

Originally Processed With FOIA(s):

FOIA Number:

S

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the George Bush Presidential Library Staff.

Record Group/Collection: George H.W. Bush Presidential Records
Collection/Office of Origin: Speechwriting, White House Office of
Series: Snow, Tony, Files
Subseries: Subject File, 1988-1993

OA/ID Number: 13900
Folder ID Number: 13900-010

Folder Title:
["Workplace 2000," 10/25/91]

Stack:	Row:	Section:	Shelf:	Position:
G	18	29	3	1

WASHINGTON OFFICE:

104 CANNON BUILDING
WASHINGTON, DC 20515
202 225-5136

CONSTITUENT SERVICES OFFICES

1651 OLD MEADOW ROAD
SUITE 115
MCLEAN, VA 22102
703 734-1500

19 EAST MARKET STREET
LEESBURG, VA 22075
703 777-4422
METRO NUMBER
703 478-1303

Congress of the United States

House of Representatives

Washington, DC 20515

"WORKPLACE 2000"

Statement of Rep. Frank R. Wolf

October 25, 1991

TRANSPORTATION
TREASURY—POSTAL SERVICE—GENERAL
GOVERNMENT
SELECT COMMITTEE
ON CHILDREN, YOUTH
AND FAMILIES
SELECT COMMITTEE
ON HUNGER
COMMISSION ON SECURITY AND
COOPERATION IN EUROPE

I want to welcome you this morning to "WORKPLACE 2000." It is good to see so many northern Virginia businesses represented here today and I'm pleased that you all have come together to learn about profitable ways to help families and businesses combine in a win-win partnership that can enhance the bottom line of American business and strengthen our families in the process.

We have some very exciting speakers this morning who will be exploring how to fit together the pieces in the work/family puzzle: Earle Williams, one of our region's most innovative business leaders and president of BDM International, Inc., will provide brief remarks and introduce our keynote speaker, David Kearns. Mr. Kearns is the former CEO of Xerox Corporation and currently the deputy secretary of Education. As a national business leader and the second-highest ranking official at the Department of Education, he brings a unique understanding of what American businesses should be doing today to ensure their overall competitiveness tomorrow.

After Mr. Kearns' address, Kathleen Matthews, WJLA-TV anchor and host of "Working Woman" television show, will moderate a panel discussion on the work-family issues facing our nation's employers today. As the host of "Working Woman" and the mother

of three children, Ms. Matthews brings extensive "real life" knowledge of the needs of working parents to the panel.

Panelists will include Raymond Smith, chairman and CEO of Bell Atlantic; Madelyn Jennings, senior vice president of personnel for Gannett Co.; and Lynn Hayes, co-author of The Best Jobs in America for Parents. Then we will follow with a session of resource groups to provide details on how to implement "family friendly" policies in the workplace.

As we will hear today, flexible work policies are an exciting, fluid and creative trend in the public and private sector. The possibilities are as numerous as there are creative employees and managers. Bell Atlantic, for example, recently undertook an extensive telecommuting project from its Arlington, Virginia, headquarters where some of its employees now work from the comfort of their homes drafting reports, doing research, and talking with customers on the phone. Another example of a company responding to the needs of its employees is Arthur Andersen/Andersen Consulting. It allows its professional staff to come back to work part-time after taking a leave of absence while still participating in a partner track with the firm.

IBM offers a number of flexible arrangement for its employees as well. For example, employees can take a minimum of 30 minutes or up to a maximum of two hours for a meal break. With management approval, this window of time in an employee's workday can be used for such activities as attending a child's school function or visiting an elderly relative.

As J.T. Childs, a pioneer in the work/family arena as a manager at IBM explains, in the 1980s companies were deciding whether to adopt family friendly policies. Now companies are asking when and what kind of policies to adopt. When should companies offer flexible, family friendly work policies? As soon as they are interested in improving their bottom line. What kind of policies should they offer? A good place to start is with what the employees overwhelmingly request: flexibility. As John Naisbitt, the author of Megatrends explains, "to attract and keep good people, flexibility must become the watchword of leadership."

Families today suffer from twin deficits. First, there is the financial deficit caused by the bigger and bigger tax bite into the family pie. This in turn causes parents to have to work longer hours thus creating the "family time" deficit-- parents spending less time with their children. In Congress I have devoted my efforts to helping today's hard pressed families by advocating family tax relief and more family friendly employment practices so that families will not continually be caught between a rock and a workplace.

In serving on both the House Post Office and Civil Service Committee and the Treasury, Postal Service and General Government Appropriations Subcommittee, over the past several years we have passed legislation making the federal government a more pro-family employer.

Flexitime legislation has been implemented which allows employees to structure their work week in a manner that provides for additional family time. More recently, we included in the Treasury bill language that allows federal agencies to pay expenses associated with flexiplace, or home-based employment.

We also earmarked money for the Office of Personnel Management to establish a computerized system to help employees enter into job-sharing arrangements. Additionally, almost every agency has now established a leave sharing system so that seriously ill employees who have exhausted their own annual leave can receive donated leave from their colleagues.

I have also worked hard to provide on and near-site day care options for parents in both the government and the private sector. Such centers can shorten the time that parents are away from their children and allow them to see them throughout the day. As a result of language I authored several years ago, there are now over 70 on-site day care centers for federal employees at various government agencies throughout the country. These initiatives have resulted in the government being a more flexible and responsive employer with regard to family matters.

And what about the bottom line? The Conference Board reports that almost two-thirds of employers surveyed said that employees who utilize flexible work arrangements sustained higher productivity. This same survey found that of the firms that offer

job sharing, for example, 91 percent are satisfied with performance levels. Satisfied employers and happier employees cannot help but improve American competitiveness.

Families today are increasingly viewing their work and family choices in an overall picture that emphasizes healthy family life. Many parents want to get off the "fast track" and find a more "human track" or "family track" where both mothers and fathers can have a more appropriate work and family balance without shortchanging their children or failing their employers. Companies that adopt creative, flexible policies will be on the "right track" to success for both American business and American families. Now, it is my pleasure to introduce to you Earle Williams, one of the leaders of northern Virginia's business community.