

For near four decades, Davis positively impacted all those around him, while zealously safeguarding the sanctity of our public accounts and our public trust. We have all benefited from his extraordinary guidance, judgment, and character. His dedicated service has greatly contributed to the security of this Country, and of free peoples around the world.

Retirement is meant to be celebrated and enjoyed. It is not the end of a career, but the beginning of a new adventure. It is my honor to recognize the selfless service and sacrifice of Davis Welch as he starts this new chapter of his life. On behalf of a grateful nation, I thank him for his superb work and wish him the very best.

HONORING COLTON MATTHEW
FRENCH

HON. SAM GRAVES

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES
Thursday, January 16, 2020

Mr. GRAVES of Missouri. Madam Speaker, I proudly pause to recognize Colton Matthew French. Colton is 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 1412, and earning the most prestigious award of Eagle Scout.

Colton has been very active with his troop, participating in many scout activities. Over the many years Colton has been involved with scouting, he has not only earned numerous merit badges, but also the respect of his family, peers, and community. Most notably, Colton has contributed to his community through his Eagle Scout project.

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

PROTECTING OLDER WORKERS
AGAINST DISCRIMINATION ACT

SPEECH OF

HON. JOHN KATKO

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES
Wednesday, January 15, 2020

Mr. KATKO. Mr. Chair, I rise in support of H.R. 1230, the Protecting Older Workers Against Discrimination Act. This bipartisan and commonsense legislation will level the playing field for older workers in Central New York and across the country by restoring the ability to combat age discrimination in the workplace.

Speaking with Central New Yorkers, I have heard from many older workers who have expressed concern over the prevalence of ageism in the workplace. My constituents are not alone either. According to a recent AARP report, 3 in 5 older workers have experienced age discrimination in the workplace. Despite this statistic, the recent 2009 Supreme Court's decision in *Gross v. FBL Financial Services, Inc.*, has weakened federal protections against age discrimination, making it more difficult for older Americans to prove age discrimination and rectify these instances. For this reason, I

am proud to support the Protecting Older Workers Against Discrimination Act. Under this bipartisan legislation, we will take the necessary steps to protect older workers against age discrimination in the workplace by restoring the pre-2009 legal standards for age discrimination claims.

Mr. Chair, age should never be a factor in employment decisions. Whether an older worker is forced out of a job or receiving lower pay due to age, older workers in Central New York and in the United States must be protected from age discrimination in the workplace. Troubling statistics published by AARP make it clear that age discrimination in the workplace is an issue that must be addressed by Congress. I urge my colleagues in the House to act in a bipartisan manner to protect older workers against age discrimination by supporting the Protecting Older Workers Against Discrimination Act.

IN RECOGNITION OF MARK
GAFFNEY FOR A DISTINGUISHED
CAREER

HON. DEBBIE DINGELL

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES
Thursday, January 16, 2020

Mrs. DINGELL. Madam Speaker, I rise today to recognize and honor the distinguished career of Mark Gaffney as he retires from his position at Teamsters Local Union No. 214.

As a lifelong Michigan resident, Mark Gaffney has become a cornerstone of the Michigan labor community. Upon receiving his bachelor's degree in Philosophy and master's degree in Labor Relations from Michigan State University, Gaffney launched a successful thirty-year career in workforce issues and labor relations. Beyond his role at Teamsters Local Union No. 214, Gaffney has also served as President of the Michigan AFL-CIO, an association of forty national labor unions representing over 700,000 Michiganders. In addition, Gaffney has directed the Economic Alliance of Michigan for twelve years as a co-chair, served as the Chair of the Board of Human Resources Development, Inc., was part of the Executive Committee of the Michigan Council for Labor and Economic Growth, and was appointed by Mayor Duggan to serve on the Detroit Workforce Board. Aside from his work with labor relations, Gaffney also has extensive healthcare experience and even served as a member of the Board of Directors of the Federal Reserve Bank of Chicago. In 2016, Gaffney was elected statewide to serve an eight-year term on the Board of Governors of Wayne State University.

Mark Gaffney's professional accomplishments demonstrate his unrelenting commitment to the people of Michigan. During his time at Teamsters Local Union No. 214, the largest Teamsters Local in Michigan, Gaffney has represented and negotiated on behalf of Michigan municipal and education workers from all walks of life. Yet, Gaffney's dedication is not exclusive to his role within the labor union. Instead, Gaffney has endeavored to represent Michiganders in all capacities, ensuring their needs are being properly met. Gaffney is recognized amongst his peers and colleagues as a compassionate, ambitious,

and humble leader who strives for excellence without seeking praise or recognition for any of his significant accomplishments.

Madam Speaker, I ask my colleagues to join me today in celebrating Mark Gaffney's career with Teamsters Local Union No. 214. Mark Gaffney's unrelenting commitment to our state is remarkable and I deeply appreciate his continued leadership in our community.

RECOGNIZING THE EXTRAORDINARY WORK OF THE UNION OF THE VIETNAMESE STUDENT ASSOCIATIONS OF SOUTHERN CALIFORNIA (UVSA)

HON. HARLEY ROUDA

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES
Thursday, January 16, 2020

Mr. ROUDA. Madam Speaker, I rise today to recognize the work of the Union of Vietnamese Student Associations of Southern California (UVSA) and the organization's tremendous contribution in organizing the highest-attended, longest-running annual Tét festival in the country.

UVSA is committed to fostering awareness of Vietnamese culture, civic engagement, and leadership development within the community. Since its founding, it has shown an unwavering dedication to community service and advocacy for social justice, both domestically and internationally.

UVSA's volunteers are students, alumni, professional, educators, and community leaders. When not organizing the Tét Festival, UVSA provides grants to other non-profits across Southern California, holds leadership development activities at high schools and colleges, participates in Black April commemorations, and holds inter-collegiate events with their respective Vietnamese student associations.

I ask all members to join me in recognizing the extraordinary work and contributions of the Union of Vietnamese Student Associations of Southern California.

HONORING CONOR ALLEN
LITTLETON

HON. SAM GRAVES

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES
Thursday, January 16, 2020

Mr. GRAVES of Missouri. Madam Speaker, I proudly pause to recognize Conor Allen Littleton. Conor is 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 1412, and earning the most prestigious award of Eagle Scout.

Conor has been very active with his troop, participating in many scout activities. Over the many years Conor has been involved with scouting, he has not only earned numerous merit badges, but also the respect of his family, peers, and community. Most notably, Conor has contributed to his community through his Eagle Scout project. Conor built a firepit at American Legion Post 58 in Smithville, Missouri, to be used for flag retirement ceremonies.