

alliance with Europe is often lost on the younger generations, and that we have not done enough to pass down this important history so the courage of everyone who fought in and supported the war effort and the values they defended are never forgotten.

The people of France and Normandy have made substantial efforts to preserve the history and significance of the D-Day beaches and other important sites for future generations. I have been fortunate to visit the monuments at Normandy and I have seen homes in the area displaying both French and American flags. Each time, I have been profoundly moved by the reminders of the sacrifices made by U.S. and Allied Forces, and I thank the people of France and Normandy for preserving this history. This resolution recognizes their efforts and calls for expanding educational activities to pass on the lessons of World War II from generation to generation.

The alliances we forged with our European partners during and after World War II were a testament to the fact that we are stronger when our allies are stronger and when we stand arm-in-arm in the face of common threats and adversaries. That is why we introduced House Resolution 413 out of appreciation for this alliance and the members of the United States Armed Forces and Allied armed forces who participated in the D-Day operations, as well as the countless individuals who supported the war effort.

#### WE NEED TO GIVE U.S. WORKERS MORE REAL POWER OVER THEIR FUTURES

**HON. ROSA L. DeLAURO**

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

*Monday, June 10, 2019*

Ms. DeLAURO. Madam Speaker, I include in the RECORD this article by Ms. Zoë Baird and Mr. Denis McDonough concerning creating opportunity for American workers.

#### WE NEED TO GIVE U.S. WORKERS MORE REAL POWER OVER THEIR FUTURES

(By Zoë Baird and Denis McDonough)

Even in the midst of a historically strong job market, jarring economic transformation is leading presidential candidates to be defined as capitalists or socialists. If the political debate continues in this shorthand, it will miss the principal issue that has animated voters' views in recent elections: The American Dream is no longer viable—or is at least deeply at risk—for wide swaths of the population. Voters want candidates whose proposals will generate market power for individual workers.

The issue is critical given the biggest social and economic challenge facing the world—the dislocation of workers by artificial intelligence and automation. This transformation is exacerbating the crisis of inequality. So far, the answer from politicians of both parties is simply for those individuals to “re-skill.” This is a mistake—and one we’ve made before.

In addressing the last major disruption—globalization—policymakers’ attempts at labor-market reform lagged behind rapid economic transformation, thus undercutting workers. Today, expanding access to skills must be part of a broader agenda that results in workers obtaining power in the marketplace; they should share in the wealth their know-how creates and benefit from the data

their engagement provides. This is what will bring back income growth and career security and preserve the dignity of work.

To start, employers need to make their employees’ talents more transparent, so workers can capitalize on their value. Today, people trained on the job have no way of marketing the skills they have gained to potential new employers. An experienced auto mechanic, for instance, is viewed as just that by the labor market, even though his employer values him for his in-depth knowledge of intricate machinery, electrical systems and computerized diagnostics. If that auto mechanic wants to get a job he is surely qualified for as a repair tech at an advanced manufacturing company, he is nearly powerless to do so. Some may point to licensing as a solution (about 30 percent of U.S. workers require a license to do their job), but licenses rarely reveal the underlying skills necessary to a job.

However, if employees were provided with a skills transcript—a verifiable account of all the skills in their job—they would not be constrained by their job title and could pursue any job that needed their unique collection of skills. As technology transforms the workplace, such a transcript could be a passport to opportunity; individuals could market their skills portfolio, and employers would gain access to a broader pool of talent.

Our lack of transparency around skills is far from the only way that skills have been systematically undervalued by the labor market. Employers routinely use the traditional four-year college degree as a catchall qualification. Indeed, that experienced auto mechanic likely wouldn’t even be considered for that advanced manufacturing job without a bachelor’s degree in mechanical engineering. The almost 7 in 10 Americans without a college degree are screened out of many jobs in the digital economy despite marketable skills and capacity to learn.

Employers are beginning to accept non-traditional certifications as credentials, which is encouraging, but we must do more. After all, a self-taught coder may be just as good as one who took a 12-week course at a local boot camp, and a carpenter who learned in a friend’s garage may be just as good as one who completed a class at a community college. Much like how colleagues can use Web-based tools to “endorse” an applicant’s skills, we need an infrastructure that allows for skills gained through such channels to be endorsed, displayed and valued.

State and federal governments wield a tremendous amount of power to support workers and encourage companies to do the same. They can increase and direct financial support for lifelong education and training, and promote improved data-sharing among sectors and states, so educators know what kind of skills they need to teach and individuals can decide which training programs are worthwhile.

When viewed through a lens of workers gaining power in the labor market to advance themselves, the tax code appears ripe for examination. A first step would be creating pretax “skills accounts”—like health savings accounts, but with the money to be used for education—and expanding use of training tax credits. We should look for ways to treat employees as a highly valued asset, not just a cost.

Unions can also contribute to individual workers’ market power as well as their collective power, through training, job data and advocacy. Because many jobs in the new economy fall outside the scope of unionization, unions need to look at how they also can support nonunion workers in achieving market power.

In the past, we’ve evaluated economic policy proposals from a politician or a CEO on

a variety of metrics. But in an economy in the throes of transformation, it’s time that we adopt a new measure: Does it give U.S. workers more real power over their future?

HONORING LEWIS F. BROWN

**HON. MIKE THOMPSON**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Monday, June 10, 2019*

Mr. THOMPSON of California. Madam Speaker, I rise today to remember Lewis F. Brown for his years of exceptional public service to Solano County, California and to honor him for his commitment to our community.

Born in Cleveland, Mississippi as the ninth of twelve children, Mr. Brown moved to California in the 1950s after he served in the Korean War. He attended Vallejo College and San Francisco State University where he graduated with a B.S. in Political Science. Mr. Brown was elected to the City Council of Vallejo in 1965. This victory made Mr. Brown the first African American individual to be elected to office in Solano County. He later served as Vice Mayor. In 1970, Mr. Brown was the first African American attorney in Solano County and the first African American attorney to integrate a law firm in the San Francisco Bay Area—Beeman, Bradley, Brown and Beeman.

Mr. Brown was a lifelong advocate, representing marginalized people and those without a platform. He sued the State of California to eliminate the offensive legal title that was given to children whose parents were not married. Within Solano County he worked to develop local housing assistance programs. Mr. Brown also challenged the discriminatory policy that required beauticians of color take more curriculum than white beauticians. The equal policy he helped create has been in use by the California Cosmetology Board since the 1960s. Mr. Brown also helped the City of Vallejo receive matching funds to build its John F. Kennedy Public Library. Mr. Brown worked with Los Angeles city and county officials in the 1960s to replicate the community harmony that the City of Vallejo fostered. Mr. Brown was integral to Vallejo being named the most “Multicultural City in America” in the 2000 and 2010 censuses.

Madam Speaker, Lewis F. Brown had an unrelenting commitment to serve the people of Solano County and the City of Vallejo throughout his life. It is therefore fitting and proper that we honor the service and remember the life of Lewis F. Brown here today.

#### CONGRATULATING THE HALL COUNTY CHAMBER OF COM- MERCE’S 2019 AWARD RECIPI- ENTS

**HON. DOUG COLLINS**

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

*Monday, June 10, 2019*

Mr. COLLINS of Georgia. Madam Speaker, I rise today to congratulate the 2019 recipients of the Hall County Chamber of Commerce’s annual awards.

Each year, the Hall County Chamber of Commerce recognizes local businesses and