

Selma, AL. He has continually fought for the independence of Cyprus, preservation of Greece, and enhanced United States-Greek relations. He was awarded the Presidential Medal of Freedom in 1980 by President Jimmy Carter. He is a magnificent and stalwart friend of American Jewry, voiced support for Soviet Jews, and has been a strong advocate for Israel.

This extraordinary spiritual and religious leader has been a very sensitive pastor at every level. His warm pastoral dimension expresses itself to not only his own people, but to people of all religions, cultures, and nationalities. Beyond fulfilling his duties to the Church, he has been a leader in the cause of justice in America and all over the world. I know all of my colleagues join with me in wishing this extraordinary individual the very best in his retirement.

---

THE MEDICARE PRESERVATION  
ACT OF 1995

HON. RODNEY P. FRELINGHUYSEN

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Thursday, September 21, 1995

Mr. FRELINGHUYSEN. Mr. Speaker, I rise today to discuss the Medicare crisis to share with my colleagues the suggestions I have received from my constituents about how best to preserve, protect, and strengthen Medicare.

In April, when the Medicare trustees issued their annual report which stated quite clearly that the Medicare Trust Fund would be bankrupt in 7 years, I felt it was my duty to inform the people of the 11th Congressional District of the problem.

I mailed the facts of the trustees report to over 22,000 people in my district. I met with the presidents of nearly every senior citizens club in the area. I listened to thousands of Medicare beneficiaries at Morristown Memorial Hospital, the Morris Plains VFW, and at St. Clare's Riverside Medical Center in Denville. In addition to discussing the Medicare crisis, I also asked people for suggestions on how we could save and improve the program, while holding down costs.

Mr. Speaker, the response has been overwhelming. Who better to suggest ways to improve Medicare than the very people who have to deal with the system every day? As you might imagine, the meetings yielded a litany of suggestions. A man from Sparta suggested that Medicare should have a better verification system to weed out overcharges and duplication of services rendered. A couple from Livingston strongly suggested that millions of dollars could be saved by reducing the mountains of paperwork involved in the Medicare bureaucracy.

The responses touched on other subjects as well. At the Morris Plains VFW, several people indicated that more preventive care was needed such as mammograms, prostate screenings, and diabetes screening. I agree. This would not only help reduce costs but greatly improve people's health and I was surprised that the current Medicare program was weak in this area. If we can keep people healthier and provide routine health care and appropriate checkups, we can avoid using the most costly method of health care which is the emergency room.

I have listened to all of these concerns and brought them back to Washington. In fact, I applaud the leadership for giving Members an opportunity to testify on behalf of our constituents. I was pleased to have that opportunity, and testified on September 7, on what I have learned from the people of the 11th Congressional District. One constant theme was that the people know there is a problem, and they want to be part of the solution. If we do not give them that opportunity, Mr. Speaker, then we have really solved nothing at all.

To be sure, I will continue this thoughtful and important discussion and listen to these very knowledgeable people. Last week, when the preliminary Medicare preservation options were presented to us, I called for a series of town meetings so that my constituents could share the exact information given to me on possible solutions and plans to strengthen Medicare. I am sure they will take a hard look at these options, and will continue to provide guidance for me and this Congress as we fulfill our responsibility to preserve Medicare for all Americans—present beneficiaries as well as the next generation. The Medicare Preservation Act is just that, a comprehensive plan to ensure a better Medicare.

On September 16, hundreds of older Americans attended two town meetings in Fairfield and Parsippany, and listened to the broad outline of the proposed Medicare Preservation Act. I expect that the turnout will be even heavier this weekend, September 23, when we continue the Medicare discussions at town meetings in Roxbury and Madison.

I welcome this open exchange of ideas and encourage my colleagues to continue the dialogue with the American people on how to save this important program. While it is very easy to be sidetracked in Washington by special interest groups, media hype, and partisan politics, listening to people on a face-to-face level permits a much clearer message to emerge.

Mr. Speaker, the message that I hear more and more is that we know there is a problem and we are willing to fix it. They have said that Medicare is indeed important for us but is also important for our children and grandchildren. And finally, they tell me that if Medicare is really going bankrupt, then we as Members of Congress have a responsibility to save it.

I have confidence that we are moving toward fulfilling that responsibility, and I thank the thousands of people in the 11th Congressional District for their guidance on these very complex issues. Their willingness, contributions, and suggestions will assure successful reforms of the Medicare program and its preservation. I am fortunate to be their Representative, and am also fortunate to help deliver a comprehensive plan which will ensure a better Medicare system for years to come.

---

THE COMPENSATORY TIME FOR  
ALL WORKERS ACT OF 1995

HON. CASS BALLENGER

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, September 21, 1995

Mr. BALLENGER. Mr. Speaker, today I am introducing "The Compensatory Time for All Workers Act of 1995" which would allow private sector employers to offer employees the

choice of taking time-and-a-half compensatory time as payment for overtime. In 1938, the Fair Labor Standards Act [FLSA] was written for a predominantly male work force and a marketplace primarily comprised of manufacturing firms. These demographics have dramatically changed. Today, women make up a much greater percentage of the work force, private enterprise is dominated by service and high technology industries rather than heavy manufacturing, global competition has significantly increased, and the lines between white and blue collar workers have been blurred.

The FLSA, however, has failed to keep pace with these changes and, as such, restricts the ability of employers to meet the needs of their work force. The Subcommittee on Workforce Protections, which I chair, has heard from employees and employers of large and small companies, and State and local governments on a variety of problems which they face because of the act.

Currently, the FLSA impedes an employer's ability to accommodate employee requests for greater flexibility in scheduling. Companies who want to be family friendly find that flexible scheduling can be extremely difficult for those employees who are covered by the act and whose hours must be kept track of. Suppose an employee has a terminally ill parent who lives several States away. Days off with pay can become precious for that employee when a 2-day weekend does not provide enough time to travel and spend time with that parent. Thus, when that employee works a few hours overtime each week, he or she may prefer to be paid with time off rather than money. However, the FLSA says the employee must receive money instead and is therefore forced to use previous paid leave to spend time with the ill parent.

In 1985, Congress provided the public sector with the flexibility to use compensatory time in lieu of overtime pay. Congress has gone even further in providing flexibility for Federal workers. In 1978, Congress passed the Federal Employees Flexible and Compressed Work Schedules Act, which enabled Federal workers to arrange alternative work schedules which meet their personal needs and their employers' needs. This was so successful that Congress reauthorized the program in 1982 and 1985. President Clinton acknowledged the benefit of flexible scheduling when he directed all executive departments and agencies to expand their use of flexible family friendly work arrangements in a memorandum on July 11, 1994. In issuing the memorandum, Mr. Clinton stated, "broad use of flexible work arrangements to enable Federal employees to better balance their work and family responsibilities can increase employee effectiveness and job satisfaction, while decreasing turnover rates and absenteeism."

It is time that private sector employees be given greater flexibility similar to what the public sector has enjoyed for some time. This legislation would allow employers to offer employees compensatory time off in lieu of overtime pay under an agreement with the employee. If an employer made compensatory time available, employees would be free to choose to have their overtime compensated with cash or with paid time off. As with overtime pay, the compensatory time would accrue at a rate of time and a half. Employees who prefer to receive overtime pay would be free to choose this. Similarly, employers would have the