

terms of health improvements per dollar spent on care. We must also consider the social consequences of that care.

Fifth, we must learn how to better estimate the effects of cost containment measures on treatment cost effectiveness.

Sixth, we must encourage the development of consistent standards for use of evidence in policy debates.

Mr. President, this Congress has worked in a bipartisan fashion to address mental health parity. As policy makers, we can continue to address the needs of the mental health community by working with educators, health plans, employers, and researchers to encourage them to meet these other important objectives. I believe our health care system can meet these goals. However, it requires cooperation from the entire health care community. I urge my colleagues in the U.S. Senate to consider the issues of mental health in this broader context; as well as, to continue to educate ourselves on the mental health issues that impact our health system and society as a whole.●

MENTAL HEALTH PARITY

● Mr. WELLSTONE. Yesterday, President Clinton signed the VA/HUD appropriation bill and the Mental Health Parity amendment which was included in the appropriated bill into law. For all of us who worked so hard to achieve passage of the parity amendment, the enactment of the provision represented more than the insurance policy changes that the provision will actually require. Passage of the legislation is a symbol of fairness, progress and hope for millions of Americans and their families who, for far too long, have been victims of discrimination—families who for far too long have been thrust into bankruptcy, or denied access to cost-effective treatments because their illness was a mental illness and not a physical illness like cancer or heart disease. Mental illness has, in one way or another, touched the lives of many of us who work here on Capitol Hill and I am pleased that the 104th Congress was able to take this first and very necessary step toward parity.

I want to take this opportunity to say that while the passage of this amendment was a historic step forward for people with mental illnesses, the amendment was a first step and a first step only. It does not require parity for copayments or deductibles or inpatient days or outpatient visit limits. It also does not include substance abuse services. My State of Minnesota has passed legislation which goes much further than what we were able to accomplish in this Congress. Minnesota requires that health plans provide full parity coverage for mental health and substance abuse services. The cost impact of this legislation in Minnesota has been minimal according to a recent study based on preliminary data.

Without full parity coverage for mental health and substance abuse, health plans will continue to discriminate against individuals and families in need of services. The responsibility for and cost of care will continue to be shifted from the private to the public sector. For children and adolescents, the burden and cost of care will continue to be shifted to the child welfare, education, and juvenile justice systems. These overburdened systems are often not able to provide needed services, and many are forced to go without treatment. This will continue to be the case.

I have seen first hand in my State at facilities like Hazelden and others, the benefits that drug and alcohol treatment can bring to the lives of millions of Americans. Alcohol and other drug addictions effect 10% of American adults and 3 percent of our youth. Untreated addiction last year alone cost this Nation nearly \$167 billion. Ultimately we all bear the cost of delays or gaps in mental health and substance abuse services. Sadly, that fact has not been changed by the passage of Senator DOMENICI's and my amendment.

We have much more work to do and I look forward to consideration of legislation which would provide full parity coverage for mental health and substance abuse services. I am grateful for the advocacy, hard work, and compassion of the mental health and substance abuse community. Without them, we could not have achieved such success this year. This victory was made possible because families and friends of people struggling with mental illnesses were willing to speak out in public. This issue has a human face now and that made it possible to win votes and enact legislation.

I look forward to continuing to work with Senators DOMENICI, KENNEDY and CONRAD to expand coverage for mental health and substance abuse services and I also want to take this moment to thank Senators SIMPSON and KASSEBAUM who will not be here next year but were critical in enabling us to take the first critical step toward parity.●

TRIBUTE TO JEREMY MARKS-PELTZ

● Mr. MACK. Mr. President, every day Americans are exposed to much of what is wrong with America and not enough about what is good and right across our Nation and in our communities.

It is in that light that I rise today to speak about a young man in Florida whose compassion and humanity should serve as a reminder to all of us that there is much about America that is good and right—12 year old Jeremy Marks-Peltz of Kendall, FL.

Last year Jeremy was on a boat tour in south Florida and saw the unfortunate plight of homeless people living in cardboard boxes. He decided he wanted to help them, and began organizing a food, clothes and furniture drive for

some of south Florida's homeless charities.

Jeremy went to Bloomingdale's in Miami seeking assistance for his charity drive; they decided to help. Bloomingdale's recently wrote me about Jeremy's efforts and why they got involved.

We receive hundreds of requests from charities for donations through letters, but this was the first time I was face to face with a twelve year old boy wanting to help the needy. It was touching and in a society that some times only remembers the needy during the holidays, it was refreshing.

With Bloomingdale's assistance. Jeremy's desire to make a difference in his community has resulted in a full-scale campaign called, Making a World of Difference, which will run through the year. The campaign, which began in February, consists of an appeal to all of Bloomingdale's customers for donations for the needy, including food, clothing and furniture.

Over the years I have said many times that individuals must play a greater role in the fight to make our communities safer, more prosperous, and simply better places for all of us to live. Jeremy's work to make south Florida a better place for all its residents to live exemplifies that ideal.

John Randolph once wrote, "Life is not so important as the duties of life." Only 12 years old, Jeremy Marks-Peltz has already learned this lesson well. His compassion, commitment, and understanding of what is genuinely important in this world are truly shining examples for all of us.●

TRIBUTE TO FIRST TENNESSEE BANK

● Mr. FRIST. Mr. President, I rise today to salute First Tennessee National Corporation, an innovative company that maintains company success by focusing on a family-friendly environment. First Tennessee Bank's success can be attributed in part to the amount of time and effort they put into maintaining a positive employee-company relationship.

Three years ago, First Tennessee developed its Family Matters program to address concerns that involved the work-family relationship. They realized early on that employee job performance did not rely solely on the working conditions at the office. Personal time influenced employees' overall attitude, and in turn, their attitude toward work. First Tennessee adopted a non-traditional work schedule that gives employees more freedom to adjust their schedules around personal needs or family obligations. Family Matters trained managers and supervisors to work with employees who wanted flexible work hours to give them the time they needed without sacrificing job productivity. Variations of the flexible hours differ, but one good example can be seen at First Tennessee's downtown Chattanooga branch office. Richard Grant, Vice President of