

These awards honor Fairfax County Firefighters, EMTs, Police Officers and Sheriff's Deputies who give back to the Greater Springfield area by providing service to the community outside their normal duties.

In addition to the immeasurable contributions made every day in the line of duty, these men and women have distinguished themselves through their extraordinary efforts in the community, which largely go unseen. They willingly volunteer their personal time, energies, and support to activities for the betterment of our children, our neighborhoods, and our quality of life.

It is my honor to submit the names of the following individuals:

Fairfax County Sheriff 2nd Lt. Kevin Timothy for his efforts on behalf of Leadership Fairfax Inc.'s Emerging Leaders Institute.

Northern Virginia Community College Police Chief Daniel Dusseau for creating the Northern Virginia Community Outreach Officer Working Group, with members from 20 agencies, among other activities.

Fairfax County Police Officer PFC Matthew Dannemann, West Springfield District Police Station, for his volunteer efforts with the Virginia Chapter of the American Rescue Dog Association and the Police Department Supplemental Search and Rescue Team.

Fairfax County Master Police Officer Jason Thompson, Franconia District Police Station, also for his volunteer efforts with the Virginia Chapter of the American Rescue Dog Association and the Police Department Supplemental Search and Rescue Team.

Mr. Speaker, I ask my colleagues to join me in congratulating and thanking each of the brave men and women who go above and beyond the call of duty to serve our community. They are part of the bravest and the finest who collectively ensure that Fairfax County remains one of the nation's safest communities in which to live, work, and raise a family. Moreover, the volunteer service exhibited by these honorees is one of the hallmarks of what has made Fairfax the thriving community it is today, and because of their efforts, that tradition will carry on for future generations.

RECOGNIZING THE PASSING OF  
ALFRED W. BLUMROSEN

**HON. ELEANOR HOLMES NORTON**

OF THE DISTRICT OF COLUMBIA  
IN THE HOUSE OF REPRESENTATIVES

*Friday, July 31, 2015*

Ms. NORTON. Mr. Speaker, I rise to ask the House of Representatives to join me in honoring Alfred W. Blumrosen, Thomas A. Cowan Professor of Law Emeritus, Rutgers School of Law Law School, who died this month, for his pioneering work in the development of the nation's equal opportunity laws and for his frontier role in the shaping of the Equal Employment Opportunity Commission (EEOC), which celebrated its 50th year of operation on July 2, 2015.

The nation is fortunate that Professor Blumrosen's dedication to equal rights led him to choose a brand new field of law, equal employment law, to which to devote his brilliant mind. When Professor Blumrosen was born, in 1928, there were no laws requiring equal treatment in the United States. His legacy is work that was instrumental in laying the groundwork for modern anti-discrimination law.

Professor Blumrosen inspired generations of law students at Rutgers School of Law for almost 50 years. As a public intellectual, his steady stream of publications in discrimination and labor law, were matched by his work on the ground helping to put new anti-discrimination laws in action. Blumrosen's work in both these worlds was cited just last month in a dissent in a housing discrimination case, *Texas Department of Housing and Community Affairs v. Inclusive Communities Project*, by Justice Clarence Thomas, who gave Professor Blumrosen credit for the development of disparate-impact theory, the most powerful tool used in equal opportunity legal work.

"Alfred Blumrosen, one of the principal creators of disparate-impact liability at EEOC, rejected what he described as a "defeatist view of Title VII" that saw the statute as a "compromise" with a limited scope. A. Blumrosen, *Black Employment and the Law 57-58 (1971)*. Blumrosen "felt that most of the problems confronting the EEOC could be solved by creative interpretation of Title VII which would be upheld by the courts, partly out of deference to the administrators. . . . EEOC's guidelines from those years are a case study in Blumrosen's 'creative interpretation.' Although EEOC lacked substantive rulemaking authority it repeatedly issued guidelines on the subject of disparate impact." . . . EEOC's strategy paid off. The Court embraced EEOC's theory of disparate impact, concluding that the agency's position was "entitled to great deference." See *Griggs 401 U.S.*, at 433-434.

Professor Blumrosen began his leadership in developing anti-discrimination law and the EEOC itself as soon as Title VII, the employment equal rights section of the 1964 Civil Rights Act, was enacted. He was the EEOC's first chief of conciliations, where early Title VII law was often made by securing negotiated agreements with employers. He was director of federal-state relations, guiding state and local anti-discrimination agencies in applying this burgeoning new area of law. Although Blumrosen's work in anti-discrimination law was particularly prominent at the EEOC, his work with other agencies was also important, particularly with the Office of Federal Contract Compliance, including his research with that agency to show that so-called reverse discrimination was uncommon in affirmative action cases. He served as special attorney in the Civil Rights Division of U.S. Department of Justice. Blumrosen was always generous in lending his brilliant mind to develop equal employment law—as counsel to Kaye, Scholer, Fierman, Hays and Handler, a New York law firm, and as counsel to the National Association for the Advancement of Colored People, among others.

Mr. Speaker, when I chaired the EEOC, Professor Blumrosen was a principal advisor on much of my most important work. He was particularly instrumental in helping us develop our guidelines on Employee Selection Procedures as well as our affirmative action guidelines to motivate employers to correct discriminatory patterns before they led to liability. Al was on the front lines with me in the total reorganization of EEOC operations nationwide to eliminate its huge backlog while significantly increasing remedies for complainants using negotiated agreements.

Notwithstanding his groundbreaking law development work in the public sector, Professor Blumrosen remained a prolific scholar, whose

efforts in the field often informed his scholarship. For his essay "Six Conditions for Meaningful Self-Regulation", he received the Ross Prize from the American Bar Association.

I was fortunate to write the introduction to one of his books, coauthored by his late wife, the late Ruth Gerber Blumrosen, *Slave Nation: How Slavery United the Colonies and Sparked the American Revolution*. Ruth Blumrosen, a professor of business and an adjunct professor of law at Rutgers, often collaborated with her husband. Together, they were a formidable team of scholars. Not surprisingly, their work in the law also infected their two sons, Steven and Alexander, who are both attorneys and legal scholars.

Mr. Speaker, Alfred Blumrosen spent his professional life as a leader on the development of equal opportunity law and in bringing equality to the workplace. It is rare that a lawyer or a professor has been able to be so influential simultaneously in law development and in implementation of one of the nation's most important laws.

Alfred Blumrosen was fortunate to live to see the 50th anniversary of Title VII of the 1964 Civil Rights Act and the 50th anniversary of the opening of the EEOC itself just this past July 2. A fair share of both of these commemorations belongs to Professor Blumrosen.

Mr. Speaker, I ask the House of Representatives to join me in honoring Alfred K. Blumrosen for a lifetime of productive trailblazing work that was instrumental in the creation of equal opportunity law, in the invention of the Equal Employment Opportunity Commission, and in sparking scholarship in a new field of American law.

CELEBRATING THE 40TH ANNIVERSARY OF SING TAO DAILY

**HON. MICHAEL M. HONDA**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Friday, July 31, 2015*

Mr. HONDA. Mr. Speaker, I rise today to honor Sing Tao Daily. On August 1, 2015, Sing Tao Daily will celebrate its 40th anniversary in San Francisco, California. Since 1975, Sing Tao Daily's Western Edition has covered local, state, and international news for Chinese American communities in the Silicon Valley, Seattle, Portland, and Hawaii. The organization is a leading content and service provider for global Chinese communities.

Headquartered in Hong Kong, Sing Tao Daily was the first Chinese language newspaper to publish overseas. The San Francisco Edition was the company's first global expansion and ranks as the highest paid circulation publication among Chinese language newspapers outside of China. Sing Tao Daily has been instrumental in helping Chinese immigrants adapt to their new country. Dedicated to journalistic integrity and recognized for its quality pieces, Sing Tao Daily has presented balanced reports and earned national awards from New American Media and local media organizations. As one of the world's most widely read Chinese newspapers, Sing Tao Daily has earned distinction as a global name in the print media market.

During its lifetime, the multimedia news group has served 625,000 Chinese Americans in the San Francisco Bay Area. Mr. Speaker,