

standards for best practices and shine a light on the needs of working families.

Mr. Speaker, I hope we will vote for the second step after the Family and Medical Leave Act that this Congress will take to support working Americans, men and women, and help them balance the challenges they meet in doing a good job for their families and a good job for their employer, because it must be possible. And we can help make that happen.

Ms. JACKSON LEE of Texas. Mr. Speaker, I rise in support of H.R. 4855, the Work-Life Balance Award Act." Thank you to my colleagues: Congresswoman WOOLSEY and Congressman MILLER for introducing this important legislation that establishes, in the Department of Labor, an annual Work-Life Balance Award for employers that have developed and implemented work-life balance policies.

We are all aware of the benefits of holding a job, but too little attention has been paid to the dangers associated with stressful working conditions. Long hours have a significantly negative impact on life satisfaction and time-related stress, which in turn have a negative effect on wellbeing.

Non-standard work hours, and stressful workplace environments cause health problems, higher levels of stress, psychological distress, greater relationship conflicts for dual-income couples, less time spent with children and lower life satisfaction.

A peer-reviewed study of 10,000 Londoners tracked since 1985, published in the European Heart Journal, found that rates of angina, nonfatal heart attacks and death from heart-related conditions were 60 percent higher in people who worked at least three hours beyond "the normal, seven-hour day" compared with those who didn't work that amount of overtime. The study notes that overtime work "has increased in recent years" and that the U.S. is one of the countries that is well above average in percentage of people working overtime.

A Canadian study found that "people experiencing time pressure have lower levels of satisfaction, higher levels of stress, lower self-reported physical and emotional wellbeing, and greater insomnia. Work-life conflicts can lead to higher levels of anxiety and depression; sleep disturbances and a host of other ailments."

The World Health Organization (WHO) highlights recent research in the domain of occupational health psychology shows that many stressful experiences are linked to being offended—for instance, by being offended or ridiculed, by social exclusion, by social conflict, by illegitimate tasks. According to the WHO, "Such experiences of being treated in an unfair manner constitute an 'Offence to Self,' and this may have quite far reaching consequences in terms of health and wellbeing."

In the United States, the Centers for Disease Control (CDC) is greatly concerned with the health effects of workplace stress. According to the CDC, "evidence is rapidly accumulating to suggest that stress plays an important role in several types of chronic health problems—especially cardiovascular disease, musculoskeletal disorders, and psychological disorders."

Mr. Speaker, although some employers create unhealthy work environments, other em-

ployers now recognize that staff who feel able to balance the demands of work and home are more engaged, productive and motivated. These trendsetters deserve to be recognized for their compassion and leadership. This is why I support the Work-Life Balance Award Act.

Research has identified organizational characteristics associated with both healthy, low-stress work and high levels of productivity. According to the National Institute of Occupational Safety and Health (NIOSH), examples of these characteristics include: recognition of employees for good work performance, opportunities for career development, an organizational culture that values the individual worker, and management actions that are consistent with organizational values.

Mr. Speaker, widespread workplace stress is costly to our citizens and our nation. Stressful work environments ruin lives and are costly to our healthcare system. It is often said that prevention is the best medicine; establishing a balance between work and life is a vital disease prevention measure.

Once again, I urge my colleagues to support this important legislation.

Mrs. MCMORRIS RODGERS. Mr. Speaker, I yield myself as much time as I may consume. I rise in support for H.R. 4855, the Work-Life Balance Award Act, a bill that would establish an annual award in the Department of Labor recognizing the efforts of employers to implement exemplary work-life balance policies in the work place.

I would like to take this opportunity to thank the Chairwoman for her ongoing efforts in this area.

It's clear that the biggest concern for workers in this struggling economy is job security. And without a doubt, work-life balance issues play into these concerns—particularly as the needs of families are changing.

I know firsthand, being a wife and the mom of a three year old, that one of the biggest struggles working parents face is how to balance work and family responsibilities. Employees need flexibility to get their jobs done while still making the school play, staying home with a sick child, or supporting an aging parent.

At the same time, employers are finding that they have to meet these needs in innovative ways in order to remain productive and profitable.

The good news is that employers are rising to the challenge—recognizing that flexible work policies are effective and necessary. The bill that we are considering today will highlight those employers who are already creatively meeting the needs of their workers.

In addition, it is my hope that this award will continue the national discussion that has been started on the benefits of flexible work arrangements and will encourage more employers to invest in them.

Again, I would like to thank the Chairwoman for her efforts on this important area and urge my colleagues to support this bill.

Ms. WOOLSEY. I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by the gentlewoman from California (Ms. WOOLSEY) that the House suspend the rules and pass the bill, H.R. 4855, as amended.

The question was taken.

The SPEAKER pro tempore. In the opinion of the Chair, two-thirds being in the affirmative, the ayes have it.

Mr. BROUN of Georgia. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX and the Chair's prior announcement, further proceedings on this motion will be postponed.

ANNOUNCEMENT BY THE SPEAKER PRO TEMPORE

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, proceedings will resume on questions previously postponed.

Votes will be taken in the following order:

Suspending the rules with regard to House Resolution 1383;

Adopting House Resolution 1436; and
Suspending the rules with regard to H.R. 4855.

The first electronic vote will be conducted as a 15-minute vote. Remaining electronic votes will be conducted as 5-minute votes.

HONORING DR. LARRY CASE ON HIS RETIREMENT AS NATIONAL FFA ADVISOR

The SPEAKER pro tempore. The unfinished business is the vote on the motion to suspend the rules and agree to the resolution (H. Res. 1383) honoring Dr. Larry Case on his retirement as National FFA Advisor, on which the yeas and nays were ordered.

The Clerk read the title of the resolution.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Alabama (Mr. BRIGHT) that the House suspend the rules and agree to the resolution.

The vote was taken by electronic device, and there were—yeas 409, nays 0, not voting 23, as follows:

[Roll No. 358]

YEAS—409

Ackerman	Bono Mack	Chandler
Aderholt	Boozman	Childers
Adler (NJ)	Boren	Chu
Akin	Boswell	Clarke
Alexander	Boucher	Clay
Altmire	Boustany	Cleaver
Andrews	Boyd	Clyburn
Arcuri	Brady (PA)	Coble
Austria	Brady (TX)	Coffman (CO)
Baca	Braley (IA)	Cohen
Bachmann	Bright	Cole
Bachus	Broun (GA)	Conaway
Baird	Buchanan	Connolly (VA)
Baldwin	Burgess	Conyers
Barrow	Burton (IN)	Cooper
Bartlett	Butterfield	Costa
Barton (TX)	Calvert	Costello
Bean	Camp	Courtney
Becerra	Campbell	Crenshaw
Berkley	Cao	Critz
Berry	Capito	Crowley
Biggert	Capps	Cuellar
Bilbray	Capuano	Culberson
Bishop (GA)	Cardoza	Cummings
Bishop (NY)	Carnahan	Dahlkemper
Bishop (UT)	Carney	Davis (AL)
Blackburn	Carson (IN)	Davis (CA)
Blumenauer	Carter	Davis (KY)
Blunt	Cassidy	Davis (TN)
Bocchieri	Castle	DeFazio
Boehner	Castor (FL)	DeGette
Bonner	Chaffetz	Delahunt