

Michigan Chamber of Commerce and Forgotten Harvest, a hunger relief organization in Metro Detroit. Ms. Homco's ability to leverage her business experience and management skills on behalf of Michigan has helped make it a great place to live and work, and I have confidence that she will continue to lead in business and in the community in the coming years.

Mr. Speaker, I ask my colleagues to join me in honoring Jayne Homco for her work with Kroger Co. and in the community. Ms. Homco has been an effective leader as President of Kroger's Michigan Division while working on behalf of the southeast Michigan community.

INTRODUCTION OF THE PAY
EQUITY FOR ALL ACT OF 2017

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 11, 2017

Ms. NORTON. Mr. Speaker, I rise to introduce the Pay Equity for All Act of 2017, a bill that will help eliminate the gender and racial pay gap by prohibiting employers from asking job applicants for their salary history before making a job or salary offer. Representatives ROSA DELAURO, JERROLD NADLER, and JACKIE SPEIER are original cosponsors of the bill. Even though many employers may not intentionally discriminate against applicants or employees based on gender, race or ethnicity, setting wages based on salary history can reinforce the wage gap. Members of historically disadvantaged groups often start out their careers with unfair and artificially low wages compared to their white male counterparts, and the disparities are compounded from job to job throughout their careers.

Our bill will ensure that applicants' salaries are based on their skills and merit, not on a potentially problematic salary history, by assessing penalties against employers who ask applicants for their salary history during the interview process or as a condition of employment. It would also provide job applicants and employees with a private right of action against employers who violate these provisions.

Although the wage gap has decreased for some women, it still persists for women and men of color with similar skill sets. There is much work to be done to address the wage gap for everyone, and our bill is just one step toward that goal.

I urge my colleagues to support this bill.

HONORING THE DEDICATED SERVICE AND SELFLESS SACRIFICE OF STAFF SERGEANT MARK R. DE ALENCAR

HON. MATT GAETZ

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 11, 2017

Mr. GAETZ. Mr. Speaker, it is with both profound sadness and deep gratitude that I rise to pay tribute to a fallen decorated American

hero. On April 8, 2017, Staff Sergeant Mark R. De Alencar, who was assigned to Bravo Company, 1st Battalion, 7th Special Forces Group, Eglin Air Force Base, Florida, tragically succumbed to injuries received from small arms fire in support of Operation Freedom's Sentinel in Nangarhar Province, Afghanistan. Staff Sgt. De Alencar was 37 years old, but lived a lifetime marked by and full of service.

Born in a U.S. Army hospital in Nuremberg, Germany, Staff Sgt. De Alencar's childhood followed his father's military career. Graduating from Joppatowne High School, Joppa, Maryland, in 1998, he then worked odd jobs before becoming a carpenter. But it was in 2009, that he choose to follow in his father's footsteps and joined the U.S. Army.

After attending Basic Combat Training and Cannon Crewmember (13B) Advanced Individual Training (AIT) at Fort Sill, Oklahoma, Staff Sgt. De Alencar was assigned to Bravo Battery, 2nd Battalion, 11th Field Artillery Regiment, 2nd Stryker Brigade Combat Team, 25th Infantry Division at Schofield Barracks, Hawaii.

After arrival, he was deployed in support of Operation Iraqi Freedom and Operation New Dawn. Staff Sgt. De Alencar later attended Ranger School, graduated, and re-classed as an Infantryman (11B). During his time at Schofield Barracks, he served as Fire Team Leader, Rifle Squad Leader, and attended multiple training events with partnered forces throughout the Pacific; including Australian Jungle Operations, Operation Cobra Gold in Thailand, and multiple rotations to the National Training Center in Fort Irwin, California.

In September 2016, Staff Sgt. De Alencar graduated from the Special Operations Qualification Course earning the qualification as a Weapons Sergeant (18B) and was assigned to Bravo Company, 1st Battalion, 7th Special Forces Group (Airborne) located at Eglin Air Force Base, Florida.

Staff Sgt. De Alencar's military education includes Basic Leaders Course, Advanced Leaders Course, Jungle Operations Course, Ranger School, Airborne School, Air Assault School, Special Forces Qualification Course, and Survival Evasion Resistance and Escape School.

Staff Sgt. De Alencar's awards and decorations include the Army Commendation Medal with five Oak Leaf Clusters, Army Achievement Medal with 6 Oak Leaf Clusters, Meritorious Unit Citation, Army Good Conduct Medal, National Defense Service Medal, Iraqi Campaign Medal with two Campaign Stars, Global War on Terrorism Service Medal, Non Commissioned Officer Professional Development Ribbon, Army Service Ribbon, Overseas Service Ribbon, Expert Infantryman's Badge, Special Forces Tab, Ranger Tab, B Badge, and the Drivers Badge.

As exemplified by his extraordinary heroism, Staff Sgt. De Alencar's life stands as a testament that freedom is not free, and his legacy will echo in time as an example of the ultimate sacrifice made in the name of freedom on behalf of a humble and grateful Nation, I hope the De Alencar family will find solace in knowing their support, love, and counsel helped make him the hero he became both in uniform and as a father. I pray that God will be with Mark's wife, Natasha; sons, Rodrigo and Marcos; stepson, Deshaun; daughter,

Tatiana; stepdaughter, Octavia and all their family and friends during this time of great mourning and may God continue to bless the United States of America.

IN RECOGNITION OF KEN FISCHER
FOR 30 YEARS OF SERVICE ON
BEHALF OF THE UNIVERSITY
MUSICAL SOCIETY

HON. DEBBIE DINGELL

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 11, 2017

Mrs. DINGELL. Mr. Speaker, I rise today to recognize Ken Fischer for his 30 years as President of the University of Michigan's University Musical Society. Under Mr. Fischer's leadership, UMS has become one of the leading performing arts organizations in the country, brought some of the world's top performers and artists to the University of Michigan, and provided unparalleled cultural and artistic opportunities at the University and to the southeast Michigan community.

Mr. Fischer has been the President of UMS since 1987. During these years, Mr. Fischer has helped the UMS grow and expand its artistic offerings to the wider southeast Michigan community by attracting world-class performers to UMS, including the Royal Shakespeare Company and the Vienna Philharmonic Orchestra. In addition, UMS has partnered with local communities to expand access to the arts. He has done extensive work with metro Detroit's Arab American community, which launched a multiyear program to showcase art from different regions and cultures. Under Mr. Fischer's direction, UMS has also commissioned many new works, sponsored artist residences, and organized collaborative performances with local, national and international artists.

Mr. Fischer's outstanding tenure has positioned UMS for success in the coming years. In addition to introducing new programs and expanding the organization's outreach to students and new members of the southeast Michigan community, Mr. Fischer has also grown the organization's development efforts to support these new initiatives. Since appointing Mr. Fischer as President, UMS's budget has increased fourfold, allowing it to reach new audiences. Mr. Fischer has also worked to further intercultural understanding by serving as a speaker and cultural ambassador to Brazil, China, Lithuania and Mexico under the direction of the U.S. State Department. Because of Mr. Fischer's outstanding leadership for three decades, UMS was chosen as a 2014 recipient of the National Medal of the Arts, which is awarded by the President of the United States to organizations that have demonstrated artistic excellence.

Mr. Speaker, I ask my colleagues to join me in honoring Ken Fischer for his 30 years of success as President of the University of Michigan's University Musical Society. Mr. Fischer talent and passion for the arts has built a world-class organization that offers access to artistic performances to a variety of audiences.