

or group productivity goals and the savings achieved from improved productivity, or the gains, are then shared between the company and the employees. The payouts are based directly on factors under an employee's control, such as productivity or costs, rather than on the company's profits. Thus employees directly benefit from improvements that they help to produce by increasing their overall compensation.

Unfortunately, employers who choose to implement such programs for their hourly employees can be burdened with unpredictable and complex requirements by the FLSA, which clearly did not envision these types of "pay based on performance" plans.

For example, if a bonus is based on production, performance, or other factors, the payment must be divided by the number of hours worked by the non-exempt employee during the time period that the bonus is meant to cover, and added to the employee's regular hourly pay rate. This adjusted hourly rate must then be used to recalculate the employee's overtime rate of pay. The employer is then responsible to pay the difference between the old overtime pay rate and the new recalculated overtime pay rate. For other types of employees, such as executive, administrative, or professional employees who are exempt from minimum wage and overtime, an employer can easily give financial rewards without having to recalculate rates of pay.

Simply put, this legislation would amend the FLSA to allow employers to give nonexempt hourly employees gainsharing, or performance bonuses without making employers go through the cost of recalculating hourly and overtime pay. This would give hourly non-exempt employees the same access to bonuses and gainsharing programs that exempt employees receive.

Performance bonuses and gainsharing programs are a way for employees to share in the success of the company they work for. Whether exempt or non-exempt, all employees should have the same opportunity to receive bonuses for their hard work.

HONORING THE LATE JAMES PAGE
KYLE

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. McINNIS. Mr. Speaker, I would like to take this opportunity to pay respects to one of Western Colorado's leading citizens. James Page Kyle, who passed away on March 30. He was 83 years old. Many people throughout Western Colorado benefited from Jim and the work he did. Jim was a devoted husband and father. In November of this year, Jim and his wife Evelyn would have celebrated their 60th wedding anniversary.

Jim attended the University of Kansas, Ottawa University and Central Missouri State Teacher's College before joining the Army Air Corps during World War II, where he served for six years. He later retired from the USAF Reserve as a Major. After WWII, Jim settled in Grand Junction where he managed Inde-

pendent Lumber Company branches in Grand Junction, Palisade, Meeker and Cortez until he started his own contracting business, Kyle Sales Company in Cortez.

Besides his business, Jim managed the Cortez Chamber of Commerce and was associated with the development of the Telluride Ski Corporation. In 1974, Jim returned to Grand Junction where he was the Land Use Administrator for Mesa County. After he retired, Jim felt the need to work again so he became a seasonal Park Ranger at the Colorado National Monument.

During his spare time he was involved with the Church of the Nativity Episcopal Church, the Retired Officers Association, Past Presidents of Rotary International, and was a patron of the arts.

Mr. Speaker, Western Colorado has lost a very hard working and dedicated citizen, which is why I would like to recognize him with this CONGRESSIONAL RECORD.

NATIONAL NURSING HOME WEEK
IN CARTERSVILLE, GEORGIA

HON. BOB BARR

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. BARR of Georgia. Mr. Speaker, the population of Americans residing in our nation's nursing home facilities today represents two generations of citizens who worked hard to build the strong and prosperous society we now enjoy. These are the generations of our parents and grandparents; our neighbors and friends.

I am proud to say the residents of long-term care facilities in Georgia's Seventh District will be recognized during National Nursing Home Week, an annual event celebrated at Starcrest Long-Term Care Facility in Cartersville, Georgia.

During the week of May 13, 2001, the community of Cartersville will honor those citizens residing in nursing facilities with festivities, including a Community Beautification Project and a family and friends reception. The celebration's theme, "Love is Ageless," embodies the overarching goal of National Nursing Home Week: to increase awareness and appreciation of these very special citizens.

National Nursing Home Week at Cartersville's Starcrest Long-Term Care Facility is an event designed to give back to those Georgians who have already given mightily for two generations. I join in recognizing this exceptional community celebration.

TRIBUTE TO THE HONORABLE
JUDGE REYNALDO G. GARZA

HON. SOLOMON P. ORTIZ

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. ORTIZ. Mr. Speaker, I rise today to pay tribute to the service of the Honorable Judge Reynaldo G. Garza, a patriot from South Texas who has served our community and our

country for 40 years on the federal bench. This weekend, Judge Garza will be honored for his nearly half-century of service.

Judge Garza practiced law in Brownsville before enlisting in the United States Air Force during World War II. He resumed his law practice after the war and was appointed to the United States District Court for the Southern District of Texas in 1961 by the late President John F. Kennedy. He was the first Hispanic jurist to be appointed to the federal bench in South Texas. By 1974 he was the Chief Judge for the Southern District of Texas. Just five years later, President Jimmy Carter appointed him to the Fifth Circuit Court of Appeals.

Judge Garza's deep devotion to education has always been a common thread running throughout his life and service. In front of young audiences, he recalls what his father told his children on his death bed. His father told them he did not leave them wealth, but he did leave with a good education, something that no one could ever take away. Judge Garza has also said many times, "I do not worry about an educated man in my court for he knows how to take care of himself. I do worry about the uneducated one who is the victim of unscrupulous people who are always trying to take advantage."

Judge Garza sought political office twice before becoming a Federal Judge. In 1941 he was elected to the School Board of the Brownsville Independent School District, and in 1947, he was elected City Commissioner of the City of Brownsville. He served on the Texas Education Standards Committee and the Committee of Twenty-Five on Education Beyond the High School, which resulted in the creation of the Coordinating Board of Colleges and Universities. He also served as a member of the Select Committee on Higher Education.

His interest in international affairs is evident by his service on the Latin-American Relations Committee of the Brownsville Chamber of Commerce, and on the Valley Chamber of Commerce. He is also one of the original members of the International Good Neighbor Council. He is an active member of our community, serving as President of the Brownsville Rotary Club, director of the United Fund of Brownsville, treasurer of the Cameron County Child Welfare Board, and a member of the Advisory Board of the Rio Grande Council of the Boy Scouts of America.

This talented jurist has a talented family. He and his lovely wife Bertha have five children: Reynaldo Jr., David, Ygnacio, Bertha Elizondo and Monica. They are attorneys, accountants, teachers and public servants. Judge Garza's family is a reflection of his work ethic and love of country.

I ask the Members of the United States House of Representatives to join me today in commending Judge Reynaldo G. Garza, a pioneer in our community, as we commemorate his 40 years of service in our federal judiciary.