

young Americans for their extraordinary achievements.

It is an unfortunate reality today that America's young people face more difficult challenges than ever before. The lure of gangs, drugs, alcohol, and sex increases the potential for irresponsible behavior and violence at ever earlier ages. On a daily basis, young people are exposed to a confusing array of messages and sometimes dubious role models. And even the best-intentioned working parents find it hard to spend the kind of quality time with their children that would help them sort through these pervasive influences. All too often, the media focuses on negative stories about America's young people.

Yet, there are many examples of exceptional young Americans who have risen above these challenges to accomplish extraordinary things for their community and for their country. Samantha Smith, who lived in Manchester, ME, is a prime example. In 1982, at the age of 10, Samantha wrote a letter to Chairman Yuri Andropov of the Soviet Union urging peace at the height of the cold war. As a result, she was invited by the Soviet leader to visit his country the following year. Samantha's trip received worldwide attention, and the schoolgirl became widely recognized as a spokesperson for peace and international understanding. Tragically, Samantha's life was cut short in 1985 in a fatal plane crash when she was only 13.

Other young Americans have demonstrated the same kind of initiative and vision which Samantha embodied. The youth of our country need to be aware of these positive role models from among their own age group. I am, therefore, introducing a sense-of-the-Senate resolution today calling upon the U.S. Postal Service to issue a series of stamps recognizing young Americans, starting with Samantha Smith, for the extraordinary contributions they have made.

ADDITIONAL STATEMENTS

FAMILY FRIENDLY WORKPLACE ACT

• Mr. ENZI. Mr. President, I rise today in support of S. 4, the Family Friendly Workplace Act. I am proud to be an original cosponsor of this important measure. By amending the Fair Labor Standards Act of 1938, this act would provide employees with flexible work schedules, and increase their choices and options for their time at work and quality time with their families. Ensuring that such opportunities are provided to our workers, better known as mothers and fathers, can only serve to strengthening our American families.

According to the Bureau of Labor Statistics, 63 percent of mother and father households now see both parents working outside of the home. Moreover, 76 percent of mothers with

school-age children now work. That is why we must take action now to help employees balance the demands of work and family lives. I believe the Family Friendly Workplace Act is an important first step in helping our Nation's working parents do just that.

In 1993, the President signed the Family and Medical Leave Act into law. While well intended, the Federal Government took a 13-page law and transformed it into 300 pages of regulations. It then became a true administrative nightmare. Instead of targeting employees with choices and options for their work schedules, the President decided instead to target employers with a mandated mound of paperwork. To make matters worse, the President announced during the 1996 campaign his intention to expand the Family and Medical Leave Act by forcing employers to provide school activity and community leave for their employees. Such misguided mandates resurrect the words of Abraham Lincoln who said, "You cannot lift the wage earner by pulling down the wage payer." As lawmakers, we have the ability to prevent this Nation from traveling further down the road of federally mandated workplace conditions. By passing the Family Friendly Workplace Act, we will avoid the creation of an environment littered with friction and litigation and embrace mutual cooperation and respect.

Wage payers are not heartless and cruel reincarnations of Ebenezer Scrooge. Having played the wage payer role for over 26 years, I take great offense when employers are characterized as being the bad guys. The majority of employers cherish their most valuable assets—their employees. It is truly misleading and deceptive for anyone to say otherwise. For without the employee, management will ultimately have no staff, no profits—and no business. Watching out for employees is just good business.

As an alternative to employer mandates, this legislation would provide compensatory time off that would allow employers to offer and employees to choose to use compensatory time for school and family activities and a whole range of other personal reasons—without getting the Government involved in certifying and documenting these events. The President's expansion of the Family and Medical Leave Act would require employees to get certification for taking time off to attend a child's soccer match, piano recital, or even a meeting with a schoolteacher. Under this bill, employees have the right to choose compensatory time instead of cash wages at a rate not less than 1½ hours of each hour of overtime worked. Employees would be able to accrue up to 240 hours annually and have the opportunity to cash-out their accrued hours at least once a year. That's a lot of time we should be spending with our children—an investment in our future.

Federal employees have enjoyed flexible work schedules, chock full of

choices and options, since 1978. Legislation that amends the Fair Labor Standards Act of 1938 is long overdue. We appear to have no confidence in private sector employees' ability to make rational decisions on how to spend their time.

I have been blessed with a wife and three wonderful children. Like many who place value in time shared with family, I believe that such moments are a priceless commodity that can never be replaced—or regained—once lost. At a time when our society clings to every fiber of family life, I can see no better way for Congress and the President to express our support for the American family than by passing and then urging the President to sign into law, S. 4, the Family Friendly Workplace Act.

I urge my colleagues to join me in giving employees the opportunity to balance their work and family obligations.

I yield the floor. •

THE FLOOD OF 1996

• Mr. MOYNIHAN. Mr. President, while people in Washington and around the country celebrated the Presidential inauguration this past weekend, people in New York State observed the 1-year anniversary of an event of a very different kind—one of the worst natural disasters we have ever faced. In New York, especially upstate New York, January 19, 1996, will forever be known as the day the waters came.

A combination of severe thunderstorms and melting snow led to one of the worst floods in our State's history. Forty-one of the State's 62 counties were declared disaster areas. According to the Federal Emergency Management Agency, damages were greater than \$100 million. My home county, Delaware, was the hardest hit; bridges were washed away, homes were ruined, roads were destroyed, fields were inundated, and entire villages were left under water. Six of the eleven fatalities caused by the flood were in Delaware County.

Over the past year, the people of New York have tried to rebuild their homes and their lives. Our towns, villages, and counties have tried to rebuild their roads and municipal facilities. FEMA and the State Emergency Management Office, or SEMO, have been there to help, but it has not been easy. The flood of January 19 was not the only one of the year. It came just 2 weeks after the great blizzard of 1996. Then in October, the New York City area was hit by a severe flood, and only a month later, large parts of upstate New York were flooded again. Although not as severe as the January floods, heavy rains again caused damages in several areas of the State, especially Clinton and Essex Counties in the northeast corner, and once again, Delaware County was hit.

Ask any local official in upstate New York what they will remember most