moves to traverse that course with all speed. The rebuilding of Haiti into a viable democracy with a strong rule of law and a vibrant economy will not be easy and certainly will take time. However, if the economy does not show signs of expanding, political unrest will rise. This slow pace could lead to a new wave of violence designed to undermine confidence in the Preval government and its policies. Any major law and order problem will have negative consequences for Haiti's stability and could throw Haiti back into a period of paralysis, upheaval and possible anarchy.

Lastly, we would be remiss if we failed to acknowledge the hospitality, hard work and cooperation of the U.S. Embassy in Port-au-Prince. Ambassador Swing and his team were confident that Haiti's chances for success were good despite the difficulties. Ambassador Swing's commitment and dedication were manifest in his willingness to give us as much time out his busy schedule as we needed. And his efforts to have us meet with U.N. Special Representative, Ambassador Ter Horst, Haitian Parliamentarians, and especially President Preval, were more than we expected. Ambassador Swing has been in Haiti longer than a normal posting but his presence, his expertise, his dedication and his relationship with the Haitian leadership are invaluable during these critical times. We also want to acknowledge Political Counselor Sue Ford Patrick for all the work she did in getting us to all of our meetings and for providing valuable insights to conditions in the country.

And finally, we wish to commend Colonel Stull, Commander of the U.S. Support Group, and his troops for the fine work they are doing in Haiti. The dedicated men and women of our Marine, Navy and Army contingents there are providing important humanitarian and civic assistance projects in addition to their normal security mission. Their mission in Haiti is often overlooked, and sometimes even questioned, but their presence is invaluable and a credit to their respective services.

KEY INDIVIDUALS STAFFDEL MET WITH WHILE IN HAITI

Government of Haiti: Mr. Rene Preval, President; Mr. Leslie Delatour, Central Bank Governor; Mr. Robert Manuel, Secretary of State for State Security; Mr. Pierre Denize, Director General, Haitian National Police; and Mr. Jean August Brutus, HNP Commissaire.

Legislative branch: Mr. Macdonald Jean, Senator; Mr. Jean Robert Sabalat, Senator; Mr. Alix Fils-Aime, Deputy; and Mr. St. Juste Momprevil, Deputy.

Representatives of the Council on Modernization of Public Enterprises (CMEP).

Representatives of the Haitian Private Sector.

United Nations: Ambassador Enrique Ter Horst, Special Representative to the Secretary General; and General Pierre Daigle, Commander, U.N. Support Mission on Haiti.

Representatives of the International Donor Group including the World Bank, International Monetary Fund, and the Inter-American Development Bank.

Representatives of other Organizations in Haiti including: Adventist Relief and Development Agency; International Republican Institute; National Democratic Institute; and Inter-American Foundation.

United States Support Group: Colonel Stull, Commander.

WORKING FAMILIES FLEXIBILITY ACT OF 1997

SPEECH OF

HON. MATTHEW G. MARTINEZ

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 19, 1997

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 1) to amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector:

Mr. MARTINEZ. Mr. Chairman, I rise in support of the Miller substitute.

Mr. MILLER has worked to meet the Republicans halfway in this effort to provide flexibility for working families.

I contend that H.R. 1 does not provide the flexibility that its sponsors claim it does.

Members on the other side of the aisle, trying to appeal to working mothers, claim that under H.R. 1, workers would work overtime and then take comptime whenever they need it—to take a child on a class trip, to tend to a sick parent, to volunteer time at their child's school. However, H.R. 1 also provides that an employer can deny comptime if taking that time would unduly disrupt that business. What good does it do to accrue comptime if your employer can prevent you from taking it when you want it?

Say Mrs. Smith wants to volunteer to be a chaperon for her daughter's class trip to the natural history museum next Tuesday. The employer says that taking leave Tuesday will unduly disrupt the business, but Mrs. Smith can take the time next Friday. What good does that do Mrs. Smith? Is that really choice?

Members on the other side of the aisle will claim that the bill does state that the employee has a choice, and that there are steps he or she can take if the employer wrongfully denies comptime. But if we are talking about the majority of workers today—who make less than 2½ times the minimum wage—we cannot truly state that these individuals have the resources to challenge their employer in court. Many need these jobs and would never consider threatening them even if they were in the right. Others who are bold enough to consider filing suit against their employer do not have the resources to hire an attorney and go to court.

Proponents of H.R. 1 point to the public sector, stating that comptime works well there. Let me tell you, I know of some Federal employees who opt for paid overtime, because they know they'll never get the opportunity to use their comptime when they want to. The public sector is not a business. We offer comptime there because it saves taxpayer dollars. The only reason private businesses will even consider offering comptime is that it saves money and will give employers the opportunity to have employees work longer hours.

Comptime is really a no-interest loan that employees give to their employers. Employees work the overtime, and then get paid later in comptime—if they get a chance to use it at all. Mandated overtime pay has been the law to penalize employers who make their employees work longer than the 40-hour workweek. That is why overtime is paid in time-and-a-half. This also provides a benefit to employees who choose to work longer hours for more pay. But employees get their compensation as overtime pay in the next paycheck—not a week later or a month later, when it is convenient for the employer.

During the markup, it greatly concerned me that Members on the other side of the aisle referred to comptime as a benefit. Comptime is compensation for time that the employee has worked. The employee has a right to that compensation—it is not something that the employer should have the power to delay or to alter.

Many workers in my district need that overtime pay—they count on it being in every paycheck. Comptime will not help them keep a roof over their heads, food on the table, or clothes on their backs. I don't hear the small businesses in the 31st District clamoring for the option of comptime—many cannot afford to have employees on leave at irregular times. So the only protection to ensure that employees are paid for the time they work is to have overtime pay protections.

Nevertheless, I support Mr. MILLER's substitute so that those businesses and those employees who want comptime can fairly participate in such a program. The substitute ensures that comptime is truly flexible, and that employees have true choice.

Mr. MILLER's substitute puts teeth into the penalties for employers who coerce their employees into taking comptime and who wrongly deny an employee's right to take comptime when he or she wishes.

This measure also prohibits employers from discriminating among employees when offering comptime. It mandates that when an employer chooses to implement a comptime program, he or she must offer that comptime to all similarly situated employees. Therefore, if an employer offers comptime to a particular employee, he or she must also offer it to all the other employees who are doing the same work, on the same schedule, at the same site.

Another very important provision in this substitute is that it allows the Secretary of Labor to require employers to post a bond to assure funds to pay for unused comptime. Thus, employees would be guaranteed to receive their comptime if an employer declared bankruptcy.

I urge my colleagues to reject H.R. 1 and adopt the Miller substitute.

INTRODUCTION OF LEGISLATION

HON. GEORGE W. GEKAS

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 8, 1997

Mr. GEKAS. Mr. Speaker, today I with my colleague Representative BEN GILMAN, introduced a bipartisan bill to correct a fundamental unfairness to all Federal administrative law judges. The Administrative Law Judge Cost of Living Adjustment [COLA] Reform Act. Since 1992 administrative law judges have not received a cost-of-living adjustment like other Federal employees in the General Schedule and Senior Executive Service. Enactment of the legislation introduced today will remedy this unfair situation.

This legislation amends section 5372 of title 5, U.S. Code, and provides that the cost of living adjustment for administrative law judges will be adjusted by the same percentage and on the same date as the rates of pay for the General Schedule.