

STATEMENTS ON INTRODUCED  
BILLS AND JOINT RESOLUTIONS

By Mr. CASEY (for himself and Mr. HARKIN):

S. 3840. A bill to permit employees to request, and to ensure employers consider requests for, flexible work terms and conditions, and for other purposes; to the Committee on Health, Education, Labor, and Pensions.

Mr. CASEY. Mr. President:

We all fill many roles in our lives. We are workers, parents, sons and daughters, and members of our communities. We struggle to do well in each responsibility. But when the demands of work overshadow the rest of our lives, our lives feel out of balance. This legislation gives millions of American workers the opportunity to restore that balance—to be good employees and responsible citizens and family members, too. They deserve no less.—Senator Ted Kennedy delivered these words on December 6, 2007.

With those words, Senator Kennedy introduced the Working Families Flexibility Act in 2007. Today, I continue his essential work by reintroducing the legislation he championed.

Millions of Americans face unbelievable demands on their time due to work and familial responsibilities. Thirty years ago, people worked fewer hours and it was commonplace for one parent to stay at home while the other worked. Today, 70 percent of households are led by either two employed parents, or a single parent.

There are numerous demands on our personal time. Parents spend countless hours on childcare, caring for older relatives, doctor's appointments, kids sporting events, and school activities—on top of putting in a full day at work. Then, there is the time it takes to get to work. It is not uncommon for people to spend hours every day in their cars, or on some form of public transportation, getting to and from work each day.

These time commitments lead to stress and a loss of productivity. According to research compiled by Workplace Flexibility 2010, a public policy initiative at Georgetown Law, a staggering 92 percent of employees feel they don't have enough flexibility on the job to meet the needs of their children and families.

We need a change. Parents deserve options. We must encourage an evolution in the modern workplace to acknowledge the realities of our outside time commitments.

One thing we can do is promote workplace flexibility. Flexibility can mean telecommuting, job sharing or part-time work. For workers, this flexibility means greater control about when and where they get their work done. For employers, it means less turn over, higher morale and more productive employees. It is a win-win for both employer and employee.

That is why I am introducing the Workplace Flexibility Fairness Act. Long championed by Senator Ted Kennedy, this bill acknowledges the realities of our modern workforce by providing employees the “right to re-

quest” flexible work options in terms of hours, schedules and work location. Further, the legislation provides employers with flexibility by encouraging them to review these requests, propose changes and even deny workers if the request is not in the best interest of the business. Lastly, the legislation imposes civil penalties on any employer who discriminates against an employee for exercising any right granted under this legislation. This provision is necessary to protect workers who initiate a conversation with their employer about workplace flexibility options.

Countries around the world, including Great Britain, Germany, the Netherlands and New Zealand have “Right to Request” laws that have been shown to increase productivity, attendance and overall job satisfaction. It is time for Congress to encourage workplace flexibility in the United States. I look forward to working with my colleagues in the Senate to pass this common sense legislation.

## SUBMITTED RESOLUTIONS

## SENATE RESOLUTION 644—DESIGNATING THE WEEK BEGINNING OCTOBER 10, 2010, AS “NATIONAL WILDLIFE REFUGE WEEK”

Mr. KAUFMAN (for himself, Mr. CRAPO, Mr. CARDIN, Mr. ALEXANDER, Mr. CASEY, Mrs. MURRAY, Mrs. LINCOLN, Ms. LANDRIEU, Mr. BURRIS, Mr. UDALL of Colorado, Mr. BINGAMAN, Mr. KERRY, Mrs. SHAHEEN, Mrs. FEINSTEIN, Mr. BENNET, Mr. FEINGOLD, Ms. CANTWELL, Mr. CORKER, Mr. REED, Mr. UDALL of New Mexico, Mr. PRYOR, Ms. STABENOW, Mr. WHITEHOUSE, Mr. INOUE, and Mr. LEVIN) submitted the following resolution; which was considered and agreed to:

S. RES. 644

Whereas, in 1903, President Theodore Roosevelt established the first national wildlife refuge on Florida's Pelican Island;

Whereas, in 2010, the National Wildlife Refuge System is the premier system of lands and waters to conserve wildlife in the world, and has grown to more than 150 million acres, 552 national wildlife refuges, and 38 wetland management districts in every State and territory of the United States;

Whereas national wildlife refuges are important recreational and tourism destinations in communities across the Nation, and these protected lands offer a variety of recreational opportunities, including 6 wildlife-dependent uses that the National Wildlife Refuge System manages: hunting, fishing, wildlife observation, photography, environmental education, and interpretation;

Whereas hunting is permitted on more than 320 national wildlife refuges and fishing is permitted on 272 national wildlife refuges, welcoming more than 2,500,000 hunters and more than 7,000,000 anglers;

Whereas national wildlife refuges are important to local businesses and gateway communities;

Whereas, for every \$1 appropriated, national wildlife refuges generate \$4 in economic activity;

Whereas approximately 41,000,000 people visit national wildlife refuges every year,

generating nearly \$1,700,000,000 and 27,000 jobs in local economies;

Whereas the National Wildlife Refuge System encompasses every kind of ecosystem in the United States, including temperate, tropical, and boreal forests, wetlands, deserts, grasslands, arctic tundras, and remote islands, and spans 12 time zones from the Virgin Islands to Guam;

Whereas national wildlife refuges are home to more than 700 species of birds, 220 species of mammals, 250 species of reptiles and amphibians, and more than 1,000 species of fish;

Whereas 59 refuges were established specifically to protect imperiled species and of the more than 1,200 federally listed threatened and endangered species in the United States, 280 species are found on units of the National Wildlife Refuge System;

Whereas national wildlife refuges are cores of conservation for larger landscapes and resources for other agencies of the Federal Government and State governments, private landowners, and organizations in their efforts to secure the wildlife heritage of the United States;

Whereas 39,000 volunteers and more than 220 national wildlife refuge “Friends” organizations contribute nearly 1,400,000 hours annually, the equivalent of 665 full-time employees, and provide an important link with local communities;

Whereas national wildlife refuges provide an important opportunity for children to connect with nature and discover the natural world;

Whereas, because there are national wildlife refuges located in several urban and suburban areas and 1 refuge located within an hour's drive of every metropolitan area in the United States, national wildlife refuges employ, educate, and engage young people from all backgrounds in exploring, connecting with, and preserving the natural heritage of the Nation;

Whereas, since 1995, refuges across the Nation have held festivals, educational programs, guided tours, and other events to celebrate National Wildlife Refuge Week during the second full week of October;

Whereas the week beginning on October 10, 2010, has been designated as “National Wildlife Refuge Week” by the United States Fish and Wildlife Service; and

Whereas, in 2010, the designation of National Wildlife Refuge Week would recognize more than a century of conservation in the United States and would serve to raise awareness about the importance of wildlife and the National Wildlife Refuge System and to celebrate the myriad recreational opportunities available to enjoy this network of protected lands: Now, therefore, be it

*Resolved*, That the Senate—

(1) designates the week beginning on October 10, 2010, as “National Wildlife Refuge Week”;

(2) supports the goals and ideals of National Wildlife Refuge Week;

(3) acknowledges the importance of national wildlife refuges for their recreational opportunities and contribution to local economies across the United States;

(4) pronounces that national wildlife refuges play a vital role in securing the hunting and fishing heritage of the United States for future generations;

(5) recognizes the importance of national wildlife refuges to wildlife conservation and the protection of imperiled species and ecosystems;

(6) applauds the work of refuge “Friends” groups, national and community organizations, and public partners that promote awareness, compatible use, protection, and restoration of national wildlife refuges;

(7) reaffirms the support of the Senate for wildlife conservation and the National Wildlife Refuge System; and

(8) expresses the intent of the Senate—

(A) to continue working to conserve wildlife; and

(B) to manage the National Wildlife Refuge System for current and future generations.

**SENATE RESOLUTION 645—EXPRESSING THE SENSE OF THE SENATE REGARDING THE PARLIAMENTARY ELECTIONS TO BE HELD IN VENEZUELA ON SEPTEMBER 26, 2010**

Mr. ENSIGN submitted the following resolution; which was referred to the Committee on Foreign Relations:

S. RES. 645

Whereas both the United States and Venezuela were among the 21 original members that founded the Organization of American States on May 5, 1948;

Whereas both the United States and Venezuela joined the other 34 Organization of American States member nations and approved and accepted the Inter-American Democratic Charter on September 11, 2001;

Whereas Article 1 of the Organization of American States Inter-American Democratic Charter states the peoples of the Americas have a right to democracy and their governments have an obligation to promote and defend it;

Whereas Article 4 of the Organization of American States Inter-American Democratic Charter states transparency in government activities, probity, responsible public administration on the part of governments, respect for social rights, and freedom of expression and of the press are essential components of the exercise of democracy;

Whereas Article 57 of the Constitution of the Bolivarian Republic of Venezuela guarantees the right of all citizens to freely express their thoughts and opinions;

Whereas Article 106 of the Charter for the Organization of American States establishes “an Inter-American Commission on Human Rights, whose principal function shall be to promote the observance and protection of human rights and to serve as a consultative organ of the Organization in these matters”;

Whereas the Inter-American Commission on Human Rights report entitled Democracy and Human Rights in Venezuela, published February 24, 2010, found that the government of President Hugo Chavez employs the punitive power of the state to intimidate or punish people inside Venezuela on account of their political opinions;

Whereas the Inter-American Commission on Human Rights report entitled Democracy and Human Rights in Venezuela found that conditions do not exist for human rights defenders and journalists to be able to freely carry out their work in Venezuela;

Whereas the Department of State declared on November 29, 2009, that the United States “commends the Honduran people for peacefully exercising their democratic right to select their leaders in an electoral process that began over a year ago”;

Whereas, prior to the election in Honduras, President Chavez announced on Venezuelan state television that he put the military of Venezuela on alert in response to the removal by the people of Honduras of Chavez’s ally Manuel Zelaya;

Whereas the Inter-American Commission on Human Rights report entitled Democracy and Human Rights in Venezuela concluded that constraints on freedom of expression and the right to protest peaceably and the existence of a climate hostile to the free ex-

ercise of dissenting political participation contribute to the weakening of the rule of law and democracy in Venezuela;

Whereas, on June 14, 2010, the Department of State described an arrest order issued by the government of President Chavez for the owner of Venezuela’s last remaining independent television station as “the latest example of the government of Venezuela’s continuing assault on the freedom of the press” and urged Venezuela to “honor its commitment under the Inter-American Democratic Charter to uphold the principle that respect for human rights, including freedom of the press, is essential to representative democracies”; and

Whereas the people of Venezuela will hold parliamentary elections on September 26, 2010: Now, therefore, be it

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

(1) the people and Government of the United States support the right of the people of Venezuela to free and fair elections as guaranteed by the Organization of American States Democratic Charter;

(2) the people and Government of the United States support the right of the people of Venezuela to the freedom of speech, the freedom of assembly, and their right to freely express their political views as guaranteed by the Organization of American States Democratic Charter; and

(3) the people and Government of the United States summarily reject any effort by President Chavez to invoke the punitive power of the state to intimidate or punish the people of Venezuelan who exercise their right to express their political opinions, their right to assemble, and their right to vote in a free and fair elections.

**SENATE RESOLUTION 646—DESIGNATING THURSDAY, NOVEMBER 18, 2010, AS “FEED AMERICA DAY”**

Mr. HATCH (for himself, Mr. LEVIN, Mr. BENNETT, Mr. DURBIN, Mr. CRAPO, Mr. CASEY, and Mr. COCHRAN) submitted the following resolution; which was referred to the Committee on the Judiciary:

S. RES. 646

Whereas Thanksgiving Day celebrates the spirit of selfless giving and an appreciation for family and friends;

Whereas the spirit of Thanksgiving Day is a virtue upon which the United States was founded;

Whereas, according to the Department of Agriculture, roughly 35,000,000 people in the United States, including 12,000,000 children, continue to live in households that do not have an adequate supply of food; and

Whereas selfless sacrifice breeds a genuine spirit of thanksgiving, both affirming and restoring fundamental principles in our society: Now, therefore, be it

*Resolved*, That the Senate—

(1) designates Thursday, November 18, 2010, as “Feed America Day”; and

(2) encourages the people of the United States to sacrifice 2 meals on Thursday, November 18, 2010, and to donate the money that would have been spent on that food to the religious or charitable organization of their choice for the purpose of feeding the hungry.

Mr. HATCH. Mr. President, I rise today to introduce Senate Resolution 646, also known as Feed America Day.

Feed America Day began in 2002 as a small effort in Provo, UT. From that small beginning, the campaign has re-

ceived support from over 1,100 large and small cities. This includes over 60 cities that have responded with proclamations, covering a population exceeding seven million.

This eighth year of promoting Feed America Day is held on the Thursday immediately preceding Thanksgiving Day. On that day, each person is encouraged to fast two meals and then to contribute to a food bank, church, or charity the equivalent dollar amount saved.

The U.S. Department of Agriculture has reported that 35 million Americans, including 12 million children, live in homes that do not have an adequate supply of food. This resolution recalls that selfless sacrifice breeds a genuine spirit of thanksgiving, both affirming and restoring fundamental principles in our society. In that spirit, I encourage individuals and families to remember to help those in need one week before Thanksgiving.

**AMENDMENTS SUBMITTED AND PROPOSED**

SA 4658. Mr. BROWN of Ohio (for Mr. KAUFMAN (for himself and Mr. VOINOVICH)) proposed an amendment to the bill S. 3196, to amend the Presidential Transition Act of 1963 to provide that certain transition services shall be available to eligible candidates before the general election.

**TEXT OF AMENDMENTS**

**SA 4658.** Mr. BROWN of Ohio (for Mr. KAUFMAN (for himself and Mr. VOINOVICH)) proposed an amendment to the bill S. 3196, to amend the Presidential Transition Act of 1963 to provide that certain transition services shall be available to eligible candidates before the general election; as follows:

Strike all after the enacting clause and insert the following:

**SECTION 1. SHORT TITLE.**

This Act may be cited as the “Pre-Election Presidential Transition Act of 2010”.

**SEC. 2. CERTAIN PRESIDENTIAL TRANSITION SERVICES MAY BE PROVIDED TO ELIGIBLE CANDIDATES BEFORE GENERAL ELECTION.**

(a) IN GENERAL.—Section 3 of the Presidential Transition Act of 1963 (3 U.S.C. 102 note) is amended by adding at the end the following new subsection:

“(h)(1)(A) In the case of an eligible candidate, the Administrator—

“(i) shall notify the candidate of the candidate’s right to receive the services and facilities described in paragraph (2) and shall provide with such notice a description of the nature and scope of each such service and facility; and

“(ii) upon notification by the candidate of which such services and facilities such candidate will accept, shall, notwithstanding subsection (b), provide such services and facilities to the candidate during the period beginning on the date of the notification and ending on the date of the general elections described in subsection (b)(1).

The Administrator shall also notify the candidate that sections 7601(c) and 8403(b) of the Intelligence Reform and Terrorism Prevention Act of 2004 provide additional services.

“(B) The Administrator shall provide the notice under subparagraph (A)(i) to each eligible candidate—