

Whereas, according to the 2008 National Study of Employers by the Families and Work Institute, employees in more flexible and supportive workplaces are more effective employees, are more highly engaged and less likely to look for a new job in the next year, and enjoy better overall health, better mental health, and lower levels of stress than employees in workplaces that provide less flexibility and support;

Whereas, according to a 2004 report of the Families and Work Institute entitled "Overwork in America", employees who are able to effectively balance family and work responsibilities are less likely to report making mistakes or feel resentment toward employers and coworkers;

Whereas, according to the "Best Places to Work in the Federal Government" rankings released by the Partnership for Public Service and American University's Institute for the Study of Public Policy Implementation, work-life balance and a family-friendly culture are among the key drivers of engagement and satisfaction for employees in the Federal workforce;

Whereas, according to a 2009 survey of college students by the Partnership for Public Service and Unversum USA entitled "Great Expectations! What Students Want in an Employer and How Federal Agencies Can Deliver It", attaining a healthy work-life balance was an important career goal of 66 percent of the students surveyed;

Whereas a 2008 study by the Partnership for Public Service entitled "A Golden Opportunity: Recruiting Baby Boomers into Government" revealed that workers between the ages of 50 and 65 are a strong source of experienced talent for the Federal workforce and that nearly 50 percent of workers in that age group find flexible work schedules "extremely appealing";

Whereas finding a good work-life balance is important to workers in multiple generations;

Whereas employees who are able to effectively balance family and work responsibilities tend to feel healthier and more successful in their relationships with their spouses, children, and friends;

Whereas 85 percent of wage and salaried workers in the United States have immediate, day-to-day family responsibilities outside of their jobs;

Whereas, in 2000, research by the Radcliffe Public Policy Center revealed that men in their 20s and 30s and women in their 20s, 30s, and 40s identified a work schedule that allows them to spend time with their families as the most important job characteristic for them;

Whereas, according to the 2006 American Community Survey by the United States Census Bureau, 47 percent of wage and salaried workers in the United States are parents with children under the age of 18 who live with them at least half-time;

Whereas job flexibility often allows parents to be more involved in their children's lives and research demonstrates that parental involvement is associated with children's higher achievement in language and mathematics, improved behavior, greater academic persistence, and lower dropout rates;

Whereas the 2000 Urban Working Families study demonstrated that a lack of job flexibility for working parents negatively affects children's health in ways that range from children being unable to make needed doctors' appointments to children receiving inadequate early care, leading to more severe and prolonged illness;

Whereas, from 2001 to the beginning of 2008, 1,700,000 active duty troops served in Iraq and 600,000 members of the National Guard and Reserve (133,000 on more than one tour) were called up to serve in Iraq;

Whereas, because so many of those troops and National Guard and Reserve members have families, there needs to be a focus on policies and programs that can help military families adjust to the realities that come with having a family member in the military;

Whereas research by the Sloan Center for Aging and Work reveals that the majority of workers aged 53 and older attribute their success as an employee by a great or moderate extent to having access to flexibility in their jobs and that the majority of those workers also report that, to a great extent, flexibility options contribute to an overall higher quality of life;

Whereas studies show that  $\frac{1}{3}$  of children and adolescents in the United States are obese or overweight, and healthy lifestyle habits, including healthy eating and physical activity, can lower the risk of becoming obese and developing related diseases;

Whereas studies report that family rituals, such as sitting down to dinner together and sharing activities on weekends and holidays, positively influence children's health and development and that children who eat dinner with their families every day consume nearly a full serving more of fruits and vegetables per day than those who never eat dinner with their families or do so only occasionally;

Whereas unpaid family caregivers will likely continue to be the largest source of long-term care services in the United States for the elderly;

Whereas the Department of Health and Human Services anticipates that by 2050 the number of such caregivers will reach 37,000,000, an increase of 85 percent from 2000, as baby boomers reach retirement age in record numbers; and

Whereas the month of October is an appropriate month to designate as "National Work and Family Month": Now, therefore, be it

*Resolved*, That the Senate—

(1) designates October 2010 as "National Work and Family Month";

(2) recognizes the importance of work schedules that allow employees to spend time with their families to job productivity and to healthy families;

(3) urges public officials, employers, employees, and the general public to work together to achieve more balance between work and family; and

(4) calls upon the people of the United States to observe National Work and Family Month with appropriate ceremonies and activities.

#### NATIONAL SAVE FOR RETIREMENT WEEK

Mr. CASEY. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of S. Res. 649, submitted earlier today.

The PRESIDING OFFICER. The clerk will report the resolution by title.

The legislative clerk read as follows:

A resolution (S. Res. 649) supporting the goals and ideals of "National Save for Retirement Week," including raising public awareness of the various tax-preferred retirement vehicles and increasing personal financial literacy.

There being no objection, the Senate proceeded to consider the resolution.

Mr. CASEY. I ask unanimous consent that the resolution be agreed to, the preamble be agreed to, the motions to

reconsider be laid upon the table, with no intervening action or debate, and any statements related to the resolution be printed in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

The resolution (S. Res. 649) was agreed to.

The preamble was agreed to.

The resolution, with its preamble, reads as follows:

#### S. RES. 649

Whereas people in the United States are living longer, and the cost of retirement is increasing significantly;

Whereas Social Security remains the bedrock of retirement income for the great majority of the people of the United States but was never intended by Congress to be the sole source of retirement income for families;

Whereas recent data from the Employee Benefit Research Institute indicates that, in the United States, less than  $\frac{1}{3}$  of workers or their spouses are currently saving for retirement and that the actual amount of retirement savings of workers lags far behind the amount that will be needed to adequately fund their retirement years;

Whereas financial literacy is an important factor in United States workers' understanding of the true need to save for retirement;

Whereas saving for one's retirement is a key component to overall financial health and security during retirement years, and the importance of financial literacy in planning one's retirement must be advocated;

Whereas many workers may not be aware of their options for saving for retirement or may not have focused on the importance of, and need for, saving for their own retirement;

Whereas many employees have available to them, through their employers, access to defined benefit and defined contribution plans to assist them in preparing for retirement, yet many of those employees may not be taking advantage of those plans at all or to the full extent allowed by those plans as prescribed by Federal law;

Whereas the need to save for retirement is important, even during economic downturns or market declines, making continued contributions all the more important;

Whereas all workers, including public- and private-sector employees, employees of tax-exempt organizations, and self-employed individuals, can benefit from increased awareness of the need to develop personal budgets and financial plans that include retirement savings strategies and to take advantage of the availability of tax-preferred savings vehicles to assist them in saving for retirement; and

Whereas October 17 through October 23, 2010, has been designated as "National Save for Retirement Week": Now, therefore, be it

*Resolved*, That the Senate—

(1) supports the goals and ideals of "National Save for Retirement Week", including raising public awareness of the various tax-preferred retirement vehicles as important tools for personal savings and retirement financial security;

(2) supports the need to raise public awareness of the availability of a variety of ways to save for retirement which are favored under the Internal Revenue Code of 1986 and are utilized by many Americans, but which should be utilized by more;

(3) supports the need to raise public awareness of the importance of saving adequately for retirement and the continued existence of tax preferred employer-sponsored retirement savings vehicles; and

(4) calls on the States, localities, schools, universities, nonprofit organizations, businesses, other entities, and the people of the United States to observe National Save for Retirement Week with appropriate programs and activities, with the goal of increasing retirement savings for all the people of the United States.

#### NATIONAL CHILDHOOD LEAD POISONING PREVENTION WEEK

Mr. CASEY. I ask unanimous consent that the Senate proceed to the immediate consideration of S. Res. 650, submitted earlier today.

The PRESIDING OFFICER. The clerk will report the resolution by title.

The legislative clerk read as follows:

A resolution (S. Res. 650) designating the week of October 24 through October 30, 2010, as "National Childhood Lead Poisoning Prevention Week."

There being no objection, the Senate proceeded to consider the resolution.

Mr. CASEY. I ask unanimous consent that the resolution be agreed to, the preamble be agreed to, the motions to reconsider be laid upon the table, with no intervening action or debate, and any statements related to the resolution be printed in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

The resolution (S. Res. 650) was agreed to.

The preamble was agreed to.

The resolution, with its preamble, reads as follows:

#### S. RES. 650

Whereas lead poisoning is one of the leading environmental health hazards facing children in the United States;

Whereas approximately 200,000 children in the United States under the age of 6 have harmful levels of lead in their blood;

Whereas lead poisoning may cause serious, long-term harm to children, including reduced intelligence and attention span, behavioral problems, learning disabilities, and impaired growth;

Whereas children from low-income families are significantly more likely to be poisoned by lead than are children from high-income families;

Whereas children may be poisoned by lead in water, soil, housing, or consumable products;

Whereas children most often are poisoned in their homes through exposure to lead particles when lead-based paint deteriorates or is disturbed during home renovation and repainting; and

Whereas lead poisoning crosses all barriers of race, income, and geography: Now, therefore, be it

*Resolved*, That the Senate—

(1) designates the week of October 24 through October 30, 2010, as "National Childhood Lead Poisoning Prevention Week"; and

(2) calls upon the people of the United States to observe National Childhood Lead Poisoning Prevention Week with appropriate programs and activities.

#### NATIONAL RICE MONTH

Mr. CASEY. I ask unanimous consent that the Senate proceed to the immediate consideration of S. Res. 651, submitted earlier today.

The PRESIDING OFFICER. The clerk will report the resolution by title.

The legislative clerk read as follows:

A resolution (S. Res. 651) recognizing the 20th anniversary of the designation of the month of September of 1991 as "National Rice Month."

There being no objection, the Senate proceeded to consider the resolution.

Mr. CASEY. I ask unanimous consent that the resolution be agreed to, the preamble be agreed to, the motions to reconsider be laid upon the table, with no intervening action or debate, and any statements related to the resolution be printed in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

The resolution (S. Res. 651) was agreed to.

The preamble was agreed to.

The resolution, with its preamble, reads as follows:

#### S. RES. 651

Whereas rice is a primary staple for more than half of the population of the world and has been one of the most important foods throughout history;

Whereas rice production in the United States dates back to 1685 and is one of the oldest agribusinesses in the United States;

Whereas rice grown in the United States significantly contributes to the diet and economy of the United States;

Whereas rice is produced in the States of Arkansas, California, Louisiana, Mississippi, Missouri, and Texas;

Whereas rice production, processing, merchandizing, and related industries in the United States are vital to the economies of the rural areas of the Sacramento Valley in the State of California, the Gulf Coast region of the States of Louisiana and Texas, and the Mississippi Delta region where more than 3,000,000 acres of rice, on average, are produced annually;

Whereas, in 2009, rice farmers in the United States produced nearly 22,000,000,000 pounds of rice that had a farm gate value of more than \$3,000,000,000;

Whereas, in 2009, rice production and subsequent sales generated \$17,500,000,000 in total value added to the economy of the United States from rice production, milling, and selected end users and had the employment effect of contributing 127,000 jobs to the labor force;

Whereas eighty-five percent of the rice consumed in the United States is grown by American rice farmers, which supports rural communities and the economy of the United States;

Whereas the United States is one of the largest exporters of rice and produces more than two percent of the world's rice supply, feeding millions around the world;

Whereas rice is a food enjoyed throughout life in many forms, as the foundation of main dishes and side dishes, and as cereals, flour, bran, cooking oil, rice cakes, and other healthful snacks;

Whereas rice is an important source of nutritional value, as rice provides an excellent source of complex carbohydrates, and is cholesterol-free, sodium-free, and trans fat-free;

Whereas published research shows that people who eat rice have healthier diets;

Whereas rice farmers in the United States play a key role in the provision and enhancement of habitat for wetlands-dependant wildlife species, such as ducks, geese, swans, and cranes; and

Whereas the harvest of rice in the United States is celebrated each September and September 2010 marks the 20th anniversary of that annual celebration's designation: Now, therefore, be it

*Resolved*, That the Senate—

(1) recognizes the 20th anniversary of the designation of the month of September of 1991 as "National Rice Month"; and

(2) encourages the people of the United States to observe National Rice Month with appropriate ceremonies and activities.

#### ORDERS FOR TUESDAY, SEPTEMBER 28, 2010

Mr. CASEY. Mr. President, I ask unanimous consent that when the Senate completes its business today, it adjourn until 10 a.m., Tuesday, September 28; that on Tuesday, following the prayer and pledge, the Journal of proceedings be approved to date, the morning hour be deemed expired, the time for the two leaders be reserved for their use later in the day, and after any leader remarks, there be a period of morning business until 11:10 a.m., with Senators permitted to speak therein for up to 10 minutes, during which period Senators may make tributes to the late Senator Ted Stevens; that at 11:10 a.m. there be 20 minutes of debate prior to a vote on the motion to invoke cloture on the motion to proceed to S. 3816, with the time equally divided and controlled between the leaders or their designees; that at 11:30 a.m. the Senate then proceed to vote on the motion to invoke cloture, as provided for under a previous order.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### PROGRAM

Mr. CASEY. Mr. President, for the information of Senators, tomorrow former Senator Stevens will be laid to rest at Arlington National Cemetery. Buses will depart the Senate steps at 12:15 p.m. for Arlington.

I am correct, Mr. President, in stating that if cloture is not invoked on the motion to proceed to S. 3816, then there will be an immediate cloture vote on the motion to proceed to H.R. 3081?

The PRESIDING OFFICER. The acting leader is correct.

Mr. CASEY. Therefore, Senators should note that two rollcall votes could occur beginning at 11:30 a.m. tomorrow.

#### ADJOURNMENT UNTIL 10 A.M.

##### TOMORROW

Mr. CASEY. Mr. President, if there is no further business to come before the Senate today, I now ask unanimous consent that it stand adjourned under the previous order.

There being no objection, the Senate, at 10:01 p.m., adjourned until Tuesday, September 28, 2010, at 10 a.m.

#### NOMINATIONS

Executive nomination received by the Senate:

##### UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT

PAIGE EVE ALEXANDER, OF GEORGIA, TO BE AN ASSISTANT ADMINISTRATOR OF THE UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT, VICE DOUGLAS MENARCHIK, RESIGNED.