

scouting, he has not only earned numerous merit badges, but also the respect of his family, peers, and community.

Madam Speaker, I proudly ask you to join me in commending Ryan James for his accomplishments with the Boy Scouts of America and for his efforts put forth in achieving the highest distinction of Eagle Scout.

IN SPECIAL RECOGNITION OF JARED LEININGER ON HIS APPOINTMENT TO ATTEND THE UNITED STATES AIR FORCE ACADEMY

HON. ROBERT E. LATTA

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. LATTA. Madam Speaker, it is my great pleasure to pay special tribute to an outstanding young man from Ohio's Fifth Congressional District. I am happy to announce that Jared Leininger of Archbold, Ohio has been offered an appointment to attend the United States Air Force Academy in Colorado Springs, Colorado.

Jared's offer of appointment poises him to attend the United States Air Force Academy this fall with the incoming cadet Class of 2013. Attending one of our Nation's military academies is an invaluable experience that offers a world-class education while placing demands on those who undertake one of the most challenging and rewarding experiences of their lives.

Jared brings an enormous amount of leadership, service, and dedication to the incoming class of Air Force cadets. While a gifted athlete, Jared has maintained the highest standards of excellence in his academics, having been on the alpha honor roll and honor roll each year, and earned varsity letters in wrestling and football.

Outside the classroom, Jared was a member of Fellowship of Christian Athletes, Hand Bell Choir, Senior Lutheran Youth Fellowship, serving as both Vice President and President, and served as an elementary tutor and teachers' aide. Jared participated on Archbold High School's football, wrestling, and baseball teams. Jared's dedication and service to the community and his peers has proven his ability to excel among the leaders at the Air Force Academy. I have no doubt that Jared will take the lessons of his student leadership with him to Colorado Springs.

Madam Speaker, I ask my colleagues to join me in congratulating Jared Leininger on his acceptance of appointment to the United States Air Force Academy. Our service academies offer the finest military training and education available. I am positive that Jared will excel during his career at the Air Force Academy and I ask my colleagues to join me in extending their best wishes to him as he begins his service to the Nation.

IN HONOR OF CAPTAIN JOHN "MUD" MEDVESCEK, INDIANAPOLIS FIREFIGHTER OF THE YEAR

HON. ANDRÉ CARSON

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. CARSON of Indiana. Madam Speaker, I rise today to honor Captain John "Mud" Medvescek with the Indianapolis Fire Department. On April 16, 2009, he was recognized as Indianapolis' 2008 Firefighter of the Year for his outstanding service to the city of Indianapolis.

With thirty years of service with the Indianapolis Fire Department, Captain Medvescek has exemplified himself through his commitment to ensuring the safety of our community. As a member of the advanced rescue squad he has worked tirelessly and bravely to provide emergency response support to those in need. Through these experiences, Captain Medvescek has been able to generously share his wealth of knowledge, which has allowed him to play an invaluable role in training the next generation of firefighters.

For decades he has bravely served on the front lines, selflessly fighting to save the lives of countless Hoosiers in the face of great danger. As a former law enforcement officer, I understand the true value of Captain Medvescek's dedication to our city and to the people of Indianapolis.

Madam Speaker and distinguished colleagues, I urge you to join me in thanking Captain Medvescek for his tremendous contributions. He is a devoted public servant whose mentorship has served as a lasting legacy for those aspiring to pursue careers dedicated to protecting the lives of others.

61ST ANNIVERSARY OF ISRAEL

HON. SCOTT GARRETT

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. GARRETT of New Jersey. Madam Speaker, today, I rise to recognize the 61st anniversary of the founding of the modern state of Israel. Israel has been one of our strongest allies and I am thankful for the bond of friendship and cooperation that we share. After all, our two countries have many historic similarities. We both have faced war and fought for peace and freedom. We both continue to pursue liberty despite ongoing opposition.

For 2,000 years, most Jews had been scattered around the world, often enduring intense persecution and discrimination. After World War II, the Jewish people desired to return to their ancient homeland and live in the land that had once belonged to their forefathers. The Holocaust revived their desire to form a new state, even though the land of their ancestors was merely a dry, almost barren terrain.

After winning independence, the Israelis amazingly transformed the wilderness into a site of thriving agriculture production. One Jewish scientist developed the first surface drip irrigation system and this discovery has

transformed irrigation practices across the world. Scientists in Israel have also developed fruits and vegetables that are resistant to disease.

Not only has Israel been the source of agricultural improvements, but it has also partnered with the U.S. in several scientific initiatives. As the representative of New Jersey's Fifth District, which is home to many small farms that help make up the Garden State, I am grateful for how Israel has pioneered numerous agricultural initiatives.

I am also grateful for how Israel has been an example to other countries. I have many Jewish friends and I am always impressed by how they value freedom. It is free markets and free thinking that enable new inventions, and these inventions in turn help future generations to prosper. As Israel celebrates this 61st anniversary, I encourage my constituents to reflect on the achievements of the past as we work to better our children's future.

HONORING CLAYTON MATHER

HON. SAM GRAVES

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. GRAVES. Madam Speaker, I proudly pause to recognize Clayton Mather a very special young man who has exemplified the finest qualities of citizenship and leadership by taking an active part in the Boy Scouts of America, Troop 75, and in earning the most prestigious award of Eagle Scout.

Clayton has been very active with his troop participating in many scout activities. Over the many years Clayton has been involved with scouting, he has not only earned numerous merit badges, but also the respect of his family, peers, and community.

Madam Speaker, I proudly ask you to join me in commending Clayton Mather for his accomplishments with the Boy Scouts of America and for his efforts put forth in achieving the highest distinction of Eagle Scout.

IN SPECIAL RECOGNITION OF JACQUELINE CRAWFORD ON HER APPOINTMENT TO ATTEND THE UNITED STATES NAVAL ACADEMY PREPARATORY SCHOOL

HON. ROBERT E. LATTA

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. LATTA. Madam Speaker, it is my great pleasure to pay special tribute to an outstanding young woman from Ohio's Fifth Congressional District. I am happy to announce that Jacqueline Crawford of Waterville, Ohio has been offered an appointment to attend the United States Naval Preparatory School in Newport, Rhode Island.

Jackie's offer of appointment poises her to attend the United States Naval Preparatory School this fall, and after successful completion, will attend the United States Naval Academy with the incoming midshipmen Class of 2014. Attending one of our Nation's military academies is an invaluable experience that offers a world-class education while placing demands on those who undertake one of the

most challenging and rewarding experiences of their lives.

Jackie brings an enormous amount of leadership, service, and dedication to the incoming class of midshipmen. During Jackie's high school career, she received honors in chemistry and chose to enroll and excel in Advanced Placement courses.

Outside the classroom, Jackie demonstrated her dedication and service to her community and peers by being active in the Race for the Cure, the Diabetes Research Walk, Meals on Wheels, and other fund raising and relief efforts to assist those less fortunate. Jackie utilized her leadership skills during her participation in Anthony Wayne High School's FCCLA, track, choir, theater, softball and as captain of the cheerleading squad.

Madam Speaker, I ask my colleagues to join me in congratulating Jacqueline Crawford on her acceptance of appointment to the United States Naval Preparatory School. Our service academies offer the finest military training and education available. I am positive that Jackie will excel during her career at the Naval Academy and I ask my colleagues to join me in extending their best wishes to her as she begins her service to the Nation.

ON THE INTRODUCTION OF THE
FAIR PAY ACT OF 2009

HON. ELEANOR HOLMES NORTON

OF DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Ms. NORTON. Madam Speaker, the first bill that President Barack Obama signed was H.R. 11, the Lilly Ledbetter Fair Pay Act of 2009 to restore the Equal Pay Act (EPA) to its interpretation since it was enacted in 1963. That bill could not wait until today, Equal Pay Day. Equal Pay Day marks the day nearly four months into a new year—that women must work to earn as much as men did last year. However, although the EPA was highly successful for close to 20 years, the EPA had grown so creaky with age that the Ledbetter Act could do no more than resuscitate the old EPA. However, it is long past the time to amend the EPA to meet the changed economy, where women work as much as men, and in today's troubled economy women are increasingly supporting husbands, sons and families. My House colleague ROSA DELAURO and I, and scores of other Members got the House to pass the Paycheck Fairness Act and on Equal Pay Day, we urge the Senate to pass the Paycheck Fairness Act. Congresswoman ROSA DELAURO and I have long pressed for the passage of the Paycheck Fairness Act and both of us testified at its first hearing before the Committee on Education and Labor during the 110th Congress. My own experience as chair of the Equal Employment Opportunity Commission (EEOC), when President Jimmy Carter moved the EPA and other civil rights statutes to the EEOC as parts of a historic reorganization, demonstrated to me both the strengths and the weakness of the EPA.

As important as the Ledbetter Act, was it is only a gate opener to the EPA. The Paycheck Fairness Act, passed in the House this session is also an important update of the EPA's basic procedures, giving them "the same mus-

cle" as other anti-discrimination statutes, including Title VII of the 1964 Civil Rights Act and the age Discrimination in Employment Act, both of which I administered along with the Equal Pay Act. However, the Fair Pay Act (FPA) goes the next step, putting an end to wage discrimination against women and others by establishing equal pay for equal work. This bill recognizes that women earn significantly less than men for work, and amends the Fair Labor Standards Act of 1938, known as the Equal Pay Act, to provide more effective remedies to victims of wage discrimination on the basis of sex. The Paycheck Fairness Act instructs the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs to train EEOC employees and affected individuals and entities on matters involving wage discrimination and authorizes the Secretary of Labor to fund skills training programs for girls and women. The bill further directs the Secretary to provide studies, information, summits, guidelines, awards and assistance for employer evaluations of job categories based on objective criteria.

Therefore, with Senator TOM HARKIN, I am pleased again to introduce the FPA to pick up where the EPA leaves off, by bringing the EPA into the 21st century by taking on sex segregated jobs where gender influenced wages leave the average woman worker without any remedy.

The FPA sends a message to the average woman worker, who is often steered to and then locked into a job with wages that are deeply influenced by the gender of those who have traditionally held those jobs. Women often are used inconsistent with their qualifications today because of employer steering, and because of deeply rooted wage stereotypes that result in pay according to gender and not according to the skills, effort, responsibility and working conditions necessary to do the job. We introduce the FPA because the pay problems of many women today stem from sex segregation between the jobs that women and men traditionally do. Two-thirds of white women, and three quarters of African American women, work in just three areas: sales and clerical, service, and factory jobs despite women's superior education to men for several decades. Only a combination of more aggressive strategies, including the Paycheck Fairness Act and the Fair Pay Act can break through the ancient societal habits present throughout human time the world over, as well as employers steering women into "women's jobs" which is as old as paid employment for women itself.

The FPA recognizes that, if men and women are doing comparable work, they should be paid a comparable wage. For example, if a woman is an emergency services operator, a female-dominated profession, why is she often paid considerably less than a fire dispatcher, a male-dominated profession? Is this because each of these jobs has been dominated by one sex? The Fair Pay Act does not decide this issue, but the bill does allow women to show that some or all of the wage disparity is gender based. The burden is on the female plaintiff, a difficult case to make in a market economy, but women deserve the right to carry that burden in appropriate cases.

The FPA, no more than the EPA, tampers with our market system. As with the EPA, the burden will be on the plaintiff to prove discrimi-

nation. As with the EPA, she must show that the reason for the disparity is sex discrimination, not legitimate market factors.

Corrections to achieve comparable pay for men and women are not radical or unprecedented. State employees in almost half of the state governments, in red and blue states alike, have already demonstrated that the pay gap that is due to discrimination can be eliminated. Twenty states have adjusted wages for women state employees, raising pay for teachers, nurses, clerical workers, librarians, and other female-dominated jobs that paid less than men with comparable jobs. Minnesota, for example, implemented a pay equity plan when they found that similarly skilled female jobs paid 20% less than male jobs. There often will be some portion of the gap that is traceable to market conditions, but twenty states have shown that you can tackle the discrimination gap without interfering with the free market system. The states generally have closed the discrimination gap over a period of four or five years at a one-time cost no more than three to four percent of payroll.

In addition, routinely, many women workers achieve pay equity through collective bargaining. In addition countless employers on their own, as they see women shifting out of vital female-dominated occupations, the effects of the shortage of workers in vital occupations, and the unfairness to women, are raising women's wages with pay equity adjustments. The best case for a strong and updated EPA with at least the Paycheck Fairness Act occurred here in the Congress in 2003, when women custodians in the House and Senate won an EPA case after showing that women workers were paid a dollar less for doing the same and similar work as men. Had they not been represented by their skillful and dedicated union, they would have had an almost impossible task using the rules for bringing and sustaining an EPA class action suit today. The FPA simply modernizes the EPA to make such a suit more possible by women acting alone.

Start where we like, but Congress should be ashamed to let another year go by while working families lose more than \$200 billion annually—more than \$4,000 per family—even considering education, age and hours of works and location. Unequal pay has been built into the way women have been treated since shortly after Adam and Eve. To dislodge such deep seated and pervasive treatment, we must update old vehicles like the EPA with the Paycheck Fairness Act and create new laws, such as the Fair Pay Act I introduce today.

HONORING CHARLES WILSON
ANDREWS

HON. SAM GRAVES

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. GRAVES. Madam Speaker, I proudly pause to recognize Charles Wilson Andrews a very special young man who has exemplified the finest qualities of citizenship and leadership by taking an active part in the Boy Scouts of America, Troop 205, and in earning the most prestigious award of Eagle Scout.

Charles has been very active with his troop participating in many scout activities. Over the