

roughly 80 cents for every dollar paid to her white, non-Hispanic female counterpart. The gap is larger for the typical Hispanic woman working full time, year round, who is paid just 70 cents for every dollar paid to her white, non-Hispanic female counterpart.

The wage gap for African-American and Hispanic women working full time, year round also persists when the effect of sex is considered alone. The typical African-American woman working full-time year round is paid roughly 85 cents for every dollar paid to her African-American male counterpart. The typical Hispanic woman working full time, year round is paid 91 cents for every dollar paid to her Hispanic male counterpart.

In my home state of Texas, the statistics are even worse for women of color. African American women in Texas make 59.6 cents compared to white non-Hispanic men, and Hispanic women make 45.2 cents for every dollar earned by a white, non-Hispanic man. OCCUPATIONAL SEGREGATION LEADS TO UNEQUAL PAY PERSISTENT OCCUPATIONAL SEGREGATION

Almost two-thirds of workers earning the lowest wages—those who make the federal minimum wage or less—are women. The federal minimum wage is just \$7.25 per hour. The federal minimum cash wage for tipped employees is \$2.13 per hour, less than one-third of the current federal minimum wage and unchanged in more than 20 years. Women make up almost two-thirds (65 percent) of workers in tipped occupations.

Even in occupations that pay slightly above the federal minimum wage, women predominate. Women are the majority of workers in each of the ten largest occupations that typically pay less than \$10.10 per hour, and two-thirds or more of the workers in seven of these occupations.

Studies have shown that occupational segregation leads to lower wages for women. In fact, wages in occupations that are made up predominantly of women—“pink collar” occupations such as child care workers, family caregivers or servers pay low wages—precisely because women are the majority of workers in the occupation. One study that used the share of women in an occupation to predict wages in that job a decade later found that “women’s occupations”—those that were two-thirds or more female—had wages that were 6 percent to 10 percent lower a decade later than “mixed occupations.”

#### UNEQUAL PAY HURTS FAMILIES AND CHILDREN

Whenever a woman receives unequal pay for equal work, their families suffer.

Lower earnings have a serious impact on the economic security of the over 7.5 million families headed by working single mothers.

Working single mothers with children struggle to make ends meet. In 2011, over a quarter, almost 2.2 million, of all such families were poor. Almost an additional 2.5 million working single mother families were on the edge of poverty, falling between 100 and 200 percent of the Federal Poverty Level, meaning that 62% of working single mother families subsisted under 200 percent of the Federal Poverty Level. In 2011, the Federal Poverty Level for a single mother with two children was just \$18,123.

Most two-parent families depend on women’s wages, and so also suffer when women receive unfair pay.

Nearly 1.6 million married couples with children relied exclusively on women’s earnings at some point in 2011, representing 6.6 percent of all married couples with children.

In 2011, more than 13.9 million married couples with children relied on both parents’ earnings, representing 58.7 percent of all married couples with children.

Fair pay impacts married women with no children who are more likely to be solely

supporting their family than married women with children.

Nearly 4.1 million married couples with no children relied exclusively on women’s earnings at some point in 2011, representing 11.5 percent of all married couples with no children.

In 2011, almost 13.9 million married couples with no children relied on both partners’ earnings, representing 39.4 percent of all married couples with no children.

#### LILLY LEDBETTER’S STORY

While looking at these shocking statistics, I wanted to remind you all of the story of a woman who received unequal pay for equal work: Lilly Ledbetter. She has become a household name for her courage to fight for an equal paycheck. Thanks to the Lilly Ledbetter Fair Pay Act of 2009 women in Ms. Ledbetter’s situation can now seek remedies in federal court more easily. These statistics show that women all around the country experience the kind of discrimination that Lilly Ledbetter faced.

Lilly Ledbetter was born in a house with no running water or electricity in the small town of Possum Trot, Alabama.

She worked hard, and became a supervisor at Goodyear Tire and Rubber’s plant in Gadsden, Alabama, from 1979 until her retirement in 1998.

For most of those years, she worked as an area manager, a position largely occupied by men. Initially, Ledbetter’s salary was in line with the salaries of men performing substantially similar work. Over time, however, her pay slipped in comparison to the pay of male area managers with equal or less seniority.

By the end of 1997, Ledbetter was the only woman working as an area manager and the pay discrepancy between Ledbetter and her 15 male counterparts was stark: Ledbetter was paid \$3,727 per month; the lowest paid male area manager received \$4,286 per month, the highest paid, \$5,236.

In short, despite her outstanding performance, every month Lilly Ledbetter took home a smaller paycheck than men doing the same job. She may have never found out about this discrimination had a co-worker not slipped her an anonymous note telling her she was being paid hundreds of dollars less per month.

At first, the Supreme Court said that Lilly Ledbetter couldn’t even sue her employer since the first time they began paying her unequally was 19 years ago, leaving Lilly Ledbetter with no remedy for the 19 years of unequal, discriminatory paychecks she received. Fortunately, Congress stepped up and passed the Lilly Ledbetter Fair Pay Act, which allows women to bring a lawsuit within a reasonable amount of time uncovering the discrimination.

Our goal here in Congress needs to be to eliminate unequal pay at its root. Every day, women like Lilly Ledbetter are less able to pay their bills, save for retirement, and enjoy the fruits of their labor because they are paid less than their male counterparts.

#### CONCLUSION

We need to act to close this wage gap. More than 50 years after Congress made it illegal for employers to discriminate on the basis of sex, it is shameful that hard working American women are paid 77 cents for every dollar earned by a man. 77 cents for working the same job, the same number of hours.

Equal Pay Day reminds us how much further we need to go to achieve equality in the workplace. We need to come together to work to put an end to unequal pay for equal work.

FRANCISCO AGUILAR

#### HON. ED PERLMUTTER

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Mr. PERLMUTTER. Mr. Speaker, I rise today to recognize and applaud Francisco Aguilar for receiving the Arvada Wheat Ridge Service Ambassadors for Youth award. Francisco Aguilar is a 12th grader at Jefferson High School and received this award because his determination and hard work have allowed him to overcome adversities.

The dedication demonstrated by Francisco Aguilar is exemplary of the type of achievement that can be attained with hard work and perseverance. It is essential students at all levels strive to make the most of their education and develop a work ethic which will guide them for the rest of their lives.

I extend my deepest congratulations to Francisco Aguilar for winning the Arvada Wheat Ridge Service Ambassadors for Youth award. I have no doubt he will exhibit the same dedication and character in all of his future accomplishments.

#### HONORING THE LIFE OF MIKE PEREZ

#### HON. JIM COSTA

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Mr. COSTA. Mr. Speaker, I rise today to pay tribute to the life of Mike Perez, who passed away on March 24, 2013, at the age of 91. Family was Mike’s highest priority, but he was also a successful businessman and community leader. His legacy will live on through his many contributions to Central California.

Born in California’s agriculturally rich San Joaquin Valley to Juan and Maria Perez, Mike had a deep appreciation and understanding of the importance agriculture carries in our Valley. Mike grew up in a large family with two sisters Amelia and Tabor, and three brothers Daniel, Tom, and Earl. Together, the family established and ran a successful business which served as a reminder that the American Dream can be achieved through hard work and family bonds.

In 1941, Mike’s father founded J.M. Perez and Sons, a visionary family-run farming operation in Stanislaus County, California. Eight years later, Juan turned the family business over to his sons and it was renamed Perez Brothers. After the brothers took over, the farming operation expanded from Stanislaus County to Firebaugh, California. Mike was instrumental in the growth of the business, and was responsible for diversifying and growing new crops. In 2003, Mike and his brothers were recognized for their contributions to the agriculture community when they were inducted into the Stanislaus County Agriculture Hall of Fame. Today, the farm is run by the third generation of the Perez family and it continues to thrive.

Beyond Mike’s work at Perez Brothers, he was also very active in the community. He served as President and Director of the Broadview Water District. In addition, Mike

served as director for other organizations, including: Broadview Co-op Gin, Cal-Cot Ltd., Land Preservation Association, San Luis and Delta-Mendota Water Association, Silver Creek Drainage Association, and Valley Seed Growers. Mike has also held office at Cal-West Seeds.

His work and community service were essential aspects of Mike's life; however, family was most important to him. Words cannot adequately describe how much he loved his wife, Ann; his children, Michael, and Marvin, and his beloved grandchildren.

Mr. Speaker, it is with great respect that I ask my colleagues in the House of Representatives to pay tribute to the life of Mike Perez. He will be remembered as a man who never took anything for granted and had a full appreciation and love for life.

**RECOGNIZING PATRICIA B. SALAS ON RECEIVING THE 2013 U.S. SMALL BUSINESS ADMINISTRATION'S FINANCIAL SERVICES CHAMPION FOR GUAM**

**HON. MADELEINE Z. BORDALLO**

OF GUAM

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Ms. BORDALLO. Mr. Speaker, I rise today to commend and congratulate Ms. Patricia B. Salas on being awarded the 2013 U.S. Small Business Administration's Financial Services Champion Award for Guam. Ms. Patricia B. Salas is the Vice President, Business Development Manager for Bank of Guam.

Ms. Salas started her banking career in 1989 as a Personal Banking Officer with the Wells Fargo Bank in San Diego, California. She was later promoted to the San Francisco branch on Market Street as the Business Banking Officer of Wells Fargo's Business Banking Group, where she managed a commercial portfolio with more than \$150 million on deposit.

Ms. Salas was born and raised on Guam and is the daughter of Ricardo P. Benito and Carmen Martinez Benito. She graduated from Academy of Our Lady of Guam in May 1983.

In 1998, Patricia moved back home to Guam and worked in a commercial loan officer position with a community bank on Guam. Within a year Patricia was promoted to Assistant Vice President and Relationship Manager responsible for developing strategies and managing a \$30 million commercial loan portfolio. In 2010, she joined Bank of Guam as a Vice President and Business Development Manager.

In addition to her professional career, Ms. Salas is an active member of our local community. She is involved in community outreach and financial literacy programs and is a member of the Rotary Club of Tumon Bay, where she has served in various leadership positions. Additionally, she is a board member and treasurer of the Guam Business Partners for Recycling.

Ms. Salas is married to Edwin "Bob" Salas and they have two daughters, Taylor and Chloe. She earned a bachelor's in Business Administration from the University of San Diego in May of 1987.

I congratulate Ms. Patricia B. Salas on receiving the 2013 U.S. Small Business Admin-

istration's Financial Services Champion Award for Guam. I join the people of Guam in commending her for her award and thanking her for her many contributions to our island and people.

**HONORING MT. VERNON HIGH SCHOOL BASKETBALL TEAM**

**HON. LUKE MESSER**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Mr. MESSER. Mr. Speaker, I rise today to honor the accomplishment of the Mount Vernon High School girls basketball team in Fortville, Indiana.

The Mt. Vernon girls varsity basketball team recently made school history by capturing the team's first state championship in their third title game appearance. The Marauders won the Indiana Class 3A State Basketball Championship 61-47 over Hamilton Heights.

Mt. Vernon was led in scoring in the title game by freshman Sydney Shelton with 29 points and in rebounds by junior Erica Moore with 15, setting a Class 3A record for title game rebounds. In addition, senior Rachel Houck was named the winner of the Patricia L. Roy Mental Attitude Award for Class 3A Girls Basketball for her demonstrated excellence in mental attitude, scholarship, leadership, and athletic ability. The team finished the championship season with a record of 23-4.

I want to congratulate this team for showing great resolve and teamwork throughout the state tournament and in the title game. I also want to commend the team for representing themselves with class throughout the season, the tournament, and the remainder of the year.

Congratulations go to starters Sydney Shelton, Shaely Duff, Rachel Houck, Erica Moore, and Ellie Balbach, along with teammates Taylor Riggs, Morgan Stricker, Jessica Grubb, Ariana Sandefur, Sadie Baugh, Maddie Walrod, Krista Shockley, Hannah Jones, and Olivia Coleman. For the leadership of this championship team, congratulations and accolades go to the head coach, Julie Shelton, and assistant coaches, Tom Kirby, Ashley Greulich, and Jeff Phares.

I ask the entire 6th Congressional District to join me in congratulating the Mount Vernon High School girls varsity basketball team for their dedication, execution, and excellence this season.

**ERICA SIMPSON**

**HON. ED PERLMUTTER**

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Mr. PERLMUTTER. Mr. Speaker, I rise today to recognize and applaud Erica Simpson for receiving the Arvada Wheat Ridge Service Ambassadors for Youth award. Erica Simpson is an 11th grader at Jefferson High School and received this award because her determination and hard work have allowed her to overcome adversities.

The dedication demonstrated by Erica Simpson is exemplary of the type of achievement

that can be attained with hard work and perseverance. It is essential students at all levels strive to make the most of their education and develop a work ethic which will guide them for the rest of their lives.

I extend my deepest congratulations to Erica Simpson for winning the Arvada Wheat Ridge Service Ambassadors for Youth award. I have no doubt she will exhibit the same dedication and character in all of her future accomplishments.

**HONORING THE 50TH ANNIVERSARY OF PARK TOOL**

**HON. BETTY MCCOLLUM**

OF MINNESOTA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Ms. MCCOLLUM. Mr. Speaker, today I rise to pay tribute to Park Tool in Oakdale, Minnesota, on the occasion of the company's 50th anniversary. Park Tool is a Minnesota success story, growing from a small family owned company to the world's leading manufacturer of bicycle tools exporting American made products around the globe.

Necessity breeds invention, and the need for good and reliable bicycle repair tools forged the beginnings of Park Tool. In 1963, two bike shop owners, Howard Hawkins and Art Engstrom, lacked adequate equipment to make repairs in their shop so they started inventing their own tools. Their creativity and innovation produced the tools that helped to transform the bicycle repair industry. One of their first inventions was a stand to allow easier access to complete repairs, which was awarded a patent in 1976. Park Tool quickly expanded, and many patents later, began building wheel truing stands, repair stands and consumer tools. By the early 1980's the retail shops that started the company were sold to concentrate on manufacturing tools. Park Tool continues to help define the industry and its success has led to the opening of its new factory and headquarters, which is opening this month in Oakdale, Minnesota.

It is fitting that Minnesota is home of Park Tool, because it is one of the most bike friendly states in the nation. The American Trails organization named Minnesota the "Best Trails State," because of our state's leadership in development of a major system of bike trails, paths and commuter routes on roads—not to mention our abundance of beautiful lakes, rivers and parks. As more Minnesotans and more Americans rely on bikes for transportation to work and for enjoyment, many in our community and across our state and country depend on Park Tool to produce the high quality tools that keep their bikes in top shape.

Park Tool is a company that shares its success by giving back to people and communities. The company has supported "Ride 2 Recovery" which helps veterans with cycling based rehabilitation programs, as well as with programs that promote safe and fun cycling around the United States. The "Earn-A-Bike" program and "Bike Shop at School" teaches students the mechanical fundamentals of bicycle assembly and repair while fostering environmental stewardship and healthy living. The company has also partnered with "Trips for Kids" which helps at-risk youth by organizing mountain bike rides in their 80 chapter communities around the United States, Canada, and Israel.