

critical role within American society, and an anticipation of the great advances still achievable within the field. I urge my colleagues in both Chambers to support this measure both in honor of Dr. Dorothy I. Height and the late Whitney M. Young, Jr. and in resolute defense of the ideals and the people to whom Dr. Height and Mr. Young have dedicated their lives.

IN HONOR OF REDA BENDA

**HON. DENNIS J. KUCINICH**

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. KUCINICH. Madam Speaker, I rise today in honor and remembrance of Reda Benda, devoted wife, mother, grandmother and friend, whose spirit, positive attitude and service to others has left an indelible imprint upon our Cleveland community.

Mrs. Benda married Elmer Benda at Holy Name church in 1941, where she remained an active parishioner her entire adult life. Together they raised five children: James, Elmer, Kathleen, William and Rosemary. Mrs. Benda was the center of her family—always surrounded by the support and strength of her children, sixteen grandchildren and twenty great grandchildren.

Her devotion to her family extended into the community, throughout the North Broadway neighborhood where her leadership and concern for others lifted the lives of countless neighbors. Mrs. Benda was a founding member of the Jones Road Town Club, a member of the Orchard Civic Club and she logged nearly 7,000 hours as a volunteer at St. Alexis Hospital. She was active in several neighborhood senior organizations, including Holy Name, St. Stan's and St. Therese Senior Citizen Groups. Additionally, Mrs. Benda was a passionate participant in the democratic process. She was an active member of the Ward 12 Democratic Club and the Cleveland Women's Democratic Club. Moreover, Mrs. Benda was a Democratic Precinct Committeewoman for nearly twenty years.

Madam Speaker and Colleagues, join me in honor and remembrance of Reda Benda, whose joyous life is one to celebrate and emulate. I offer my heartfelt condolences to Mrs. Benda's children, grandchildren, great grandchildren, extended family and many friends. Although she will be greatly missed, her unwavering devotion to faith, family, friends and to the people of the North Broadway neighborhood has touched the lives of everyone who knew her, and she will never be forgotten.

SAN JOSE ELEMENTARY SCHOOL  
IN DUNEDIN, FLORIDA CELEBRATES ITS 50TH ANNIVERSARY

**HON. C.W. BILL YOUNG**

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. YOUNG of Florida. Madam Speaker, the students, parents, faculty and staff of San Jose Elementary School celebrate 50 years of educational excellence this week in Dunedin, Florida, which I have the honor to represent.

Monika Wolcott, San Jose's principal, and her staff take great pride in providing a close-knit family that works with parents and local businesses to challenge their students to achieve the highest standards. Their motto is Commitment to Character and SOS (self, others, school).

San Jose Elementary welcomed its first students on September 2, 1958 to a growing part of North Pinellas County and now has as its students the children of many of its alumni.

The school has been called one of Pinellas County's best kept secrets and sits on a very unique piece of property. It is immediately adjacent to the 75 acre Hammock Park, the Dunedin Nature Center, the Gulf of Mexico and the Pinellas Trail, a county-long recreational pathway.

Madam Speaker, it is my hope that my colleagues will join me in saying thank you to San Jose Elementary for providing a half-century of caring service to the thousands of students who have passed through its doors. As the times and technologies have changed over the years, one thing has remained constant. That is a commitment to a warm and caring learning environment which has led to a quality education for Pinellas County elementary students. My congratulations go out to the San Jose Hawks, their parents and teachers for a job well done.

IN HONOR OF MARLENE ELLIOTT  
BROWN

**HON. MICHAEL N. CASTLE**

OF DELAWARE

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. CASTLE. Madam Speaker, it is with great pleasure that I rise today to pay tribute to Marlene Elliott Brown. In a state with many "firsts" in its history, we are proud of the fact that Marlene was the first female State Director for USDA Rural Development, and after eight years she has left big shoes to fill for those that will follow her. This amazing woman's nearly twenty-six years of tireless federal service have been nothing but extraordinary.

A native of Laurel, Delaware, Marlene's career in public service began in 1982, when she joined the staff of the late U.S. Senator William V. Roth. She became the Senator's State Director and served him faithfully for eighteen years. On March 14, 2001, she was appointed by President George W. Bush to serve as the Delaware/Maryland Director for USDA Rural Development. Marlene's eight years in this position are marked with many noteworthy accomplishments including: 1065 Delaware families or individuals becoming new homeowners; 2855 jobs created or saved; 44,188 homes and businesses that benefited from improved central water and wastewater systems; and 235 homes of individuals with disabilities that were repaired to remove health and safety hazards.

But Marlene's impact on those around her is certainly not limited to her professional career. She is a role model for others and is involved in many community organizations, having served as President for the Georgetown-Millsboro Rotary Club, Vice Chairman of the Republican State Committee, Honorary Commander at the Dover Air Force Base, Board Member of the Delmarva Christian High

School, member of the Delaware Tech Educational Foundation Council, and through her faith as a member of Trinity UMC and the Delmar Christian Center.

Marlene once described the late Senator William Roth in the following words, "all were better for the time spent with him. He gave everyone opportunity, he led by example, and he showed the path for public service." I find Marlene Elliott Brown to be all of those things and more. She is a thoughtful leader, an insightful and honest woman, a tireless volunteer in her community and church, a dedicated public servant, and above all, a loyal and generous friend.

I congratulate Marlene for her years of extraordinary service to the state of Delaware and the countless citizens who have been touched in some way by her dedication. On behalf of all Delawareans, I would like to thank her parents—Marshall and Blanche Elliott; her husband—Jim; and her friends for sharing her with us over these many years. Marlene is an exemplary citizen and like other outstanding individuals before her, "we are better for the time spent with her."

IN HONOR OF JUDGE LARRY A.  
JONES, SR.

**HON. DENNIS J. KUCINICH**

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. KUCINICH. Madam Speaker, I rise today in recognition of Judge Larry A. Jones, Sr., who was recently sworn-in to serve as Judge with the Court of Appeals of Ohio, Eighth Appellate District, where he will hear cases on appeal in Cuyahoga County.

Judge Jones, a lifelong resident of the Cleveland area, has a multifaceted and rich history of public service, which began at Glenville High School, where he was elected President of the Student Council. Following High School, Judge Jones realized the importance of a solid educational foundation. He earned a Bachelor of Arts degree from Wooster College, then went on to earn a Juris Doctorate degree from Case Western Reserve University School of Law.

Judge Jones served as the Assistant County Prosecutor for Cuyahoga County from 1978 to 1981, when he was elected to the Cleveland City Council, where he represented the residents of Ward 10 for five years. In 1987, Judge Jones was elected Judge of the Cleveland Municipal Court, and was re-elected every six years thereafter. Throughout his tenure, Judge Jones created an atmosphere of teamwork among the judges, uniting to develop programs to pave the way for offenders to renew their lives, thereby reducing recidivism. In 1998, Judge Jones was selected by judicial leaders to preside as the Judge for the Greater Cleveland Drug Court, a multi-tiered program involving city and county agencies that focuses on drug offenders in two main ways: Accountability and treatment resources. This vital program continues to turn lives around and provides hope for individuals and families caught in the devastating web of drug abuse, providing them with the tools to break free and reclaim their lives.

Madam Speaker and colleagues, please join me in celebrating the work of Judge Larry A.

Jones, Sr. as he begins his service as Judge with the Court of Appeals of Ohio, Eighth Appellate District. His unwavering dedication, professionalism, integrity and sense of compassion will continue to empower, uplift and strengthen the lives of every person who may find herself or himself seated before him. His tenure as the Judge of the Greater Cleveland Drug Court has made an immeasurable impact on the lives of countless individuals throughout our community, and he will continue to do so as Judge with the Eighth Appellate District of Ohio.

A TRIBUTE TO CAROLYN M.  
CUSTARD

**HON. GERALD E. CONNOLLY**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. CONNOLLY of Virginia. Madam Speaker, I rise today to recognize Carolyn M. Custard and her achievements as the Principal of Cecil D. Hylton Senior High School in Woodbridge, Virginia.

Principal Custard treats her students and faculty as family. The school motto, "We are Family Working Together for Total Success" resonates through every interaction at Hylton Senior High School. There is mutual trust and respect amongst the students, parents, faculty and administration, and all strive to meet Principal Custard's signature high expectations. She leads with positivity; motivating those around her to excel with efforts that are earnest and determined.

Principal Custard's approach to education is remarkable and her success undeniable. The percentage of special education students who passed the Standards of Learning exams rose to 80% from 59% in just one year. In 2008, Ms. Custard was named the 2008 Outstanding High School Principal of Virginia, and Hylton Senior High School was recently placed in the top 5% of Newsweek's Top 1000 High Schools in the Nation.

Principal Custard preaches collaborative leadership and established the Principal's Advisory Council. Composed of parents, students and staff, the Council encourages engagement in the school's community. Principal Custard education system can only benefit as parents and students take ownership in the performance and future of their local schools.

In recognition of her innovation and sincere dedication to education, the National Association of Secondary School Principals named Principal Custard as one of their six finalists for the 2009 Principal of the Year Award.

Madam Speaker, I ask that my colleagues join my endorsement of Principal Custard's leadership in our nation's education system.

COMMEMORATION OF THE NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE'S 100TH ANNIVERSARY

**HON. JOE SESTAK**

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. SESTAK. Madam Speaker, I rise today to acknowledge the contributions of the fol-

lowing individuals, and the organizations they lead, for their consistent and essential support to my constituents in the 7th Congressional District of Pennsylvania.

I thank Darrell Jones, of West Chester; Sheila A. Carter of Darby; Reverend Albert G. Davis of the Mainline; Dr. Joan Duval-Flynn of Media; M. Lana Shells of Norristown; Jerome Whyatt Mondesire of Philadelphia; Alice H. Hammond of West Chester; and, Linda Osinupedia of Yeadon for their tireless efforts.

These 21st Century American patriots carry on the traditions of the NAACP whose mission "to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination," remains as vital today as it was when founded a century ago.

HONORING ARMTEC DEFENSE PRODUCTS COMPANY

**HON. MARY BONO MACK**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mrs. BONO MACK. Madam Speaker, it is both an honor and a privilege to congratulate Armtec Defense Products Company on their 40th anniversary. For the past four decades, this organization has worked diligently with the U.S. military to create products to protect and defend our county.

Armtec Defense Company began with a simple technical innovation, combining nitrocellulose into inert paper products, a superior invention that remains the industry standard even today. In 1968, founder and innovator Pete DeLuca opened the Armtec facility in Coachella, California, and began production of combustible 152mm cartridge cases. This product was used by the U.S. Army for nearly 30 years on Armored Reconnaissance Vehicles, and I commend Armtec for supplying our armed forces with the vital support our troops deserve.

For the past 40 years, Armtec has developed numerous combustible ordnance products for the U.S. Army and U.S. Marine Corps. These products are utilized by a vast majority of U.S. tank, artillery and mortar rounds in our military, and have been supplied to our forces in past military engagements such as Vietnam, Desert Storm, Operation Enduring Freedom and Operation Iraqi Freedom.

Armtec Defense Products Company has been and continues to be a wonderful asset to the Coachella Valley. Over the decades, they have provided thousands of jobs to the local residents of the 45th Congressional District, which is crucial during these economic times. Additionally, Armtec supports numerous worthy causes throughout our community, like the U.S. Marine Scholarship Fund, Navy League, and the United Way.

Armtec Defense Products Company's dedication to our nation's military is invaluable. On behalf of the constituents of the 45th District and the greater United States, we thank you for your contributions to our country's past and future.

Again, congratulations on your 40th anniversary.

ON THE INTRODUCTION OF THE FEDERAL EMPLOYEE RETIREMENT SYSTEM (FERS) SICK LEAVE EQUITY ACT OF 2009

**HON. JAMES P. MORAN**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. MORAN of Virginia. Madam Speaker, I rise today to introduce the bipartisan "Federal Employee Retirement System (FERS) Sick Leave Equity Act" that I am offering with my colleague Representative FRANK WOLF (R-VA). The current sick leave policies for the civil service are inappropriately bifurcated between new and older systems, and the current system is costing the Federal Government millions in lost productivity each year.

Today, Federal employees enrolled in FERS may accrue annual sick leave over the course of their career, but under the current "use-it or lose-it" policy, all sick leave is eliminated at retirement. Representative WOLF and I believe that this policy serves as a disincentive to conserve sick leave—or an incentive to use sick leave at the end of careers when employees are not really sick. An August 2008 Congressional Research Service (CRS) report indicated that sick leave balances were significantly lower for FERS employees than CSRS employees, and a survey of FERS and CSRS employees showed that 85% of CSRS employees conserve as much sick leave as possible, whereas 75% of FERS employees said they would use as much sick leave as possible during their last years. The Office of Personnel Management confirmed the existence of this "FERS flu" phenomenon as well, asserting that the lost productivity and training of new employees to fill in for absent employees cost the Federal Government an estimated \$68 million annually. This lost productivity accompanies the aging workforce nearing retirement over the next ten years.

The use of sick leave is a significant problem to the efficiency and effectiveness of the Federal Government, but it is also a challenge that has been overcome before. The story of how employees in CSRS got their sick leave benefit provides insight into the same challenges the Federal Government faces today. Originally CSRS employees had no benefit—they all forfeited any unused sick leave upon retirement. As a result, Federal employees were burning their sick leave at the end of their careers. The Civil Service Commission estimated that half of all retiring Federal employees had no sick leave; Congress reported that retiring employees used an average of 40 sick leave days in their last year before retirement.

In response to this problem, in 1969, Congress changed the law to permit employees to receive credit for any accrued sick leave. This policy has remained in place for CSRS—whatever accrued sick leave an employee has, that time is added to their annuity. Not surprisingly, Federal employees began conserving sick leave. A later GAO report showed that retiring employees had significantly higher sick leave balances than those who retired before the law was changed.

The Congress's failure to learn from the past has caused history to repeat itself. When the FERS retirement system was created in 1986, Congress explicitly eliminated the sick