the effective date prescribed by subsection (a), this Act shall take effect on the earlier of—

(1) the date of the termination of such agreement; or

(2) the date that occurs 18 months after the date of issuance of regulations under section 13(a)(1).

### SUBMITTED RESOLUTIONS

#### SENATE RESOLUTION 107—EXPRESSING THE SENSE OF THE SENATE THAT NO ACTION SHOULD BE TAKEN TO UNDERMINE THE SAFETY OF THE ARMED FORCES OF THE UNITED STATES OR IMPACT THEIR ABILITY TO COMPLETE THEIR ASSIGNED OR FUTURE MISSIONS

Mrs. MURRAY (for herself and Mr. LEVIN) submitted the following resolution; which was submitted and read:

S. RES. 107

Whereas under the Constitution, the President and Congress have shared responsibilities for decisions on the use of the Armed Forces of the United States, including their mission, and for supporting the Armed Forces, especially during wartime;

Whereas when the Armed Forces are deployed in harm's way, the President, Congress, and the Nation should give them all the support they need in order to maintain their safety and accomplish their assigned or future missions, including the training, equipment, logistics, and funding necessary to ensure their safety and effectiveness, and such support is the responsibility of both the

Executive Branch and the Legislative Branch of Government; and

Whereas thousands of members of the Armed Forces who have fought bravely in Iraq and Afghanistan are not receiving the kind of medical care and other support this Nation owes them when they return home: Now, therefore, be it

*Resolved*, That it is the sense of the Senate that—

(1) the President and Congress should not take any action that will endanger the Armed Forces of the United States, and will provide necessary funds for training, equipment, and other support for troops in the field, as such actions will ensure their safety and effectiveness in preparing for and carrying out their assigned missions;

(2) the President, Congress, and the Nation have an obligation to ensure that those who have bravely served this country in time of war receive the medical care and other support they deserve; and

(3) the President and Congress should—

(A) continue to exercise their constitutional responsibilities to ensure that the Armed Forces have everything they need to perform their assigned or future missions; and

(B) review, assess, and adjust United States policy and funding as needed to ensure our troops have the best chance for success in Iraq and elsewhere.

#### SENATE RESOLUTION 108—DESIGNATING THE FIRST WEEK OF APRIL 2007 AS "NATIONAL ASBESTOS AWARENESS WEEK"

Mr. BAUCUS (for himself, Mr. REID, Mr. KENNEDY, Mrs. FEINSTEIN, Mr. DURBIN, Mrs. MURRAY, and Mr. LEAHY) submitted the following resolution; which was referred to the Committee on the Judiciary:

S. RES. 108

Whereas there is no known safe level of exposure to asbestos;

Whereas deadly asbestos fibers are invisible and cannot be smelled or tasted;

Whereas when a person inhales or swallows airborne asbestos fibers, the damage is permanent and irreversible;

Whereas these fibers can cause mesothelioma, asbestosis, lung cancer, and pleural diseases;

Whereas asbestos-related diseases can take 10 to 50 years to present themselves;

Whereas the expected survival rate of individuals diagnosed with mesothelioma is between 6 and 24 months;

Whereas little is known about late-stage treatment and there is no cure for asbestos-related diseases;

Whereas early detection of asbestos-related diseases would give patients increased treatment options and often improve their prognoses;

Whereas asbestos is a toxic and dangerous substance and must be disposed of properly;

Whereas, in 1977, the International Agency for Research on Cancer classified asbestos as a Category 1 human carcinogen, the highest cancer hazard classification for a substance;

Whereas, in 2002, the United States Geological Survey reported that companies in the United States consumed 9,000 metric tons of asbestos, of which approximately 71 percent was consumed in roofing products, 18 percent in gaskets, 5 percent in friction products, and 6 percent in other products;

Whereas, in 2006, the World Health Organization issued a policy paper, and the International Labour Organization adopted a resolution, agreeing that all forms of asbestos

are classified as human carcinogens, no threshold for "safe" exposure exists, and the elimination of asbestos use is essential to stop the global epidemic of asbestos-related diseases;

Whereas nearly half of the more than 1,000 screened firefighters, police officers, rescue workers, and volunteers who responded to the World Trade Center attacks on September 11, 2001, have new and persistent respiratory problems;

Whereas the industry groups with the highest incidence rates of asbestos-related diseases, based on 2000 to 2002 figures, were shipyard workers, builders of vehicle bodies (including rail vehicles), pipefitters, carpenters and electricians, construction workers (including insulation and stripping workers), extraction workers, energy and water supply workers, and manufacturing workers;

Whereas the United States has substantially reduced its consumption of asbestos, yet continues to consume almost 2,000 metric tons of the fibrous mineral for use in certain products throughout the Nation;

Whereas asbestos exposures continue, but attention to safety and prevention has reduced significantly and will continue to reduce asbestos exposures and asbestos-related diseases;

Whereas the United States continues to import over \$100,000,000 worth of asbestos products annually, such as brake pads and linings, cement pipe, floor tiles, and other asbestos products from other countries for use throughout the Nation;

Whereas asbestos-related diseases kill 10,000 people in the United States each year, and the numbers are increasing;

Whereas people in the small community of Libby, Montana, have asbestos-related diseases at a rate 40 to 60 times the national average, and suffer from mesothelioma at a rate 100 times the national average;

Whereas asbestos exposure is responsible for 1 in every 125 deaths of men over the age of 50;

Whereas asbestos has been the largest single cause of occupational cancer;

Whereas asbestos is still a hazard for 1,300,000 workers in the United States;

Whereas asbestos-related deaths have increased greatly in the last 20 years and are expected to continue to increase;

Whereas 30 percent of all victims of asbestos-related diseases were exposed to asbestos on naval ships and in shipyards;

Whereas asbestos was used in the construction of virtually all office buildings, public schools, and homes built before 1975;

Whereas safety and prevention will reduce asbestos exposure and asbestos-related diseases; and

Whereas the establishment of "National Asbestos Awareness Week" would raise public awareness about the prevalence of asbestos-related diseases and the dangers of asbestos exposure: Now, therefore, be it

*Resolved*, That the Senate—

(1) designates the first week of April 2007 as "National Asbestos Awareness Week";

(2) urges the Surgeon General, as a public health issue, to warn and educate people that asbestos exposure may be hazardous to their health; and

(3) respectfully requests the Secretary of the Senate to transmit a copy of this resolution to the Surgeon General.

Mr. REID. Mr. President, I rise in support of the resolution introduced by Senator BAUCUS to designate the first week of April 2007 as "National Asbestos Awareness Week." It is my hope this resolution will raise public awareness of this dreadful substance and the pain and suffering that it has caused. It

is also a reminder of our responsibility to the victims of asbestos in Nevada, in Libby, MT, and all over America.

We know too well that the effect of exposure can be deadly. Diseases caused by asbestos include cancers of the lung, digestive tract, colon, larynx, esophagus, kidney and some types of lymphoma; pleural disease; asbestosis; and, of course, mesothelioma. These devastating illnesses take the lives of 30 Americans each day and as many as 10,000 Americans each year.

According to the Occupational Safety and Health Administration, OSHA, 1.3 million Americans still face significant asbestos exposure in their workplaces. However, the danger is not confined to the Nation's shipyards, mines, or construction sites. Countless others are exposed in their neighborhoods, in schoolyards and at home; mothers and children who would otherwise have no clue that their very health is in jeopardy from this poisonous substance.

The cases of disease and death caused by asbestos exposure are not abstractions. Real lives are affected and destroyed by this dreadful substance. I have received countless letters from victims of asbestos-related diseases and their families. Each one shares another story of loss and of pain, of sickness and of tragedy.

James Baxter, a retired railroad worker from Carson City, NV, suffers from lung damage and respiratory problems. Richard Strauss from Las Vegas, NV, lost his father 3 years ago from asbestos exposure. Like many others, these two men contacted me seeking help in dealing with the hardship and tragedy they have endured.

Margy Urnberg from Carson City, NV, had a father, Ronald Johnson, who died from asbestos exposure. He worked in a vermiculite mine and received secondhand exposure from living in Libby, MT. Connie Peck-Youso was born and raised in Libby, MT. Although she never worked in a mine, she bares the scarring in her lungs from the same type of secondhand exposure that had such terrible consequences for Mr. Johnson.

Alan Reinstein, the cofounder and former Director of Communications of the Asbestos Disease Awareness Organization, suffered with acute mesothelioma. Alan fought bravely and responded to his illness as a call to action. Sadly, he lost his battle with his terrible disease last year. The Alan Reinstein Memorial Award was created to honor those, like Alan, who have brought awareness to the victims of asbestos. Les Skramstad will be honored posthumously this year.

Last year, the Senate debated a bill to remove asbestos liability cases from the court system and compensate victims from a trust fund. I strongly opposed that bill because it was unfair to asbestos victims. The bill would have made it too difficult for seriously injured victims to recover damages, and the trust fund would have been inadequate. Rather than deprive asbestos

victims of their day in court, we should pass legislation to ban asbestos and heighten public awareness of this fatal disease.

I am also pleased to be a cosponsor of the legislation recently reintroduced by Senator MURRAY, the Ban Asbestos in America Act of 2007, which would ban asbestos by prohibiting asbestos-containing products from being imported, manufactured, processed, or distributed in the United States. While it has been banned in over 40 countries around the world, we continue to import over \$100 million worth of asbestos products annually. This is more than 30 million pounds of asbestos that is imported for use throughout the Nation. Additionally, the bill calls for a public awareness campaign to help educate patients, workers, family members, and health care providers on the dangers of exposure to asbestos, along with possible treatment options. Asbestos is killing far too many people. We can and should do more. Senator MURRAY's bill and the National Asbestos Awareness Week are a step in that direction.

#### SENATE RESOLUTION 109—CONGRATULATING THE UNIVERSITY OF ALASKA FAIRBANKS RIFLE TEAM FOR WINNING THE 2007 NATIONAL COLLEGIATE ATHLETIC ASSOCIATION RIFLE CHAMPIONSHIP

Ms. MURKOWSKI (for herself and Mr. STEVENS) submitted the following resolution; which was considered and agreed to:

##### S. RES. 109

Whereas, on March 10, 2007, before a crowd of more than 900 fans in Fairbanks, Alaska, the University of Alaska Fairbanks rifle team (referred to in this preamble as the "Nanooks rifle team") earned a combined total of 4,662 points for the performance of the team in the smallbore rifle and air rifle competitions to win the 2007 National Collegiate Athletic Association Rifle Championship (referred to in this preamble as the "NCAA Rifle Championship");

Whereas that victory marked the 9th NCAA Rifle Championship won by the Nanooks rifle team since 1994;

Whereas winning the NCAA Rifle Championship was the pinnacle of a remarkable undefeated season for the Nanooks rifle team;

Whereas 6 members of the Nanook rifle team were named National Collegiate Athletic Association All-Americans;

Whereas 2nd-year coach Dan Jordan, along with each member of the Nanooks rifle team, dedicated his or her time and effort to ensuring that the Nanooks rifle team won the NCAA Rifle Championship;

Whereas the families of the shooters, students, alumni, faculty, and all of the supporters of the Nanooks rifle team are to be congratulated for their commitment to, and pride in, the Nanooks rifle team;

Whereas the members of the 2006-2007 Nanooks rifle team are excellent representatives of a fine university that is a leader in higher education and produces many fine student-athletes and other community leaders; and

Whereas the Nanooks rifle team showed tremendous dedication to each other, appreciation for their fans, sportsmanship to their