

needed services to Nashville families. Jeannie Hastings loved people and loved doing good for her community. It was apparent in how she chose to spend her time and energy—working for a better quality of life for everyone.

Mrs. Hastings graduated from Milan High School and with honors from the University of Tennessee, Knoxville. With her husband Jim, she raised three sons and co-founded Hastings Architecture Associates, LLC. As a community leader, she served as president of the University of Tennessee National Alumni Association, chairman of the Nashville Symphony Board and was a member of the Volunteer Council Board of Directors for the American Symphony Orchestra League and the Nashville Chamber of Commerce Board.

She also chaired the Nashville Downtown Partnership Board, the Women's Fund of the Community Foundation Advisory Board, the TSU Foundation Board, the Nashville Symphony Guild, the Arthritis Foundation Nashville branch and the Heart Gala Board of Directors.

She also found time to serve on the Family and Children's Services Board, the Nashville Sports Council Board and the University of Tennessee Alumni Board of Governors. She was also a member of the Downtown Exchange Club and Leadership Nashville.

Madam Speaker, I ask my colleagues to join me in reflecting on the remarkable example of balancing family, business and community service that Jeannie set. I am so pleased to count myself among the many Tennesseans who are better for having known her.

INTRODUCTION OF THE CIVIL
RIGHTS ACT OF 2008

HON. JOHN LEWIS

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, January 23, 2008

Mr. LEWIS of Georgia. Madam Speaker, today I rise to introduce the Civil Rights Act of 2008. This legislation will keep the promise of equality that this Congress has made in passing our civil rights laws and ensure that discriminators are held accountable for their actions. Over the years, Congress has addressed some of our most pressing civil rights concerns by passing bipartisan legislation, legislation that protects American workers from discrimination on the basis of color, race, religion, age, disability, and sex. Our civil rights laws have strengthened our country, providing opportunity to those who had been denied opportunity and affording the Nation the benefit of abilities that would have otherwise been wasted. They have brought us closer to the beloved community where all people are able to succeed based on their abilities.

Unfortunately, over the years, the Supreme Court has weakened some of these basic protections in ways that Congress never intended. They have undermined the protections for workers, for older Americans, for the disabled, for racial and ethnic minorities, for women, and for those in the military. So today, I join Senator EDWARD KENNEDY in introducing the Civil Rights Act of 2008 to restore workers' rights and strengthens and reaffirms our commitment to the promise of equal opportunity. The bill corrects the misinterpretations of our civil rights laws that have left too many American workers without a remedy when they have suffered discrimination.

The relationship between workers and civil rights in America runs wide and deep. It was the laborers—the sharecroppers, the sanitation workers, the teachers, the students, the construction workers, and the street sweepers—who tore down the walls of racial segregation in the South. It is these ordinary men and women with extraordinary vision who have sacrificed their lives in confrontations throughout American history to help build this democracy. We cannot stand by and let their hard-earned victories be erased.

This bill better protects workers from discrimination in agencies that receive Federal money, defends students against harassment, fortifies civil rights for State employees, and prevents employers from forcing workers to give up their right to a day in court. It also ensures remedies for undocumented workers who are victims of unfair labor practices. It restores the individual right to challenge practices that have an unjustified discriminatory effect based on race, color, national origin, disability, age, or gender. It ensures that members of the Armed Forces who work for State governments are protected from discrimination.

If you work for a State government, you should have the same protections from discrimination as a person working in private industry—but the courts didn't see it that way. Students who are victims of sexual harassment shouldn't have to meet a higher standard of proof than their teachers—but the courts didn't see it that way. Members of the uniformed services should be able to get relief if they are discriminated against while they are on active military duty, whether they are employees of State governments or the private industry—but the courts didn't see it that way.

The struggle for civil rights is beyond one bill, one vote, or one judicial decision. It's beyond one Presidential term or act of Congress. Ours is the struggle of a lifetime, and each generation, each citizen, each president and each member of Congress must do his or her part. Together all of our efforts comprise the struggle of a nation to build the beloved community, a nation at peace with itself and its own ideals. This bill is just another step in that

struggle to ensure the freedoms of all Americans to pursue their dreams.

FAMILY SECURITY AND SMALL
BUSINESS STIMULUS ACT OF 2008

HON. JOE KNOLLENBERG

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, January 23, 2008

Mr. KNOLLENBERG. Madam Speaker, I rise today to introduce the Family Security and Small Business Stimulus Act of 2008. It is impossible to ignore the economic indicators that suggest our economy is slowing down. In my own home State of Michigan, citizens have been faced with a sluggish economy for some time now. We can and should take steps to give the economy a shot in the arm. This is a problem facing all Americans, and it will take a strong, bipartisan effort to solve it.

One important way to address this problem is to reduce the tax burden on families and small businesses. My bill utilizes three ideas to accomplish these goals: a new, permanent 5 percent tax bracket; an instant advance on this tax cut for 2008; and increasing the limit of small business expensing.

The Family Security and Small Business Stimulus Act of 2008 will create a new, permanent 5 percent tax bracket, reducing taxes by either \$400 for an individual or \$800 for a family per year. This is critical as we try to enable families to keep more of their hard-earned money in their pockets, allowing them to use it for their ever-increasing expenses. Families would receive this tax cut in the form of an instant advance payment, to be delivered upon 30 days after enactment.

Additionally, my bill will increase the Section 179 small business expensing limit from \$125,000 to \$375,000 per year for 2 years. Increasing the amount a small business could expense encourages capital purchases. When a small business knows it can expense a new purchase, it is more likely to make the investment. Enabling small businesses to invest in new equipment and expand their operations will promote significant economic growth at a time when job creation is crucial.

We shouldn't stop here. We need to make the 2001 and 2003 tax cuts permanent, and pass other important pro-growth legislation. But this is something we can come together and accomplish quickly.

It is time for us to lift ourselves out of our current economic slowdown and restore our strength in the global economy. That is why I have introduced this legislation. I hope you will help America succeed by joining me on this important legislation.