

(d) **EFFECTIVE DATE.**—The amendments made by this section shall take effect as if included in the enactment of the Congressional Accountability Act of 1995.

**SEC. 306. TRAINING AND EDUCATION PROGRAMS OF OTHER EMPLOYING OFFICES.**

(a) **REQUIRING OFFICES TO DEVELOP AND IMPLEMENT PROGRAMS.**—Title V (2 U.S.C. 1431 et seq.) is amended—

(1) by redesignating section 509 as section 510; and

(2) by inserting after section 508 the following new section:

**“SEC. 509. TRAINING AND EDUCATION PROGRAMS OF EMPLOYING OFFICES.**

“(a) **REQUIRING OFFICES TO DEVELOP AND IMPLEMENT PROGRAMS.**—Each employing office shall develop and implement a program to train and educate covered employees of the office in the rights and protections provided under this Act, including the procedures available under title IV to consider alleged violations of this Act.

“(b) **REPORT TO COMMITTEES.**—

“(1) **IN GENERAL.**—Not later than 45 days after the beginning of each Congress (beginning with the One Hundred Seventeenth Congress), each employing office shall submit a report to the Committee on House Administration of the House of Representatives and the Committee on Rules and Administration of the Senate on the implementation of the program required under subsection (a).

“(2) **SPECIAL RULE FOR FIRST REPORT.**—Not later than 180 days after the date of the enactment of the Congressional Accountability Act of 1995 Reform Act, each employing office shall submit the report described in paragraph (1) to the Committees described in such paragraph.

“(c) **EXCEPTION FOR OFFICES OF CONGRESS.**—This section does not apply to an employing office of the House of Representatives or an employing office of the Senate.”.

(b) **CLERICAL AMENDMENT.**—The table of contents is amended—

(1) by redesignating the item relating to section 509 as relating to section 510; and

(2) by inserting after the item relating to section 508 the following new item:

“Sec. 509. Training and education programs of employing offices.”.

**SEC. 307. SUPPORT FOR OUT-OF-AREA COVERED EMPLOYEES.**

(a) **IN GENERAL.**—Title V (2 U.S.C. 1431 et seq.), as amended by section 306(a), is further amended—

(1) by redesignating section 510 as section 511; and

(2) by inserting after section 509, as inserted by section 306(a), the following:

**“SEC. 510. SUPPORT FOR OUT-OF-AREA COVERED EMPLOYEES.**

“(a) **IN GENERAL.**—All covered employees whose location of employment is outside of the Washington, DC area (referred to in this section as ‘out-of-area covered employees’) shall have equitable access to the resources and services provided by the Office and under this Act as is provided to covered employees who work in the Washington, DC area.

“(b) **OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS.**—The Office shall—

“(1) establish a method by which out-of-area covered employees may communicate securely with the Office, which shall include an option for real-time audiovisual communication; and

“(2) provide guidance to employing offices regarding how each office can facilitate equitable access to the resources and services provided under this Act for its out-of-area covered employees, including information regarding the communication methods described in paragraph (1).

“(c) **EMPLOYING OFFICES.**—It is the sense of Congress that each employing office with

out-of-area covered employees should use its best efforts to facilitate equitable access to the resources and services provided under this Act for those employees.”.

(b) **CLERICAL AMENDMENT.**—The table of contents, as amended by section 306(b), is amended—

(1) by redesignating the item relating to section 510 as relating to section 511; and

(2) by inserting after the item relating to section 509, as inserted by section 306(b), the following new item:

“Sec. 510. Support for out-of-area covered employees.”.

**SEC. 308. RENAMING OFFICE OF COMPLIANCE AS OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS.**

(a) **RENAMING.**—Section 301 (2 U.S.C. 1381) is amended—

(1) in the section heading, by striking “**OFFICE OF COMPLIANCE**” and inserting “**OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS**”; and

(2) in subsection (a), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(b) **CONFORMING AMENDMENTS TO CONGRESSIONAL ACCOUNTABILITY ACT OF 1995.**—The Congressional Accountability Act of 1995, as amended by section 305(a), is further amended as follows:

(1) In section 101(a)(1) (2 U.S.C. 1301(a)(1)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(2) In section 101(a)(2) (2 U.S.C. 1301(a)(2)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(3) In section 101(a)(3)(H) (2 U.S.C. 1301(a)(3)(H)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(4) In section 101(a)(9)(D) (2 U.S.C. 1301(a)(9)(D)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(5) In section 101(a)(10) (2 U.S.C. 1301(a)(10)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(6) In section 101(a)(11) (2 U.S.C. 1301(a)(11)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(7) In section 101(a)(12) (2 U.S.C. 1301(a)(12)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(8) In section 210(a)(9) (2 U.S.C. 1331(a)(9)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(9) In section 215(e)(1) (2 U.S.C. 1341(e)(1)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(10) In section 220(e)(2)(G) (2 U.S.C. 1351(e)(2)(G)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(11) In the title heading of title III, by striking “**OFFICE OF COMPLIANCE**” and inserting “**OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS**”.

(12) In section 304(c)(4) (2 U.S.C. 1384(c)(4)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(13) In section 304(c)(5) (2 U.S.C. 1384(c)(5)), by striking “Office of Compliance” and inserting “Office of Congressional Workplace Rights”.

(c) **CLERICAL AMENDMENTS.**—The table of contents is amended—

(1) by amending the item relating to the heading of title III to read as follows:

“**TITLE III—OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS**”; AND

(2) by amending the item relating to section 301 to read as follows:

“Sec. 301. Establishment of Office of Congressional Workplace Rights.”.

(d) **EFFECTIVE DATE; REFERENCES IN OTHER LAWS, RULES, AND REGULATIONS.**—The amendments made by this section shall take effect on the date of the enactment of this Act. Any reference to the Office of Compliance in any law, rule, regulation, or other official paper in effect as of such date shall be considered to refer and apply to the Office of Congressional Workplace Rights.

**TITLE IV—EFFECTIVE DATE**

**SEC. 401. EFFECTIVE DATE.**

(a) **IN GENERAL.**—Except as otherwise provided in this Act, this Act and the amendments made by this Act shall take effect upon the expiration of the 180-day period which begins on the date of the enactment of this Act.

(b) **NO EFFECT ON PENDING PROCEEDINGS.**—Nothing in this Act or the amendments made by this Act may be construed to affect any proceeding or payment of an award or settlement relating to a claim under title IV of the Congressional Accountability Act of 1995 (2 U.S.C. 1401 et seq.) which is pending as of the date after that 180-day period. If, as of that date, an employee has begun any of the proceedings under that title that were available to the employee prior to that date, the employee may complete, or initiate and complete, all such proceedings, and such proceedings shall remain in effect with respect to, and provide the exclusive proceedings for, the claim involved until the completion of all such proceedings.

The bill was ordered to be read a third time, was read the third time, and passed, and a motion to reconsider was laid on the table.

ADJOURNMENT FROM THURSDAY, DECEMBER 13, 2018, TO MONDAY, DECEMBER 17, 2018

Mr. MESSER. Mr. Speaker, I ask unanimous consent that when the House adjourns today, it adjourn to meet at 11:30 a.m. on Monday, December 17, 2018.

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

There was no objection.

**FAREWELL TO CONGRESS**

The SPEAKER pro tempore. Under the Speaker’s announced policy of January 3, 2017, the gentleman from Indiana (Mr. MESSER) is recognized for 60 minutes as the designee of the majority leader.

Mr. MESSER. Mr. Speaker, I appreciate the opportunity to greet the House today. My speech today is intended to be my farewell to this Chamber after serving in this Chamber, proudly representing Indiana’s Sixth Congressional District, over the last 6 years.

I rise today at a time of tragedy in Indiana’s Sixth Congressional District. At Dennis Intermediate School in Richmond, Indiana, there was a shooting today. On behalf of everyone in Indiana’s Sixth Congressional District, I

would like to express our condolences for the deaths that occurred there. Our hearts, prayers, and minds go out to all the families and kids in the school who are there.

This is, frankly, an epidemic, Mr. Speaker, in our country. It is a great tragedy. Every kid in America ought to be able to go to school where they feel safe. We need to do more with school security and more to handle mental health challenges. We need to do more to repair the moral fabric of this society, Mr. Speaker, so that our kids can go to school and feel safe.

Now to my final greeting to this Chamber and to the people of Indiana's Sixth Congressional District.

I today rise first to say thank you and also to provide maybe some thoughts about a compass forward.

First, and most importantly, after both 6 years here in this Chamber, time serving in the Indiana General Assembly, and working very hard over most of the last two decades for the people of Indiana, I want to say thank you, first, to God, who gave our family great peace and strength through all of this time and all of these incredible journeys together.

Secondly, I say thank you to my family. When you serve in something like the United States Congress, you tend to have yard signs that have your name on it, but it takes a family, a team of people, to help make this happen.

I want to thank my wife, Jennifer, for all of her patience and incredible wisdom throughout our service and time together.

I want to thank my kids—Emma, Ava, and Hudson—for all their incredible support and inspiration.

Certainly, I want to thank my mother, Chris, who raised my brother and me on her own when I was a kid growing up in Greensburg, Indiana. She recently retired from the Delta Faucet factory and has been an inspiration to me throughout my life.

I want to thank my father, who certainly has shown love and has been rooting for me all along the way; my grandparents who are a great inspiration to us as well; my brother, Rich; and just so many others.

I want to thank my team, two of my teammates, the two real leaders of our team. They don't know I am going to give them a shout-out today, but Doug Menorca and Amy Burke, I thank them for all their incredible work and the dozens and dozens and dozens of people who have been a part of our efforts. Again, it takes a team to get this work done.

I want to thank the people of Indiana and the people of Indiana's Sixth Congressional District because there is no way to serve in this job unless people select you to give you the opportunity to do so.

Every day that we have served in this job, I have tried to do my best to represent the values and beliefs of the people of Indiana's Sixth Congressional

District and to the best of our ability discern and provide wisdom to do what is best for the United States of America.

I have also been somebody who has been very blessed with a lot of mentors. Almost a generation ago, Hillary Clinton used an African proverb to entitle a book. She used the proverb, "It takes a village to raise a child." Unfortunately, that phrase became a bit of a partisan volleyball because the reality is it takes a family to raise a child.

I was blessed to have a great mother who helped lead our family. But my brother and I were like so many others. We had teachers, ball coaches, friends, and families from the church, and neighbors and friends along the way—mentors—who helped lead me and helped build a future and make my career possible. There are too many of those folks to name, but they know who they are, and I want to say thank you.

The last thing I want to talk about is a little bit about this Chamber and, most importantly, those four words that stand there above the Speaker, the phrase, "In God We Trust," because I speak to this floor today and I leave this Chamber at a time of great political turmoil in our country. There are a lot of folks frustrated across America, and, frankly, they are frustrated for good reason.

I grew up in America. When I was a kid growing up in a small town in the 1970s and 1980s, I can tell you I never had one doubt that, if I worked hard and I stayed focused, I could have an opportunity to do great things in this country. When I was little, my mom thought that. She taught my brother and me that. As I got old enough, I decided I guess I believed that, too, and I knew it to be true every moment of my life.

We now in this great country and in this Chamber are debating issues because too often there are Americans who don't believe that anymore. There are kids who grow up in this country and worry whether they will ever have a chance to succeed.

It is not right. Often these folks feel failed by the institutions of this great country. The truth is in many ways these institutions are failing. Too often we are not able to solve the big challenges of this Nation in this Chamber.

Mr. Speaker, you have an ever-growing Federal bureaucracy that, frankly, at times is far more concerned about self-perpetuating its own self-interests than it is in delivering for the good of the American people. I do want to assure the American people and the people of Indiana's Sixth Congressional District, though, the problem is not the basic decency of the people in this Chamber.

I came to Congress like a whole lot of other people figuring that the wisdom of any constituent in the Sixth Congressional District was a whole lot smarter than most of the people who were here, because if these folks were

as smart as they should be, then a whole lot of problems would already have been solved. What I found when I came here is I haven't met one person serving in this Chamber who is trying to hurt America.

I have met a lot of people who may have a very different political viewpoint than me, who may have a different set of values, and who may believe we need to take the country in a different direction than I believe, but, really, probably the most remarkable thing I found in my 6 years in this Chamber is that the vast majority of people I have gotten to spend time with across the aisle and in our own caucus wake up every day, make great sacrifice, and love their country trying to do better.

Mr. Speaker, I am not smart enough to tell you what we are going to do to fix many of the challenges in this Chamber, but I think the basic answer is this: We have to empower the American people by better empowering their individual Member of Congress to push this body and make things happen.

I fought for that some and had some small victories in my time in Congress. My hope for my colleagues, as I leave this place, is that they will have more success in trying to drive a process that makes that happen.

But beyond that—I have said this often in my own district, and I will say it here again as I start to leave this Chamber—I think we need to have a little bit of humility about where we are as a country, because I will concede to you that these are tough times. As the old Harry Truman line once said:

A recession is when your neighbor loses their job, a depression is when you lose yours.

Mr. Speaker, if you are struggling today, those struggles are real, and I do not want to diminish them. But I also think it is important to remember that this is a nation that has been through great trials before. This is a nation that has been through a Revolutionary War, a Civil War, a Great Depression, a couple of World Wars, and the Cold War. In recent years, we have fought the battle on terror.

We have been through tough challenges before, and every time we have risen, as a nation, to meet them. I believe the biggest reason why is, again, these four words above the Speaker's rostrum there: "In God We Trust."

It has been an incredible honor over the last 6 years to bring literally hundreds of people into this Chamber to see this hallowed Hall of public policy debate. Every time I have come into this Chamber, I have pointed to those four words.

You see, Mr. Speaker, those four words represent the essence of the American promise. We spend a lot of time in this Hall talking about the importance of the Constitution and the Bill of Rights.

Do you know what?

That debate is merited. It is incredibly important, the Constitution and

the Bill of Rights. But, frankly, I don't think we spend enough time talking about where those rights come from.

I believe the most important document that this Nation has ever seen is the first document that founded it, the Declaration of Independence, where it says, in the second paragraph: "We hold these truths to be self-evident, that all men"—and we now come to understand, of course, men and women—"are created equal, that they are endowed by their creator with certain unalienable rights."

Because those rights come from our creator, they are inalienable, and they cannot be taken from you.

Every nation before us had a different point of view. They believed that rights somehow came from God to a ruler, who then just decided what privileges he was going to bestow out to you.

That is not what we believe in America. We believe "In God We Trust," that our rights come from God.

□ 1245

Ronald Reagan said, a couple of generations ago:

We are one Nation under God. And if we ever forget it, we will be one Nation gone under.

I think, as we look as a Nation at this time, and we look for a compass to drive us forward, we don't need to look any further than those four words.

America is not like any other Nation that came before us. We are a Nation that has been blessed time and time and time again. In moments of crisis, the right leaders have emerged. The American people have rallied, and we have done what every other generation before us has done: left this Nation better than we found it.

There is no reason to believe that we can't do that again. All we have to do is go back to founding principles and stand for the things that have always made this Nation great.

I am too competitive of a person to tell you that I am glad that I didn't win my last election and that I am now leaving this Chamber. Of course, I would love to be serving in the United States Senate. That is not what God had in store for our family. That is not what the people of Indiana decided would happen.

But I want to tell you this: I leave this Chamber optimistic and happy. I am optimistic for this incredible country and the amazing future we have in store. I am optimistic for the Messer family and all the great adventures we have yet to come.

I am grateful that a little kid who grew up in a single-parent family in Greensburg, Indiana, had an opportunity to serve this Nation in a Chamber like this one. I want to tell every little boy and girl who is growing up in America today: You can, too. Just remember, in God we trust.

Mr. Speaker, I yield back the balance of my time.

#### HONORING PRESIDENT GEORGE H.W. BUSH

The SPEAKER pro tempore (Mr. POE of Texas). Under the Speaker's announced policy of January 3, 2017, the Chair recognizes the gentleman from Texas (Mr. FLORES) for the remainder of the hour as the designee of the majority leader.

Mr. FLORES. Mr. Speaker, I rise today to honor the 41st President of the United States of America, George Herbert Walker Bush of Houston, Texas, who passed away on November 30, 2018.

President Bush was born on June 12, 1924, in Milton, Massachusetts, to Prescott Sheldon Bush and Dorothy Walker Bush. He grew up in Greenwich, Connecticut, and attended Phillips Academy in Andover, Massachusetts, where his illustrious career in leadership and public service began.

On his 18th birthday, President Bush enlisted in the United States Navy and became a naval aviator. In the middle of World War II, he was commissioned as an ensign just before his 19th birthday, making him one of the youngest aviators in the Navy's history.

Stationed in the Pacific theater on the USS San Jacinto, he piloted a Grumman TBM Avenger. On September 2, 1944, while carrying out a mission against Japan, his plane was hit by enemy fire and was severely damaged. President Bush completed the mission and flew out over water, where he was able to escape from the plane and he was later rescued by submarine USS Finback.

After recovering from his injuries, he returned to flying as soon as he was able. He flew a total of 58 combat missions, for which he received the Distinguished Flying Cross, three Air Medals, and the Presidential Unit Citation.

Throughout the war, President Bush was encouraged and supported by letters from his sweetheart, Barbara Pierce. They had met at a Christmas dance in 1941 and quickly fell in love. They were engaged in 1943 and married on January 6, 1945. Together, they would endure both difficult and joyous times, grow a large and loving family, and set the record for the longest-married Presidential couple, with 73 years of an exemplary commitment to marriage.

After his marriage to Barbara, Mr. Bush enrolled at Yale University. He graduated in 2½ years on an accelerated track and was elected to one of the most prestigious academic societies, Phi Beta Kappa. He also served as president of the Delta Kappa Epsilon fraternity and as captain of the Yale baseball team. He played in the first two college world series and maintained a love for baseball throughout his life.

Upon graduation, the Bush family moved to Odessa, Texas, where President Bush pursued a career in the oil industry. He had a successful business career, founding two companies that eventually prompted the family to move to Houston in 1959.

In 1966, President Bush ran for and won election to the United States House of Representatives to represent the Seventh Congressional District of Texas. During his time in Congress, he supported influential legislation, including the civil rights bill of 1968 that outlawed housing discrimination.

After 4 years in the House, in 1971, President Bush was appointed as United States Ambassador to the United Nations. The Senate unanimously confirmed his appointment, and he served as Ambassador for 2 years. His time at the United Nations undoubtedly influenced him, as he became one of America's greatest diplomats.

In 1973, President Bush became chairman of the Republican National Committee, where he was tasked with guiding the Republican Party through the Watergate scandal and the resignation of President Nixon.

In the President Ford administration, President Bush took on the role as chief of the U.S. Liaison Office in the People's Republic of China. Although this was not a diplomat rank, his work greatly benefited U.S.-China relations. The United States had just recently opened relations with Communist China, and President Bush worked to establish a strong foundation for that relationship.

In 1976, the Bush family returned to the United States while he served as Director of the Central Intelligence Agency. His expansive knowledge of foreign relations and experience in building morale and team work made him a strong leader for the CIA during one of their most tumultuous times.

President Bush worked not only to restore the reputation of the Agency in the public eye, but also to improve relations with Capitol Hill. His experience as a legislator gave him the background to reconcile the CIA with Congress, and in the 357 days that he served as Director, he testified before them a record-setting 51 times.

With a transition from the Ford administration to the Carter administration, President Bush returned to Texas and became executive committee chairman of First International Bank of Houston. He also entered academia, where he spent a year as a part-time professor at Rice University and 2 years as director of the Council on Foreign Relations.

In 1980, President Bush was elected Vice President, serving with Ronald Reagan from 1981 to 1989. During his tenure as Vice President, he took a hard stance against communism and tyranny, while working to end the Cold War without bloodshed. He worked to