

the Violence Against Women Act. This landmark law shined a light on the scourge of domestic violence and improved the criminal justice system's response to these cases. Last year, Congress again came together to reauthorize and strengthen VAWA to address the evolving needs of domestic and sexual violence victims, and to ensure that those protections are available to all victims, regardless of sexual orientation, ethnicity, race or gender. The VAWA reauthorization law, which I was proud to author, was just one example of how we must continue to build on the historic work of past years in advancing equal rights and opportunities for American women.

And earlier this week, the Senate yet again tried to move forward with legislation to address pay equality. Building on more than 50 years of progress, starting with the Civil Rights Act, which barred employment discrimination based on race and gender, and on the heels of the 2009 Lilly Ledbetter Fair Pay Act, the Paycheck Fairness Act would take a significant step toward ensuring a balanced and equal environment for women in the workplace. Unfortunately, for the fourth time, partisan objections have prevented the Senate from advancing this legislation to hold employers accountable and to protect employees from retaliation for discussing their salaries with colleagues. Vermont has adopted its own Equal Pay Act, making it illegal for employers to offer anything less than equal pay for equal work. Still, in Vermont, where 22,000 households are headed by women, the yearly gender pay gap is nearly \$6,000. More needs to be done, and we can do better.

This year, Vermont will mark two important anniversaries. Thirty years ago, Vermont voters sent the first woman in our history to the State House to serve as Governor. Madeleine Kunin, a trailblazer in Vermont, served for 6 years as Governor, before becoming a Deputy Secretary of Education in the Clinton Administration. As a child, she fled the threat of the Holocaust, leaving Switzerland with her family for the hope and promise of America. She returned to the country that she had been forced to flee when President Clinton appointed her to serve as the U.S. Ambassador to Switzerland. She continues to lead and inspire as an author, educator, mentor to women in politics, and tireless advocate for women's rights.

Later this year, the Vermont Women's Fund will celebrate 20 years of supporting women, both in the workplace and at home. The Fund helps women overcome economic hardships to live secure and successful lives. The Fund guides young women to opportunities in nontraditional career paths and propels future leaders to reach their goals. As we well know, when women are given an equal opportunity, their achievements are elevated. When women are given equal opportunities, they thrive and often rise to the top.

When women are given a fair shot, their contributions at home, in the workplace and in our communities make us all better. The Vermont Women's Fund, with its diverse and representative council, works to establish and preserve that progress for Vermonters.

In the nearly 95 years since the Nation came together to belatedly extend the right to vote to women, we have made considerable strides in advancing gender equality. More than two dozen women lead Fortune 500 companies, an achievement once viewed as unattainable to young women entering the workforce. Women have risen to some of the highest ranks in our government. Women now comprise a majority of students enrolled in college. In Vermont, we are proud of our history in advancing women's rights. Leaders like Madeleine Kunin, and programs like the Vermont Women's Fund, are shining examples of why Vermont is a leader in this social progress for women and our entire society. And we are proud to be a national leader in the advancement of women. Congress, and the country, can learn and benefit from Vermont's trailblazing example.

RECOGNIZING THE CHRISTIAN APPALACHIAN PROJECT

Mr. McCONNELL. Mr. President, I rise today to pay tribute to the Christian Appalachian Project, CAP, an organization that is celebrating 50 years of dedicated service to the people of Appalachia.

CAP was started by the Reverend Ralph Beiting in Eastern Kentucky. Reverend Beiting was a Catholic priest assigned to an area of Kentucky that had no Catholic church, and the organization grew out of his ability to help those in need without the organizational structure of an established church. In 1964, he started a summer camp for boys on Herrington Lake in Garrard County, thus launching the Christian Appalachian Project's now 50-year legacy.

Since that summer of 1964, CAP has grown into the Nation's 16th-largest human services charity. Among the services CAP provides are home repair and reconstruction, disaster relief, clothing drives, food relief, and—a sure sign that some things never change—summer camps.

CAP employs 160 people and has around 50 long-term volunteers. This is in addition to the host of volunteers that are drawn to community service projects like Grateful Bread, Grateful Threadz, and WorkFest.

CAP has touched the lives of thousands in Appalachia and is a model for how organizations can serve their communities. I therefore I ask my Senate colleagues to join me in honoring the Christian Appalachian Project.

Kentucky Living published an article in their September 2014 issue profiling the Christian Appalachian Project. I ask unanimous consent that the full article be printed in the RECORD.

There being no objection, the material was ordered to be printed in the RECORD, as follows:

[From Kentucky Living, Sept. 2014]

BRINGING HELP AND HOPE: HUNDREDS OF VOLUNTEERS WORKING WITH THE CHRISTIAN APPALACHIAN PROJECT—NOW CELEBRATING 50 YEARS OF SERVICE—BRING RESIDENTS OF APPALACHIA DIGNITY, SELF-WORTH, AND RENOVATED HOMES.

(By Debra Gibson Isaacs)

It wasn't supposed to snow. After all, it was spring break for the college students who had wound their way into rural eastern Kentucky from across the nation. But the snow was just one of many surprises this week, and like the others, it was easily, joyfully accepted.

The students were in Kentucky for WorkFest, one of an array of programs serving the most basic needs of the region's most vulnerable residents—children and families, the elderly, and individuals with disabilities—conducted by the Christian Appalachian Project, or CAP as the nonprofit organization is affectionately known. CAP provides home repair and reconstruction, food, disaster relief, crisis intervention, child development, summer camps, family advocacy, domestic violence shelters, in-home respite, clothing, and programs for the elderly.

With help from hundreds of volunteers, CAP has renovated 362 homes in Floyd, Jackson, Rockcastle, Clay, Owsley, McCreary, Martin, Lawrence, and other counties during WorkFest since the annual event began in 1992. On this day in March, CAP volunteers were in Rockcastle County working on four homes.

One was the home of Vincent, a member of Jackson Energy Cooperative. Vincent had returned to Kentucky from 11 years working for the military to find his home in need of far more work than he could accomplish alone and with little money.

"I am like the Beverly Hillbillies," 48-year-old Vincent joked, his green eyes smiling above his mustache, a bandana on his head and two earrings piercing his left ear. "I packed up everything I owned in my truck and came home. This is home. I always come back home."

But home had a bathroom floor that had rotted out. The living room floor was also gone. The roof leaked. Windows had to be replaced. Plumbing needed repair. The front porch was close to falling down. The modest home was barely habitable. Still, no one seemed to see the problems; they were focused on the solutions.

Seeing the solution rather than the problem is standard fare for CAP, which is celebrating its 50th anniversary all year from now until August 2015. Started by the Rev. Ralph Beiting, a Catholic priest assigned to a slice of eastern Kentucky without a single Catholic church at the time, CAP grew from Beiting's ingenuity in helping those around him. At first Beiting would travel to northern Kentucky, where friends and church families would donate all kinds of goods and clothes, and he would distribute them to those in need. His outsized personality soon led him into the hearts of the people, and that led him to try to meet the many needs he found.

The first official CAP project came in 1964—a summer camp for boys on Herrington Lake in Garrard County. Beiting went on to develop the concept for finding ways to help people help themselves. He named his ministry the Christian Appalachian Project and declared it would be "a group that would roll up our sleeves and get the job done."

That same work ethic and dedication continues today, 50 years later, as the Christian

Appalachian Project goes about improving the lives of those in Appalachia.

"Cut it like this," instructs Jay G. Dresser, a CAP volunteer for 15 years, as he takes a power saw from one of the students to demonstrate how to notch a 2x4. A few feet away, students are in the bathroom ripping up rotted flooring while another group works in the bedroom. It is dark and nippy inside the modest home, but no one seems to notice as a happy cacophony of saws, hammers, and laughter fills the house.

"That's better," Dresser encourages. "Push this. Now pull the plate all the way out. Now stand it up and let me reset the blade."

A few miles away, a similar scene unfolds at the home of Betty, also a Jackson Energy Cooperative member, and the daughter and her fiancé, cousin, and four grandchildren who live with her in a mobile home that has been added to over the years. New windows are already in place and two volunteers are at work on the roof.

"The kids now have a warm bedroom," says Betty. A fire in the kitchen earlier had done extensive damage to another part of the house, but she did not have the ability to repair it. "I just did the best I could," she says. "My sister-in-law fell through the porch and the refrigerator almost landed on her."

"My son passed with leukemia when he was 32," Betty says, her long brown hair now streaked with gray. "He always told me if he won the lottery he would bulldoze down this house and build me a new home. I wish he was here to see this. They have done miracles."

Everyday miracles are what CAP has come to be known for as it has grown into the 16th-largest human services charity in the country with 160 employees and as many as 50 long-term volunteers.

CAP's Housing Program, which coordinates WorkFest and YouthFest, a spring-break alternative program for high school students, provides home repair and reconstruction services year-round. Permanent crews, including an experienced, industry-trained crew leader and several long-term volunteers, perform all types of home repairs.

Families requesting help fill out an application, which is reviewed by a caseworker who then schedules a home visit to assess the applicant's needs. The families go through a budgeting process and in monthly installments pay back one-half of the material costs (up to a maximum of 5 percent of their income). They also donate sweat equity. All the labor is donated for the homes that CAP builds or repairs.

Across Appalachia, similar projects are under way. A CAP-operated food pantry called Grateful Bread ward off hunger for 800 families last year, and Grateful Threadz, a store accepting donations of gently used clothing, helped thousands of individuals and families. Prescription assistance helped 709, family advocacy served 4,980, elderly services 267, and domestic violence shelters 2,640. It is the same with numerous other programs. In all, the organization reached more than 50,000 people last year. Each represents a need met, a better life.

"We exist to serve God," says CAP President Guy Adams. "That is a high calling. How we do that is helping people in need in Appalachia."

TRIBUTE TO JAMES A. STEM

Mr. DURBIN. Mr. President, today, I want to talk about an incredible champion of America's railroads. James A. Stem, Jr., has been a tireless advocate for the men and women who keep our

Nation's railroads operating for nearly 50 years. He has done just about every job in the industry and will soon be retiring as the national legislative director of the Transportation Division of the Sheet Metal, Air, Rail, Transportation Workers, formerly the United Transportation Union, UTU.

James began his career in 1966 as a trainman for the Seaboard Air Line Railroad in his native Raleigh, NC. He joined the Brotherhood of Railroad Trainmen and worked in numerous capacities including as a trainman, switchman, hostler helper, hostler, fireman, and locomotive engineer. He even holds seniority as a locomotive engineer on a CSX line.

In the 1970s, James became much more involved in rail labor in North Carolina for the United Transportation Union. He was a delegate to five UTU International conventions and was eventually elected as the North Carolina State legislative director in 1984. He would go on to become the UTU alternate national legislative director in 1998, serving alongside a legend, James Brunkenhoefer—also known as "Brokenrail." James was elevated to national legislative director in 2009. In 2011, United Transportation Union and Sheet Metal Workers International Association merged to become the International Association of Sheet Metal, Air, Rail and Transportation Workers. James continued his work with an even larger membership, now more than 216,000 strong.

James has frequently testified before Congress, always advocating for the betterment of working men and women in the railroad industry. He was part of the original 1997 Positive Train Control Working Group sponsored by the Federal Railroad Administration.

James has been a great defender of Amtrak and commuter rail and a strong proponent of high speed rail. When cuts threatened the effectiveness of passenger rail, James fought to block them on Capitol Hill. When railroad workers needed improved health and safety benefits, James was there. He has tirelessly advocated for the working men and women on the railroads, making sure they have good paying jobs, proper health care, and a solid retirement.

James' influence can be felt at almost every level of government, within the industry, and inside rail labor. Two of his former UTU colleagues currently serve as Federal Railroad Administrator and Chairman of the Surface Transportation Board. Both will tell you that without James's leadership and friendship, they would not be where they are today.

It is with great pride that I congratulate James A. Stem, Jr. for his long career in the railroad industry and for the incalculable contributions he made there. I wish James and his wife Bonnie well in their retirement and hope they are able to enjoy extended family time with their children and grandchildren.

H.R. 3043 AND S. 1507

Mr. MORAN. I wish to engage in a colloquy with the chairman of the Finance Committee, Senator WYDEN, and with Senator HEITKAMP, to clarify several questions that have arisen since H.R. 3043 and S. 1507 were introduced.

I say to the chairman, the term general welfare is found in the Preamble to the Constitution, and the power and duty of governments to promote the general welfare is at the core of our service to the people. Indian Tribes, through treaties, agreements, and statutes, reserved their original, inherent right to self-government, and Tribal governments are in the best position to determine the general welfare interests of the Indian people. H.R. 3043 and S. 1507 are intended to respect the right of Indian Tribes to provide for the general welfare of Tribal members.

I ask the chairman, is it your understanding that in interpreting the meaning of the requirement under the bill that Indian Tribal government programs be "for the promotion of the general welfare," it is intended that the IRS will apply this requirement in a manner no less favorable than the safe harbor approach provided for in Revenue Procedure 2014-35, and in no event will the IRS require an individualized determination of financial need where a Tribal program meets all other requirements of new section 139E as added by the bill?

Mr. WYDEN. The Senator is correct. I want to express my full support for the administrative guidance issued by the IRS in Rev. Proc. 2014-35. I would also point out to the Senator that the bill requires under its "Statutory Construction" provision of section 2(c), that any ambiguities in new Code section 139E shall be resolved by the IRS in favor of Indian Tribal governments and deference shall be given to Indian Tribal governments for programs administered and authorized by the Tribe to benefit the general welfare of the Tribal community.

Ms. HEITKAMP. As the chairman knows, there have been concerns expressed in Indian Country that the IRS may take the occasion of passage of H.R. 3043 or S. 1507 to retrench, narrow or possibly withdraw the administrative guidance provided in Rev. Proc. 2014-35 after enactment of the bill. As the sponsor of this legislation, I would like to say that would be contrary to the intent of Congress.

Mr. WYDEN. I fully share the Senator's concern and want to assure her as well as Tribal interests that the Congressional intent, as well as mine as chairman of the Finance Committee, is to expand rather than restrict the safe harbor provisions in Rev. Proc. 2014-35. The purpose of this legislation is to further empower Tribal self-determination. Tribes, and not the IRS, are in the best position to determine the needs of their members and provide for the general welfare of their Tribal citizens and communities.