

In the Senate of the United States,

October 3, 1996.

Resolved, That the bill from the House of Representatives (H.R. 3452) entitled “An Act to make certain laws applicable to the Executive Office of the President, and for other purposes.”, do pass with the following

AMENDMENTS:

1 **(1)**Page 2, in the table of contents, strike out sections
2 4 through 9 and insert:

Sec. 4. Applicability of future employment laws.

Sec. 5. Repeal of section 303 of the Government Employee Rights Act of 1991.

3 **(2)**Page 3, strike out **["420]** and insert: “421

4 **(3)**Page 3, strike out **["430]** and insert: “431

5 **(4)**Page 3, in the heading for subchapter III, strike out
6 **[DISPUTE-]** and insert: *DISPUTE*

7 **(5)**Page 3, strike out **["457. Definitions.]**

8 **(6)**Page 3, strike out all of subchapter IV and subchapter
9 V and insert:

*“SUBCHAPTER IV—EFFECTIVE DATE**“471. Effective date.*

1 **(7)**Page 3, strike out line 1 and insert:

2 *“SUBCHAPTER I—GENERAL PROVISIONS*

3 **(8)**Page 3, strike out line 2 and insert:

4 **“§401. Definitions**

5 **(9)**Page 3, line 3, strike out **[Except]** and insert:

6 *(a) IN GENERAL.—Except*

7 **(10)**Page 4, after line 16 insert:

8 *“(b) DEFINITIONS RELATING TO CERTAIN MAT-*
 9 *TERS.—For purposes of applying this chapter with respect*
 10 *to any practice or other matter—*

11 *“(1) to which section 411 relates, the terms ‘em-*
 12 *ploying office’ and ‘covered employee’ shall each be*
 13 *considered to have the meaning given to the term by*
 14 *such section;*

15 *“(2) to which section 412 relates, the term ‘cov-*
 16 *ered employee’ means a covered employee described in*
 17 *section 412(a)(2)(B);*

18 *“(3) to which section 413 relates, the term ‘cov-*
 19 *ered employee’ excludes interns and volunteers, as de-*
 20 *scribed in section 413(a)(2); and*

1 “(4) to which section 416 relates, the term ‘cov-
 2 ered employee’ means a covered employee described in
 3 section 416(a)(2).

4 **(11)**Page 4, strike out line 17 and insert:

5 **“§402. Application of laws**

6 **(12)**Page 6, strike out lines 1 and 2 and insert:

7 “*SUBCHAPTER II—EXTENSION OF RIGHTS AND*
 8 *PROTECTIONS*”

9 **(13)**Page 6, strike out lines 9 through 14 and insert:

10 **“§411. Rights and protections under title VII of the**
 11 ***Civil Rights Act of 1964, the Age Discrimi-***
 12 ***nation in Employment Act of 1967, the Re-***
 13 ***habilitation Act of 1973, and title I of the***
 14 ***Americans with Disabilities Act of 1990***”

15 **(14)**Page 9, after line 13 insert:

16 “(d) *REGULATIONS TO IMPLEMENT SECTION.—*

17 “(1) *IN GENERAL.—The President, or the des-*
 18 *ignee of the President, shall issue regulations to im-*
 19 *plement paragraphs (1) and (3) of subsection (a) and*
 20 *paragraphs (1) and (3) of subsection (b).*”

21 “(2) *AGENCY REGULATIONS.—The regulations is-*
 22 *sued under paragraph (1) shall be the same as sub-*
 23 *stantive regulations promulgated by the appropriate*
 24 *officer of an executive agency to implement the statu-*

1 *tory provisions referred to in paragraphs (1) and (3)*
2 *of subsection (a) and paragraphs (1) and (3) of sub-*
3 *section (b)—*

4 *“(A) except to the extent that the President*
5 *or designee may determine, for good cause shown*
6 *and stated together with the regulation, that a*
7 *modification of such regulations would be more*
8 *effective for the implementation of the rights and*
9 *protections under this section; and*

10 *“(B) except that the President or designee*
11 *may, at the discretion of the President or des-*
12 *ignee, issue regulations to implement a provision*
13 *of section 717 of the Civil Rights Act of 1964 or*
14 *section 501 of the Rehabilitation Act of 1973*
15 *that applies to employees in the executive branch*
16 *of the Federal Government in lieu of an analo-*
17 *gous statutory provision referred to in para-*
18 *graph (1) or (3) of subsection (a) or paragraph*
19 *(1) or (3) of subsection (b), if the issuance of*
20 *such regulations—*

21 *“(i) would be equally effective for the*
22 *implementation of the rights and protec-*
23 *tions under this section; and*

24 *“(ii) would promote uniformity in the*
25 *application of Federal law to employees in*

1 *the executive branch of the Federal Govern-*
2 *ment.*

3 **(15)**Page 9, line 14, strike out **[(d)]** and insert: *(e)*

4 **(16)**Page 9, after line 17 insert:

5 “*(f) EFFECTIVE DATE.—This section shall take effect*
6 *on October 1, 1997.*

7 **(17)**Page 9, strike out lines 18 and 19 and insert:

8 **“§412. Rights and protections under the Family and**
9 **Medical Leave Act of 1993**

10 **(18)**Page 10, line 13, strike out **[damages]** and insert:

11 *remedy*

12 **(19)**Page 10, after line 16 insert:

13 “*(c) REGULATIONS TO IMPLEMENT SECTION.—*

14 “*(1) IN GENERAL.—The President, or the des-*
15 *ignee of the President, shall issue regulations to im-*
16 *plement this section.*

17 “*(2) AGENCY REGULATIONS.—The regulations is-*
18 *sued under paragraph (1) shall be the same as sub-*
19 *stantive regulations promulgated by the Secretary of*
20 *Labor to implement the statutory provisions referred*
21 *to in subsections (a) and (b)—*

22 “*(A) except to the extent that the President*
23 *or designee may determine, for good cause shown*

1 *and stated together with the regulation, that a*
2 *modification of such regulations would be more*
3 *effective for the implementation of the rights and*
4 *protections under this section; and*

5 *“(B) except that the President or designee*
6 *may, at the discretion of the President or des-*
7 *ignee, issue regulations to implement a provision*
8 *of subchapter V of chapter 63 of title 5, United*
9 *States Code, that applies to employees in the ex-*
10 *ecutive branch of the Federal Government in lieu*
11 *of an analogous statutory provision referred to*
12 *in subsection (a) or (b), if the issuance of such*
13 *regulations—*

14 *“(i) would be equally effective for the*
15 *implementation of the rights and protec-*
16 *tions under this section; and*

17 *“(ii) would promote uniformity in the*
18 *application of Federal law to employees in*
19 *the executive branch of the Federal Govern-*
20 *ment.*

21 *“(d) EFFECTIVE DATE.—Subsections (a) and (b) shall*
22 *take effect on the earlier of—*

23 *“(1) the effective date of regulations issued under*
24 *subsection (c); or*

25 *“(2) October 1, 1998.*

1 **(20)**Page 10, strike out lines 17 and 18 and insert:

2 **“§413. Rights and protections under the Fair Labor**
3 **Standards Act of 1938**

4 **(21)**Page 11, line 14, strike out **【President】** and insert:

5 *President, or the designee of the President,*

6 **(22)**Page 11, line 21, strike out **【subsection (a) except**

7 **insofar as the President】** and insert: *subsections (a) and*

8 *(b) except to the extent that the President or designee*

9 **(23)**Page 12, line 2, strike out **【President】** and insert:

10 *President or designee*

11 **(24)**Page 12, after line 7 insert:

12 *“(d) EFFECTIVE DATE.—Subsections (a) and (b) shall*
13 *take effect on the earlier of—*

14 *“(1) the effective date of regulations issued under*
15 *subsection (c); or*

16 *“(2) October 1, 1998.*

17 **(25)**Page 12, strike out lines 8 through 10 and insert:

18 **“§414. Rights and protections under the Employee**
19 **Polygraph Protection Act of 1988**

20 **(26)**Page 12, line 23, strike out **【President】** and insert:

21 *President, or the designee of the President,*

1 **(27)**Page 13, line 6, strike out **【insofar as the President】**
2 and insert: *to the extent that the President or designee*

3 **(28)**Page 13, after line 10 insert:

4 “(d) *EFFECTIVE DATE.*—*Subsections (a) and (b) shall*
5 *take effect on the earlier of—*

6 “(1) *the effective date of regulations issued under*
7 *subsection (c); or*

8 “(2) *October 1, 1998.*

9 **(29)**Page 13, strike out lines 11 through 13 and insert:

10 “**§415. *Rights and protections under the Worker Ad-***
11 ***justment and Retraining Notification Act***

12 **(30)**Page 14, lines 3 and 4, strike out **【does not succeed**
13 **himself】** and insert: *is not elected to a successive term*

14 **(31)**Page 15, line 11, strike out **【President】** and insert:
15 *President, or the designee of the President,*

16 **(32)**Page 15, lines 17 and 18, strike out **【subsection (a)**
17 **except insofar as the President】** and insert: *subsections (a)*
18 *and (b) except to the extent that the President or designee*

19 **(33)**Page 15, after line 22 insert:

20 “(d) *EFFECTIVE DATE.*—*Subsections (a) and (b) shall*
21 *take effect on the earlier of—*

22 “(1) *the effective date of regulations issued under*
23 *subsection (c); or*

1 “(2) *October 1, 1998.*

2 **(34)**Page 16, strike out lines 1 and 2 and insert:

3 **“§416. *Rights and protections relating to veterans’***
 4 ***employment and reemployment***

5 **(35)**Page 17, line 2, strike out **【President】** and insert:

6 *President, or the designee of the President,*

7 **(36)**Page 17, strike out lines 4 through 13 and insert:

8 “(2) *AGENCY REGULATIONS.—The regulations is-*
 9 *sued under paragraph (1) shall be the same as sub-*
 10 *stantive regulations promulgated by the Secretary of*
 11 *Labor to implement the statutory provisions referred*
 12 *to in subsections (a) and (b)—*

13 “(A) *except to the extent that the President*
 14 *or designee may determine, for good cause shown*
 15 *and stated together with the regulation, that a*
 16 *modification of such regulations would be more*
 17 *effective for the implementation of the rights and*
 18 *protections under this section; and*

19 “(B) *except that the President or designee*
 20 *may, at the discretion of the President or des-*
 21 *ignee, issue regulations to implement a provision*
 22 *of section 4314 or 4324 of title 38, United States*
 23 *Code, that applies to employees in the executive*
 24 *branch of the Federal Government in lieu of an*

1 *analogous statutory provision referred to in sub-*
 2 *section (a) or (b), if the issuance of such regula-*
 3 *tions—*

4 *“(i) would be equally effective for the*
 5 *implementation of the rights and protec-*
 6 *tions under this section; and*

7 *“(ii) would promote uniformity in the*
 8 *application of Federal law to employees in*
 9 *the executive branch of the Federal Govern-*
 10 *ment.*

11 **(37)**Page 17, after line 13 insert:

12 *“(d) EFFECTIVE DATE.—Subsections (a) and (b) shall*
 13 *take effect on the earlier of—*

14 *“(1) the effective date of regulations issued under*
 15 *subsection (c); or*

16 *“(2) October 1, 1998.*

17 **(38)**Page 17, strike out line 14 and insert:

18 **“§417. Prohibition of intimidation or reprisal**

19 **(39)**Page 18, strike out lines 4 through 8

20 **(40)**Page 18, strike out lines 11 and 12 and insert:

21 **“§421. Rights and protections under the Americans**
 22 ***with Disabilities Act of 1990***

23 **(41)**Page 19, after line 16 insert:

1 “(d) *REGULATIONS TO IMPLEMENT SECTION.*—

2 “(1) *IN GENERAL.*—*The President, or the des-*
3 *ignee of the President, shall issue regulations to im-*
4 *plement this section.*

5 “(2) *AGENCY REGULATIONS.*—*The regulations is-*
6 *sued under paragraph (1) shall be the same as sub-*
7 *stantive regulations promulgated by the appropriate*
8 *officer of an executive agency to implement the statu-*
9 *tory provisions referred to in subsections (a) and*
10 *(b)—*

11 “(A) *except to the extent that the President*
12 *or designee may determine, for good cause shown*
13 *and stated together with the regulation, that a*
14 *modification of such regulations would be more*
15 *effective for the implementation of the rights and*
16 *protections under this section; and*

17 “(B) *except that the President or designee*
18 *may, at the discretion of the President or des-*
19 *ignee, issue regulations to implement a provision*
20 *of section 1, 2, 3, or 6 of the Act entitled ‘An Act*
21 *to insure that certain buildings financed with*
22 *Federal funds are so designed and constructed as*
23 *to be accessible to the physically handicapped’,*
24 *approved August 12, 1968 (commonly known as*
25 *the ‘Architectural Barriers Act of 1968’) or sec-*

1 *tion 501 of the Rehabilitation Act of 1973 that*
 2 *applies to agencies of the executive branch of the*
 3 *Federal Government in lieu of an analogous stat-*
 4 *utory provision referred to in subsection (a) or*
 5 *(b), if the issuance of such regulations—*

6 *“(i) would be equally effective for the*
 7 *implementation of the rights and protec-*
 8 *tions under this section; and*

9 *“(ii) would promote uniformity in the*
 10 *application of Federal law to agencies of the*
 11 *executive branch of the Federal Government.*

12 *“(e) EFFECTIVE DATE.—Subsections (a), (b), and (c)*
 13 *shall take effect on the earlier of—*

14 *“(1) the effective date of regulations issued under*
 15 *subsection (d); or*

16 *“(2) October 1, 1998.*

17 **(42)**Page 19, strike out lines 19 through 21 and insert:

18 **“§425. *Rights and protections under the Occupa-***
 19 ***tional Safety and Health Act of 1970; pro-***
 20 ***cedures for remedy of violations***

21 **(43)**Page 21, line 21, strike out **[he]** and insert: *the em-*
 22 *ployer*

1 **(44)**Page 22, lines 16 and 17, strike out **【appropriate**
2 **United States circuit court of appeals】** and insert: *United*
3 *States Court of Appeals for the Federal Circuit*

4 **(45)**Page 23, line 4, strike out **【President】** and insert:
5 *President, or the designee of the President,*

6 **(46)**Page 23, lines 10 and 11, strike out **【subsection (a)**
7 **except to the extent that the President】** and insert: *sub-*
8 *sections (a) and (b)—*

9 *“(A) except to the extent that the President*
10 *or designee*

11 **(47)**Page 23, line 15, strike out **【section.】** and insert:
12 *section; and*

13 *“(B) except that the President or designee*
14 *may, at the discretion of the President or des-*
15 *ignee, issue regulations to implement a provision*
16 *of section 19 of the Occupational Safety and*
17 *Health Act of 1970 that applies to agencies or*
18 *employees of the executive branch of the Federal*
19 *Government in lieu of an analogous statutory*
20 *provision referred to in subsection (a) or (b), if*
21 *the issuance of such regulations—*

22 *“(i) would be equally effective for the*
23 *implementation of the rights and protec-*
24 *tions under this section; and*

1 “(ii) would promote uniformity in the
2 application of Federal law to employees in
3 the executive branch of the Federal Govern-
4 ment.

5 (48)Page 23, after line 21, insert:

6 “(e) *EFFECTIVE DATE*.—Subsections (a) through (c)
7 shall take effect on the earlier of—

8 “(1) the effective date of regulations issued under
9 subsection (d); or

10 “(2) October 1, 1998.

11 (49)Page 24, strike out lines 2 through 5 and insert:

12 **“§431. Application of chapter 71 of title 5, relating to**
13 ***Federal service labor-management rela-***
14 ***tions; procedures for remedy of violations***

15 (50)Page 25, line 5, strike out **【deems】** and insert: *may*
16 *determine that a modification of such regulations is*

17 (51)Page 25, line 19, strike out **【Federal Labor Rela-**
18 **tions】**

19 (52)Page 26, line 19, strike out **【Advisors】** and insert:
20 *Advisers*

21 (53)Page 26, line 22, after “et;” insert: *and*

1 **(54)**Page 26, line 24, strike out **Policy; and** and insert:
 2 *Policy.*

3 **(55)**Page 27, strike out lines 1 and 2 and insert:

4 “(e) *EFFECTIVE DATE.*—

5 “(1) *IN GENERAL.*—*Except as provided in para-*
 6 *graph (2), subsections (a) and (b) shall take effect on*
 7 *the earlier of—*

8 “(A) *the effective date of regulations issued*
 9 *under subsection (c); or*

10 “(B) *October 1, 1998.*

11 “(2) *CERTAIN EMPLOYING OFFICES.*—*Subsections*
 12 *(a) and (b) shall take effect, with respect to employing*
 13 *offices, and employees of employing offices, referred to*
 14 *in subsection (d)(2), on the earlier of—*

15 “(A) *the effective date of regulations issued*
 16 *under subsection (d); or*

17 “(B) *October 1, 1998.*

18 **(56)**Page 27, strike out lines 4 and 5 and insert:

19 **“§435. Generally applicable remedies and limitations**

20 **(57)**Page 27, line 9, strike out **420** and insert: *421*

21 **(58)**Page 29, strike out lines 3 through 7 and insert:

22 “(g) *POLITICAL AFFILIATION.*—*It shall not be a viola-*
 23 *tion of any provision of this chapter to consider, or make*
 24 *any employment decision based on, the party affiliation,*

1 *or political compatibility with the employing office, of an*
 2 *employee who is a covered employee.*

3 **(59)**Page 29, strike out lines 8 and 9 and insert:

4 “*SUBCHAPTER III—ADMINISTRATIVE AND*
 5 *JUDICIAL DISPUTE RESOLUTION PROCEDURES*”

6 **(60)**Page 29, strike out lines 10 and 11 and insert:

7 “**§451. Procedure for consideration of alleged viola-**
 8 **tions**”

9 **(61)**Page 30, strike out line 1 and insert:

10 “**§452. Counseling and mediation**”

11 **(62)**Page 30, line 2, strike out **【President】** and insert:

12 *President, or the designee of the President,*

13 **(63)**Page 30, strike out line 13 and insert:

14 “**§453. Election of proceeding**”

15 **(64)**Page 30, lines 18 and 19, strike out **【administrative】**

16 **(65)**Page 30, strike out line 23 and insert:

17 “**§454. Appropriate agencies**”

18 **(66)**Page 31, line 2, after “Board.” insert: *The complaint*

19 *in an action involving such an alleged violation shall be*

20 *processed under the procedures specified by the President,*

21 *or the designee of the President, in such regulations as the*

22 *President or designee may issue.*

1 (67)Page 31, lines 12 and 13, strike out [other Federal
2 employee] and insert: *employee in the executive branch of*
3 *the Federal Government (other than a covered employee)*

4 (68)Page 31, line 14, strike out [However, in] and in-
5 sert: *In*

6 (69)Page 31, line 16, strike out [(c)(1)]

7 (70)Page 32, lines 7 and 8, strike out [appropriate cir-
8 cuit court of appeals] and insert: *United States Court of*
9 *Appeals for the Federal Circuit*

10 (71)Page 32, strike out line 9 and insert:

11 ***“§455. Effect of failure to issue regulations***

12 (72)Page 32, lines 10 and 11, strike out [President] and
13 insert: *President, or the designee of the President,*

14 (73)Page 32, strike out line 17 and insert:

15 ***“§456. Confidentiality***

16 (74)Page 33, strike out line 1 and all that follows over
17 to and including line 20 on page 38

18 (75)Page 38, strike out all after line 20 over to and in-
19 cluding line 5 on page 39 and insert:

1 “SUBCHAPTER IV—EFFECTIVE DATE

2 **“§ 471. Effective date**

3 “(a) *IN GENERAL.*—*Except as otherwise provided in*
 4 *this chapter, this chapter shall take effect on October 1,*
 5 *1997.*

6 “(b) *REGULATIONS.*—*Sections 411(d), 412(c), 413(c),*
 7 *414(c), 415(c), 416(c), 421(d), 425(d), 431(c), 431(d),*
 8 *452(a), and 454(a) shall take effect on the date of enactment*
 9 *of this Act.*

10 (b) *REGULATIONS.*—*Appropriate measures shall be*
 11 *taken to ensure that—*

12 (1) *any regulations required to implement sec-*
 13 *tion 411 of title 3, United States Code, shall be in ef-*
 14 *fect by October 1, 1997; and*

15 (2) *any other regulations needed to implement*
 16 *chapter 5 of title 3, United States Code shall be in*
 17 *effect as soon as practicable, but not later than Octo-*
 18 *ber 1, 1998.*

19 **(76)**Page 39, line 10, strike out **[(1) Chapter]** and in-
 20 sert:

21 “(1) *IN GENERAL.*—*Chapter*

22 **(77)**Page 39, line 15, strike out all after “179,” down
 23 to and including “Circuit)” in line 16 and insert: *the Unit-*
 24 *ed States Court of Appeals for the Federal Circuit*

1 **(78)**Page 39, strike out lines 22 and 23 and insert: *made*
 2 *under part D of subchapter II of chapter 5 of title 3, not-*
 3 *withstanding section 7123 of title 5; or*

4 **(79)**Page 40, strike out lines 7 through 10

5 **(80)**Page 40, line 11, strike out **[(2) The table of sections**
 6 **for chapter 158]** and insert:

7 “(2) *TABLE OF SECTIONS.—The table of sections*
 8 *for chapter 83*

9 **(81)**Page 40, line 23, strike out **[(A) Chapter]** and in-
 10 sert:

11 “(A) *IN GENERAL.—Chapter*

12 **(82)**Page 41, line 7, strike out **[(B)]** and insert:

13 “(B) *TABLE OF SECTIONS.—*

14 **(83)**Page 41, line 10, strike out **[(A)]**

15 **(84)**Page 41, line 12, strike out **[Any]** and insert: “*Any*

16 **(85)**Page 41, strike out line 14 and all that follows down
 17 to and including “Part” in line 15 and insert:

18 “(c) *PROCEDURE.—Part*

19 **(86)**Page 43, line 3, strike out **[President]** and insert:

20 *President, the designee of the President, or the Federal*
 21 *Labor Relations Authority*

1 **(87)**Page 43, line 24, strike out **[420]** and insert: 421

2 **(88)**Page 44, after line 7 insert:

3 “(c) *PUNITIVE DAMAGES.*—*Except as otherwise pro-*
4 *vided in chapter 5 of title 3, no punitive damages may be*
5 *awarded with respect to any claim under chapter 5 of title*
6 *3.*

7 **(89)**Page 44, line 16, strike out **[such office]** and insert:

8 *the office involved*

9 **(90)**Page 45, strike out lines 1 through 12 and insert:

10 **“§3908. Definitions.**

11 “*For purposes of applying this chapter, the terms ‘em-*
12 *ploying office’ and ‘covered employee’ have the meanings*
13 *given those terms in section 401 of title 3.’”.*

14 “(d) *EFFECTIVE DATE.*—*The amendments made by this*
15 *section shall take effect on October 1, 1997.*

16 **(91)**Page 45, line 13, strike out **[(1)]**

17 **(92)**Page 45, strike out line 16 and all that follows over
18 to and including line 5 on page 52 and insert:

19 **SEC. 4. APPLICABILITY OF FUTURE EMPLOYMENT LAWS.**

20 “(a) *IN GENERAL.*—*Each provision of Federal law that*
21 *is made applicable to the legislative branch under section*
22 *102 of the Congressional Accountability Act of 1995 (2*
23 *U.S.C. 1302), and that is enacted later than 12 months*

1 *after the date of the enactment of this Act, shall be deemed*
 2 *to apply with respect to “employing offices” and “covered*
 3 *employees” (within the meaning of section 401 of title 3,*
 4 *United States Code, as added by this Act), unless such law*
 5 *specifically provides otherwise and expressly cites this sec-*
 6 *tion.*

7 (b) *REGULATIONS.—*

8 (1) *IN GENERAL.—The President, or the designee*
 9 *of the President, shall issue regulations to implement*
 10 *such provision.*

11 (2) *AGENCY REGULATIONS.—The regulations is-*
 12 *ssued under paragraph (1) to implement a provision*
 13 *shall be the same as substantive regulations promul-*
 14 *gated by the head of the appropriate executive agency*
 15 *to implement the provision, except to the extent that*
 16 *the President or designee may determine, for good*
 17 *cause shown and stated together with the regulation,*
 18 *that a modification of such regulations would be more*
 19 *effective for the implementation of the rights and pro-*
 20 *tections under the section.*

21 **(93)**Page 52, line 6, strike out **【7. REPEAL OF SEC-**
 22 **TION 320】** and insert: **5. REPEAL OF SECTION 303**

23 **(94)**Page 52, lines 8 and 9, strike out **【320 of the Gov-**
 24 **ernment Employee Rights Act of 1991】** and insert: *303*
 25 *of the Government Employee Rights Act of 1991 (as redesign-*

1 *nated by section 504(a)(3) of the Congressional Account-*
2 *ability Act of 1995)*

3 **(95)**Page 52, strike out lines 10 and 11 and insert:

4 *(b) EFFECTIVE DATE.—This section shall take effect*
5 *on October 1, 1997.*

6 **(96)**Page 52, line 13, strike out **[in which the]** and in-
7 *sert: under such section 303 in which a*

8 **(97)**Page 52, strike out all after line 16 over to and in-
9 *cluding line 2 on page 58*

Attest:

Secretary.

104TH CONGRESS
2^D SESSION

H. R. 3452

AMENDMENTS

HR 3452 EAS—2

HR 3452 EAS—3

HR 3452 EAS—4

HR 3452 EAS—5