

every field of human endeavor—the day I joined Kappa Alpha Psi Fraternity, Incorporated.

Today I am proud as I see brothers in their red blazers walk these hallowed Halls, bringing their professional expertise and wisdom gained through experience and passion for their communities to Washington, D.C., the Nation, and the world.

#### REMEMBERING FORMER BOULDER CITY MAYOR ROBERT STANLEY FERRARO

(Ms. ROSEN asked and was given permission to address the House for 1 minute and to revise and extend her remarks.)

Ms. ROSEN. Mr. Speaker, I rise today to remember and commemorate the life of Robert Stanley Ferraro, a pillar in our community and one of the longest serving public officials in Nevada history who passed away last week at the age of 81.

Robert Ferraro served on the Boulder City Council for 31 years and was Boulder City's first elected mayor, and successfully stood for election nine times. He knocked on every voter's door and provided leadership to one of the most unique communities in our State.

Bob led the effort to maintain Boulder City's character as a special community and to be the clean, green Boulder City that many of my constituents call home and thousands visit each year.

He was named Nevada Public Official of the Year in 1986, Community Leader of the Year in 2001, and led a life that was a true American success story coming from humble beginnings to being one of the great civic leaders of our State.

Bob will be greatly missed, and my thoughts and prayers are with his family and friends today.

#### HONORING THE LIFE OF REVEREND DR. NORMAN LEE ROBINSON

(Mr. VEASEY asked and was given permission to address the House for 1 minute.)

Mr. VEASEY. Mr. Speaker, I rise today to honor the life of Reverend Dr. N.L. Robinson, the longtime pastor of Mount Olive Baptist Church who passed away last Friday.

Reverend Robinson proudly served our Nation in the Army during World War II and was honorably discharged on November 25, 1945. It was during his time of service that he found spiritual enlightenment in Jesus Christ and his passion to serve the community.

After leaving the Army, Reverend Robinson worked for the Dallas Housing Authority from 1946 until he retired in 1976.

A graduate of the Southern Bible Institute of Dallas, Dr. Robinson began his ministry at St. John Missionary Baptist Church in Grand Prairie in 1962, and he was also the pastor very

briefly at the Lucille Baptist Church in Palmer, Texas, before joining Mount Olive in 1966.

Under his guidance, Mount Olive grew to become a 12,000-member church. I will tell you, Mr. Speaker, that everybody, from the workers that built the cars at the General Motors plant in Arlington to one of the past mayors of Arlington, has been a member at that church throughout time.

I ask my colleagues to join me in honoring the life of Reverend N.L. Robinson, whose spiritual leadership touched so many lives in the Dallas-Fort Worth-Arlington community.

□ 1230

#### SMALL BUSINESSES ARE THE ECONOMIC ENGINES OF OUR ECONOMY

(Ms. ADAMS asked and was given permission to address the House for 1 minute.)

Ms. ADAMS. Mr. Speaker, small businesses are the economic engines of our economy.

There are over 800,000 small businesses in North Carolina, generating \$800 million annually, accounting for half of all private sector employment in our State, and regularly creating more than 20,000 jobs a year.

We have seen a 38 percent increase in minority-owned businesses in the last decade, and across the U.S., 85 million people rely on 25 million small businesses for employment.

As vice ranking member of the Small Business Committee and ranking member on the Investigations, Oversight and Regulations Subcommittee, I recognize the impact that small businesses have on our communities. Lawmakers must continue to encourage innovation and support legislation that allows local companies to grow.

I am proud to introduce the Score Act of 2017 during the 54th annual National Small Business Week, legislation that authorizes the SCORE program, connecting experienced businessowners with budding entrepreneurs for advice and mentorship, and it ensures its funding for at least 3 years.

Small businesses make the American Dream possible, and I am committed to standing up and speaking out on their behalf.

#### KAPPAS DAY ON THE HILL

(Mr. MCEACHIN asked and was given permission to address the House for 1 minute.)

Mr. MCEACHIN. Mr. Speaker, I, too, rise today to recognize my brothers of Kappa Alpha Psi Fraternity, Incorporated, during the annual James "Biff" Carter Kappas on Capitol Hill Legislative Policy Conference.

Each year, my brothers come to Capitol Hill with their crimson blazers to raise awareness around the key issues that affect our communities.

I had the privilege of joining this noble clan of Kappa Alpha Psi Fraternity, Incorporated, right here in Washington, D.C., at American University, where we chartered the Kappa Chi chapter of the Kappa Alpha Psi Fraternity. It was in the fall of 1980 that I was allowed to cross the burning sands and commit myself to a life of honorable achievement in every field of human endeavor.

Mr. Speaker, today I am proud because now, more than ever, we need the leaders in our communities to raise their voices, raise awareness, and come to Washington, D.C., as advocates on behalf of their communities, as it says in the First Amendment, "to petition the government for a redress of their grievances."

I am proud of the brothers of Kappa Alpha Psi Fraternity, Incorporated, for coming to Congress today, as they do each spring.

#### DISCRIMINATION IS WRONG

(Mr. POLIS asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. POLIS. Mr. Speaker, today I am proud to help bring forth the Equality Act, with 194 original cosponsors on both sides of the aisle. The principle behind the Equality Act is simple: discrimination is wrong, no matter what form it takes, no matter who it targets.

This is a principle that Americans overwhelmingly choose to embrace and live by. We see it in the way we treat our LGBT employees, friends, neighbors, and family. It is apparent in the outpouring of joy and celebration we witnessed at the Supreme Court's historic marriage equality ruling 2 years ago.

But sadly, our laws have not yet caught up with our values. It is still legal in a majority of States to fire somebody just because they are gay. That is not just a theoretical concern. It means real harm and real hardship for countless Americans.

For LGBT Americans who are fired or turned away from a doctor's office or told they are not wanted in their neighborhood, many of them have nowhere to go for legal recourse. We are better than that as a nation. It is time we showed that.

We are a nation that prides ourselves on our commitment to equality under the law. So I call upon this Congress to pass the Equality Act and put an end to legal discrimination against lesbian, gay, bisexual, and transgender Americans once and for all.

#### RESIGNATION AS MEMBER OF COMMITTEE ON EDUCATION AND THE WORKFORCE

The SPEAKER pro tempore laid before the House the following resignation as a member of the Committee on Education and the Workforce:

HOUSE OF REPRESENTATIVES,  
Washington, DC, May 2, 2017.

Hon. PAUL D. RYAN,  
Speaker, House of Representatives,  
Washington, DC.

DEAR SPEAKER RYAN: Respectfully, I write to tender my resignation as a member of the House Committee on Education and the Workforce. It has been an honor to serve in this capacity.

Thank you.

Sincerely,

STEVEN D. RUSSELL,  
Member of Congress.

The SPEAKER pro tempore. Without objection, the resignation is accepted. There was no objection.

#### ELECTING A MEMBER TO CERTAIN STANDING COMMITTEES OF THE HOUSE OF REPRESENTATIVES

Mr. BYRNE. Mr. Speaker, by direction of the House Republican Conference, I offer a privileged resolution and ask for its immediate consideration.

The Clerk read the resolution, as follows:

##### H. RES. 303

*Resolved*, That the following named Member be, and is hereby, elected to the following standing committees of the House of Representatives:

COMMITTEE ON EDUCATION AND THE WORKFORCE: Mr. Estes of Kansas.

COMMITTEE ON SMALL BUSINESS: Mr. Estes of Kansas.

The resolution was agreed to.

A motion to reconsider was laid on the table.

#### PROVIDING FOR CONSIDERATION OF H.R. 1180, WORKING FAMILIES FLEXIBILITY ACT OF 2017; PRO- VIDING FOR PROCEEDINGS DUR- ING THE PERIOD FROM MAY 5, 2017, THROUGH MAY 15, 2017; AND FOR OTHER PURPOSES

Mr. BYRNE. Mr. Speaker, by direction of the Committee on Rules, I call up House Resolution 299 and ask for its immediate consideration.

The Clerk read the resolution, as follows:

##### H. RES. 299

*Resolved*, That upon adoption of this resolution it shall be in order to consider in the House the bill (H.R. 1180) to amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector. All points of order against consideration of the bill are waived. In lieu of the amendment in the nature of a substitute recommended by the Committee on Education and the Workforce now printed in the bill, an amendment in the nature of a substitute consisting of the text of Rules Committee Print 115-15 shall be considered as adopted. The bill, as amended, shall be considered as read. All points of order against provisions in the bill, as amended, are waived. The previous question shall be considered as ordered on the bill, as amended, and on any further amendment thereto, to final passage without intervening motion except: (1) one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Education and the Workforce; and (2) one motion to recommit with or without instructions.

SEC. 2. On any legislative day during the period from May 5, 2017, through May 15, 2017—

(a) the Journal of the proceedings of the previous day shall be considered as approved; and

(b) the Chair may at any time declare the House adjourned to meet at a date and time, within the limits of clause 4, section 5, article I of the Constitution, to be announced by the Chair in declaring the adjournment.

SEC. 3. The Speaker may appoint Members to perform the duties of the Chair for the duration of the period addressed by section 2 of this resolution as though under clause 8(a) of rule I.

SEC. 4. It shall be in order at any time on the legislative day of May 4, 2017, or May 5, 2017, for the Speaker to entertain motions that the House suspend the rules as though under clause 1 of rule XV. The Speaker or his designee shall consult with the Minority Leader or her designee on the designation of any matter for consideration pursuant to this section.

SEC. 5. The requirement of clause 6(a) of rule XIII for a two-thirds vote to consider a report from the Committee on Rules on the same day it is presented to the House is waived with respect to any resolution reported through the legislative day of May 5, 2017.

The SPEAKER pro tempore. The gentleman from Alabama is recognized for 1 hour.

Mr. BYRNE. Mr. Speaker, for the purpose of debate only, I yield the customary 30 minutes to the gentleman from Colorado (Mr. POLIS), pending which I yield myself such time as I may consume. During consideration of this resolution, all time yielded is for the purpose of debate only.

##### GENERAL LEAVE

Mr. BYRNE. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days to revise and extend their remarks.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from Alabama?

There was no objection.

Mr. BYRNE. Mr. Speaker, House Resolution 299 provides for the consideration of H.R. 1180, the Working Families Flexibility Act. This resolution provides for a closed rule since no amendments were submitted to the Rules Committee.

Mr. Speaker, the workforce of the 21st century is a lot different from the workforce of the thirties and forties when many of our Nation's labor laws were first written. As such, many of these laws are outdated and out of touch with the realities facing today's workers.

For example, in nearly half of two-parent households, both Mom and Dad work full time. That is up from roughly 30 percent in 1970. Meanwhile, millennials now represent the majority of the workforce.

Given the changes in the workforce, there are new challenges related to the work-family balance. From children's field trips, to taking care of an elderly family member, to a single parent juggling different tasks while their spouse is on a military deployment, the demands are greater than ever. That is where the Working Families Flexibility Act comes in.

This commonsense bill would improve the quality of life for many hard-

working men and women by removing outdated Federal restrictions imposed solely on the private sector.

Already, workers in the public sector at the Federal, State, and local level have the ability to take comp time in lieu of overtime pay if they prefer. This bill would give that same option to workers in the private sector.

Here is how it would work. An employee and their employer would come together and mutually agree to enter an arrangement where the employee would receive time and a half in time off or comp time instead of time-and-a-half overtime pay. In other words, employees would have the choice between paid time off and cash wages for working overtime.

As I mentioned, this provision is already available for workers in the public sector. That is because, in 1985, Congress amended the Fair Labor Standards Act to give public sector employees greater flexibility. In fact, in a report filed by the House Education and the Workforce Committee more than 30 years ago, our Democratic colleagues wrote that this change in law recognized the "mutual benefits" of comp time for State and local governments and outlined the "freedom and flexibility" comp time would offer public sector workers.

Shouldn't workers in the private sector be entitled to the same freedom and flexibility given to government workers?

Now, I know some of my colleagues on the other side of the aisle will say this bill is somehow bad for workers. That could not be further from the truth. Let me clear up some of the false information put out by union bosses and special interest groups.

First, this proposal is completely voluntary. Both an employee and an employer would have to agree to a comp time agreement, and their agreement would have to be put in writing.

Second, no employer can coerce or intimidate their employees into taking comp time. An employee who feels they have been mistreated can file a charge with the Department of Labor, at no cost, or they can bring their own legal action. Employers who take advantage of their employees would face the same penalties as they would for other wage violations.

Now, as a labor and employment attorney, I have been a part of these kind of legal matters in the past, and I can honestly say that no sensible employer would take advantage of an employee and risk double damages, exorbitant attorney fees, and a legal battle with the Federal Government.

Third, employees have control over when to use their comp time, as long as reasonable notice is given and the request doesn't unduly disrupt the workplace. This is the same standard used in the public sector, and it is the same standard used under the Family and Medical Leave Act. I imagine it is also