

time off for working more than a 40-hour workweek. Under current law, an employer cannot allow an employee to work 45 hours one week in exchange for 35 hours the next week so the worker can attend, for example, a child's baseball game, a parent-teacher conference, or doctor's appointment. S. 4 will change this rigid interpretation of the FLSA. It will allow workers the ability to arrange biweekly work schedules—the employee could work any combination of 80 hours over 2 weeks, if agreed to by the employer. Someone could work a long week and then a short week to best fit the needs of his or her family.

The Family Friendly Workplace Act also provides, if agreed to by both employer and employee, a way for employees to "bank" overtime hours—up to 6 weeks of paid time—so that, when needed, employees will have a way to take extended leave and still have a paycheck. In contrast, President Clinton is proposing that Congress mandate to employers that an employee be granted extra—that is, unpaid—time off to attend to family needs.

As a safeguard against abuse, S. 4 requires that any flexible work arrangement or banked overtime hours be agreed upon by both the employer and the employee, without coercion. In addition, the amount of time an employee could accumulate would be limited to 240 hours. Moreover, at the end of the year, employers must "cash out" by paying the employee for the unused accumulated hours—The employee must be able to "cash out" his or her accumulated leave within 30 days. Collective bargaining agreements would remain unaffected, but the revised work schedule could be worked into a collective bargaining agreement.

Families today are looking for ways to better manage work and child-rearing. Without imposing additional Government mandates on employers, S. 4 will provide employers and employees the flexibility to better juggle the responsibilities of work and family. According to Lynn Hayes, author of "The Best Jobs in America for Parents," when working parents are asked what they desire most in a job, a majority answer "flexibility in scheduling." And, according to a study commissioned a few years ago by Arizona's Salt River Project of the Southwest region, a majority of parents with children under 13 are willing to trade salary increases for flexible time, leave, and dependent-care benefits.

There are other studies showing that Americans want flexibility in the workplace. In a work/family study conducted by Johnson & Johnson, for example, the company expected a need for child care to surface. Instead, "the big issue that popped out was that of all the things that we would do as a corporation in support of parents, the biggest factor was that they wanted a flexible work schedule."

Mr. President, the Family Friendly Workplace Act will update labor law to

allow for increased flexibility in the workplace and to better reflect the needs of today's families. As we all know, today's parents are under a great deal of pressure—to provide for their children financially and provide the time needed to raise a healthy child, capable of contributing positively to society. We in Congress should respond by correcting the law, when possible and without mandate, to improve the ability of parents to provide for their children.

Reforming both tax and labor law will go a long way toward improving the quality of life of the American family. In 1950, the average family paid one dollar in taxes to the Federal Government for every \$50 earned. Today, it pays almost \$1 out of every \$3 earned. That is why I am introducing the Tax Limitation Amendment, a proposed amendment to the Constitution to require a two-thirds vote of the House and Senate to increase taxes—reducing taxes could be achieved by a simple majority—and why I support such initiatives as a \$500 tax cut for families with children under 18.

Today's increased tax burden has kept parents working more hours to keep more of their own hard-earned dollars. High taxes are more than a strain on our pocketbooks—they are allowing us to spend less time with our children, or with others who may be dependent upon us. In concert with tax relief, the hours that the Family Friendly Workplace Act can provide a working mother or father to spend with growing children will begin to remove some of the financial and scheduling headaches presented by so many jobs today.

Once the public learns about the Family Friendly Workplace Act, and what it has to offer the American family, I believe there will be a groundswell of support that will be heard around the Capitol. I urge my colleagues in both the House and the Senate to quickly pass this bill and send it to the President, so that he will be given an early opportunity to, as he has said, "pass a flex-time law that allows employees to take their overtime pay in money, or in time off, depending on what's better for their family."●

DEATH OF CLYDE TOMBAUGH

● Mr. BINGAMAN. Mr. President, last week my State and this country lost an extraordinary man. Clyde Tombaugh, a retired New Mexico State University professor, died on January 17 at the age of 90.

In 1930, at the age of 24, this completely self-taught high school graduate was working at an observatory in Arizona when he spotted something unusual in a photographic plate. Remarkably, his discovery turned out to be the ninth planet, Pluto.

His discovery earned him a full scholarship to the University of Kansas to study astronomy, and he went on to a long and distinguished career. He

founded the research astronomy department of NMSU, and retired in 1973 and served as professor emeritus.

This "remarkable man of science," as one colleague described him, has left a truly great legacy.●

TRIBUTE TO FATHER WILLIAM M. MOBLEY, JR.

● Mrs. MURRAY. Mr. President, I stand today in recognition of an extraordinary, colorful lifetime of service and dedication by one individual who strove to make a difference in his community. Father William M. Mobley was, in many respects, larger than life; he was the type of person who several centuries ago would have typified the Renaissance man. He was a soldier, historian, teacher, playwright, and actor. But, in addition to his high intellect and varied cultural interests, Father Mobley was a man grounded in his Catholic faith and dedicated to the everyday concerns of his parishioners.

He was known widely as Father Bill in Mukilteo and nearby Everett, cities just north of Seattle in my home State of Washington. It was here that he served St. John's Mission and St. Mary Magdalene Church from 1987 until his death this past Christmas Eve, December 24, 1996.

Father Mobley came to the priesthood, and his Catholic faith, late in his life. Born on April 3, 1929, he was raised in Southern Baptist roots in Birmingham, AL. He was first introduced to Catholicism while an Air Force soldier during the Korean war, and converted in 1954. In 1956, Father Mobley graduated with honors from Birmingham-Southern College, where he was widely acclaimed for his acting, directing, and writing abilities in the theater. Though he was offered a prestigious scholarship to the Yale Drama School, Father Mobley turned his attention to helping those around him. Influenced by this desire to serve others, Father Mobley joined Dr. Tom Barton, whom he had met while working at a hospital in Pell City, AL, and traveled to Green River, UT. From 1959 to 1970, Father Mobley assisted Dr. Barton in managing a badly needed medical center that serviced residents of Green River and east-central Utah.

In 1970, at the age of 41, Father Mobley entered the Pope John XXIII National Seminary in Weston, MA. Unfortunately, soon thereafter, Father Mobley suffered a heart attack, the first of three he would have in his lifetime, and had to have open-heart surgery. While this would have been an insurmountable hurdle for a lot of people, Father Mobley rose above his physical pains and persevered to complete his ordination in December 1973.

He then returned to Utah to serve in the Diocese of Salt Lake City. While there, Father Mobley touched innumerable lives and hearts, participated in charitable work, and ran a retreat house in Logan, UT. But the strains of his physical condition were taking