

paid by gender and not according to the skills and efforts necessary to do the job. I introduce the FPA because the pay problems today of most women stem mainly from the segregating of women and men in different jobs. Two-thirds of white women and three quarters of African-American women work in just three areas: sales/clerical, service, and factories. We need more aggressive strategies to break through the societal habits present throughout history, the world over, as well as employer-steering of jobs based on gender, which is as old as paid employment itself.

The FPA requires that, if men and women are doing comparable work, they be paid comparable wages. If a woman is an emergency services operator, for example, a female-dominated profession, she should be paid no less than a fire dispatcher, a male-dominated profession, simply because each of these jobs has been dominated by one sex. If a woman is a social worker, a traditionally female occupation, she should earn no less than a probation officer, a traditionally male job, simply because of the gender associated with each of these jobs.

The FPA, like the EPA, will not tamper with the market system. As with the EPA, the burden will be on the plaintiff to prove discrimination. The plaintiff must show that the reason for the disparate treatment is gender 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 you can eliminate the part of the pay gap that is due to discrimination. Twenty states have adjusted wages for female 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 percent less than male jobs. There may be some portion of a gender wage gap that is traceable to market conditions, but twenty states have shown that you can tackle the gender discrimination-based gap without interfering with the market system. The states generally have closed the discrimination gap over a period of four or five years at a one-time cost of no more than three to four percent of payroll.

In addition, many female workers routinely achieve pay equity through collective bargaining, and countless employers provide it on their own as they see women shifting out of vital female-dominated occupations, as a result of the shortage of skilled workers, as well as the unfairness to women. Unequal pay has been built into the way women have been treated since Adam and Eve. To dislodge such deep-seated and pervasive treatment, we must go to the source, the traditional female occupations, where pay is linked with gender and always has been.

The best case for a strong and updated EPA, with at least the Paycheck Fairness Act, occurred here in the Congress in 2003, when female custodians in the House and Senate won an EPA case after showing that female workers were paid a dollar less for doing the same or similar work as men. Had these women not been represented by their union, they would have had an almost impossible task of using the rules for bringing and sus-

taining an EPA class action suit. The FPA simply modernizes the EPA to bring it in line with subsequent civil rights statutes. From my tenure as EEOC chair, I know all too well the several ways that this historic legislation needs a 21st century makeover.

Let us start with the Paycheck Fairness Act so we can be prepared to go further with the FPA we introduce today. Let us start now to make the pay worthy of the American women we have asked to go to work.

HONORING CHEF THOMAS
ALOYSIUS KELLER

HON. MIKE THOMPSON

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 12, 2011

Mr. THOMPSON of California. Mr. Speaker, I rise today to honor Chef Thomas Aloysius Keller, of Yountville, California on the occasion of being honored by French President Nicolas Sarkozy as a Chevalier in the French Legion of Honor.

Chef Keller was born at Camp Pendleton in Oceanside, California to Elizabeth and Edward Keller on October 14, 1955. He is the youngest of five boys. Chef Keller's experience in the restaurant business began when his family moved to Florida. He was studying psychology and working as a dishwasher when his mother asked him to take over as a replacement chef at the restaurant she managed.

One summer he was discovered by French-born Roland Henin, who taught Chef Keller the fundamentals of French cuisine. After working at a small French restaurant in the Hudson River Valley in Catskill, New York, he moved to France where he refined his skills through working at Michelin-starred restaurants, including Guy Savoy and Taillevent. He soon returned to the U.S. and opened his first restaurant, Rakel, in 1986.

In 1994, Chef Keller took ownership of The French Laundry in Yountville. Built as a saloon in the 1900s and converted to a French steam laundry in the 1920s, the restaurant has commandeered world-wide recognition, having been named "Best Restaurant in the World" in 2003 and 2004. It has been awarded three Michelin stars every year since 2006. In 1996 he was named Best Chef in California and in 1997, Best Chef in America by the James Beard Foundation. He now has 8 restaurants and two bakeries in the U.S., among those Bouchon, Ad Hoc, and renowned New York City restaurant, Per Se. Chef Keller's work ethic knows no bounds and the professionalism of his staff is legendary—two of the reasons why his ventures are successful.

Chef Keller is also the author of various award winning books, including, "The French Laundry," "Bouchon," "Under Pressure," and the best fried chicken recipe in "Ad Hoc At Home," which was on the New York Times Best Sellers list for 6 weeks.

Chef Keller is also very giving of his time to organizations and causes which benefit the Napa Valley. He helps with March of Dimes, City Meals on Wheels, Share our Strength and Auction Napa Valley. He is on the Board of Trustees for the Culinary Institute of America, and is the President of Bocuse d'Or USA.

Mr. Speaker, it is appropriate at this time that we acknowledge my friend Chef Thomas

Keller for his extraordinary work and for being only one of three Americans who have been bestowed the honor of Chevalier in the French Legion of Honor.

HONORING COKER TIRE

HON. CHARLES J. "CHUCK"
FLEISCHMANN

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 12, 2011

Mr. FLEISCHMANN. Mr. Speaker, I rise today to honor an outstanding husband, wife, and son team who run a vibrant small business right in my hometown of Chattanooga, TN. From a humble beginning in 1958 Harold, Lil, and their son Corky Coker have developed Coker Tire into a model small business and another great success story in the revival of the city of Chattanooga.

Coker Tire was founded in 1958 in Chattanooga by Harold and Lil Coker. From the beginning, Coker Tire was no ordinary tire store. Harold's interest in classic cars led him to create a shop that could supply tires for vintage and antique cars as well as normal tires for everyday vehicles. No one, least of all Harold and Lil, had any idea how the market for vintage car tires would play out over time.

In 1974, Harold and Lil's son Corky was given control of the antique division of the business. At the time, the antique division occupied just 500 square feet of space and was only a small part of the business. Corky worked hard to aggressively expand his business, traveling the world to find molds for antique tires, and using old blueprints to create tire molds that he couldn't find. He then built these tires to modern standards and partnered with some of the world's largest tire manufacturers to license and distribute his products.

As Coker Tire developed over the years, they have gone from a small showroom with one employee, to a 200,000 square foot warehouse, numerous buildings in Chattanooga, and over 80 employees. Corky's accomplishments have not gone unnoticed. In 1995 he was named Small Business Person of the Year for the State of Tennessee, and in 1998 the Specialty Equipment Market Association inducted him into their Hall of Fame. I hope you will all join me in honoring a remarkable American small-business success story and congratulating the Coker family on the 53rd Anniversary of their fine business.

EQUAL PAY DAY

HON. CAROLYN B. MALONEY

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 12, 2011

Mrs. MALONEY. Mr. Speaker, as we argue the merits of various budget proposals, we must not forget that the wallets and savings accounts of our mothers, sisters, and daughters are not as heavy as they should be. Today, on Equal Pay Day, we recognize the discrimination women continue to experience each time they receive a paycheck.

Women earn roughly 77 cents to every dollar a man earns. This translates to almost a \$11,000 reduction in annual female median