

with Senators permitted to speak therein for up to 10 minutes each.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### 25TH ANNIVERSARY OF THE FAMILY AND MEDICAL LEAVE ACT

Mr. DURBIN. Mr. President, last week marked the 25th anniversary of the Family and Medical Leave Act, a landmark law that resulted in an important victory for working families in Illinois and across the country. I am proud that I supported this bill in 1993 while serving in the House of Representatives.

Before passage of the Family and Medical Leave Act, being a working parent meant that you might have to choose between keeping your job or taking care of yourself and your family. This is an impossible choice that no hard-working American should have to make. This legislation extended important protections to workers so that they would no longer have to risk losing their job in order to care for a new child or a loved one who is seriously ill or to address their own serious health condition.

But for too many hard-working Americans, taking unpaid leave is still not an option. These workers could be fired for taking time to care for a loved one, meaning they can't buy food, clothes for their kids, or pay medical bills. In Illinois alone, unpaid leave through the Family and Medical Leave Act is inaccessible for 60 percent of working adults. I have heard from many of these constituents. They are worried about the impossible choices they are forced to make in order to take care of themselves and their loved ones.

Additionally, just 15 percent of American workers have access to paid family leave. These gaps cost nearly \$21 billion in lost wages annually, making it more difficult for parents and family caregivers to boost their earnings and savings over time.

At the same time, the responsibilities of the American workforce have changed in the past 25 years. As working Americans get older, they are more likely to require medical care and support from their loved ones to recover from illness. At the same time, more and more women are becoming the breadwinner for their families; among women of color in my home State, this trend couldn't be clearer. Eighty-four percent of Black mothers and 49 percent of Latina mothers in Illinois are the breadwinners in their family.

In Congress, we must do more to ensure that family leave is widely accessible and fits the needs of today's workforce. I am proud to be a cosponsor of the FAMILY Act, which would create a national paid family and medical leave policy. Expanding access to paid family leave makes it easier for parents and caregivers to return to their jobs and stay in the workforce. It also means they have more money to

spend and put back into their local economies. This policy doesn't just make moral sense, it makes economic sense.

As we mark the 25th anniversary of the Family and Medical Leave Act, I hope that Congress can come together on this issue and expand paid family and medical leave to cover more Americans. I am committed to doing my part to ensure fairer workplaces and better health and financial security for hardworking families across the country.

#### REMEMBERING GLADYS LLANES

Mr. RUBIO. Mr. President, today I want to commemorate the life of Gladys Llanes, who passed away last week in Miami, FL. As she was in life, in the end, she was surrounded by family and friends who loved and cared for her deeply. Gladys served as a senior constituent services representative in my office specializing in immigration issues.

I was not the first Senator for whom Gladys worked. That honor goes to the senior Senator from New Jersey. Even though she had lived in South Florida for a number of years, Gladys remained a Jersey girl through and through.

I was fortunate to have Gladys in my office, and the people of Florida were fortunate to have Gladys working for them because she was the best at what she did. I do not say that as conjecture; I know she was the best. I heard it from her colleagues, from the constituents she served, from the attorneys she assisted, and from the agency with which she worked daily. Gladys was so good at her job that, when the agency wanted to train their own staff on how to work with congressional offices, they brought Gladys to their training throughout the country to help teach agency staff. That is high praise and an acknowledgment of professional excellence. The stories have come rushing out as people have heard of her passing: families reunited who thought they would never see each other again, daughters able to spend the last moments of their parent's life with them because of a visa issued, family members who needed admittance to this country to donate organs to loved ones, children who are alive today because Gladys helped them get into this country to receive the lifesaving treatment they needed. Repeatedly, Gladys found ways to make the seemingly impossible possible. She lived an impactful and meaningful life and touched thousands of lives for the better.

But there was so much more to Gladys than just her professional success. Gladys was fiercely patriotic and loved America—not the ideals of America or America in theory, she loved America, and she made it her mission to see as much of it as possible. In her 50th year, Gladys met her goal of seeing each of the 50 States. Just driving through a State or transferring in an airport did not count; she actually had to spend

time there. She loved to visit light-houses, national parks, and Major League Baseball stadiums. Thwarted constantly in her goal to see all the ballparks because they kept opening new ones, she had a ready excuse to go back to those cities again and see another game.

Gladys did not just love America; she loved Americans. She could not visit to a town, eat a meal, fly on a plane, or stand in a line without making a friend. Funny and full of life, Gladys attracted friends like few others. She knew someone almost everywhere and stayed in touch constantly. When she would go back through their State, she would go out of her way to visit, share a meal, and stay at their homes. When folks from across the country came to south Florida, they wanted see the ocean and feel the Sun, but they also wanted to catch up with their friend Gladys. Everywhere that Gladys went, she took photos. Family photos, landscape photos, photos of friends—Gladys would tell you, if you did not take a photo, how would you know it happened? I cannot count how many photos I took with Gladys—easily dozens. We took one together almost every time I saw her, and I can trace how being a Senator has aged me just going through my photos with Gladys over the years. Sometimes I would take a photo with her after having taken one a few days before and wonder why we needed to take another one so soon. Nevertheless, Gladys always insisted we take one more photo. What we would not give to have a few more opportunities to take more photos with her.

A photo captures a moment in times, moments that are fleeting and pass instantly, but added up, life is a series of moments and memories. Gladys Llanes captured those moments to live a life full of joy and accomplishment. She is missed by her friends and family, and we will remember her and all the moments she was with us.

#### ADDITIONAL STATEMENTS

##### TRIBUTE TO PAUL REEDER

● Mr. TESTER. Mr. President, today I wish to honor Paul Reeder, a retired Billings Police Department chaplain, for his unwavering faith, rock-solid dedication, and compassionate heart.

His words of wisdom have brought comfort, peace, and joy to families all across Billings and the State of Montana.

Paul was born to John and Ella Reeder during the Great Depression, and as a young boy, Paul helped support his family, working in their garden, raising food, and helping to preserve it each fall.

Paul took his first job in the ministry in 1955 in Valier, MT, before moving to Havre in 1958 to pastor at the First Baptist Church.

In 1966, he and his family moved to Great Falls, where he led the Riverview