

Jaycettes, developed the idea for a sheltered workshop in Rolla. With the help and support of the entire community, the Rolla Area Sheltered Workshop opened its doors a little over a year later. Today, the workshop has 75 disabled employees who have found an environment where they can work productively and independently. Alongside a supportive staff of eight, the employees work on printed material, collating, sorting the different kinds, packing and labeling bags, among other projects.

For the many years of service and commitment to helping others, it is my pleasure to recognize the Rolla Area Sheltered Workshop before the United States House of Representatives.

CELEBRATING THE 100TH
BIRTHDAY OF MRS. ESTHER TINT

HON. ZOE LOFGREN

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Ms. LOFGREN. Mr. Speaker, I rise today to honor a real life Rosie the Riveter, Mrs. Esther Tint, on her 100th birthday.

Five years before women gained the right to vote, Mrs. Tint was born in Scranton, Pennsylvania on April 23, 1915 to immigrants Rosa Miferera Gaetano and Frank Gaetano. The Gaetanos were a hardworking family, raising their children in modest circumstances amidst the coal mines in Northeastern Pennsylvania. Mrs. Tint recalls her father carrying home large sacks of flour, from which her mother would craft the bread that largely sustained the family.

Following a brief early marriage that produced daughter Phyllis Aisenstein, Mrs. Tint began working at International Resistance in Philadelphia; soldering and riveting parts for electric boxes that were used by the Navy as part of the war effort. Mrs. Tint eventually became an inspector at the plant. While there, she met the man who would become her second husband, Irving Nydick.

Married in 1942, Mrs. Tint and Mr. Nydick had three children, Andrea Lutz, Lynne Cohen and Jeffrey Nydick. Through her four children, Mrs. Tint is the beloved grandmother of Susan Waldman, Josh Aisenstein and Jill Karkella, as well as the adored great-grandmother of Emma Waldman, Daniel Waldman, AvaGrace Tuft, Arden Rose Tuft and Adrienne Elizabeth Tuft.

After raising her children, Mrs. Tint began working at the Federation of Jewish Agencies Thrift Shop in Center City. She was a treasured and tireless worker there for 17 years. During her tenure at the thrift shop, following the death of Mr. Nydick, she met her final husband, widower Bernard Tint. The Tints married in 1977. Their marriage lasted until Bernie's death in 2004 at age 94. Through their marriage, Mrs. Tint is the cherished stepmother of Frankee Greenberg and step-grandmother of Sherry and Gayle Greenberg.

Still sharp as a tack and always elegantly turned out, Mrs. Tint eagerly follows politics and current events. She hopes to live long enough to see a female President of the United States.

Mr. Speaker, I ask my colleagues to join me today in paying tribute to an outstanding citizen and patriotic daughter of immigrants, Mrs.

Esther Tint, as she celebrates her 100th birthday.

INTRODUCTION OF THE FAIR PAY
ACT OF 2015

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Ms. NORTON. Mr. Speaker, today is Equal Pay Day, which marks the number of additional days a woman must work to earn what a man earned by the end of last year. The 1963 Equal Pay Act (EPA), the first of the great civil rights statutes of the 1960s, has grown creaky with age and needs updating to reflect the new workforce, in which women work almost as much as men. Every Congress, Representative ROSA DELAURO and I, along with scores of other members of Congress, introduce the Paycheck Fairness Act, to amend the EPA to make its basic procedures equal to those of other anti-discrimination statutes. As an original cosponsor, I attended the signing of the 2009 Lilly Ledbetter Fair Pay Act, which restored the original interpretation following a Supreme Court decision that limited lawsuits on pay disparity by tightening the time frame to file such cases.

The best case for a stronger and updated EPA, with at least the Paycheck Fairness Act, occurred here in the Congress in 2003, when female custodians in the House and Senate won an EPA case after showing that female workers were paid a dollar less for doing the same or similar work as men. Had these women not been represented by their union, they would have had an almost impossible task in using the rules for bringing and sustaining an EPA class action suit.

Based on my own experience as the first woman to chair the Equal Employment Opportunity Commission, I again introduce the Fair Pay Act (FPA) on behalf of the average female worker, who is often first steered to, and then locked into, jobs with wages that are deeply influenced by the gender of those who have traditionally held such jobs. Much of the wage inequality women experience today is because of employer-steering and because of deeply rooted wage stereotypes, which result in wages being paid according to gender and not according to the skills and efforts necessary to do the job. I introduce the FPA because pay disparity most women face today stems mainly from the segregation of women and men in different jobs and paying women in female-dominated jobs systematically less. Two-thirds of white women and three quarters of African-American women work in just three areas: sales/clerical, service and factories. We need more aggressive strategies to break through the societal barriers present throughout history the world over, as well as employer-steering based on gender, which is as old as paid employment itself.

The FPA requires that if men and women are doing comparable work, they are to be paid comparable wages. If a woman, for example, is an emergency services operator, a female-dominated profession, she should not be paid less than a fire dispatcher, a male-dominated profession, simply because each of these jobs has been dominated by one sex. If a woman is a social worker, a traditionally fe-

male occupation, she should not earn less than a probation officer, a traditionally male job, simply because of the gender associated with each of these jobs.

The FPA, like the EPA, will not tamper with the legal burden. Under the FPA, as under the EPA, the burden will be on the plaintiff to prove discrimination. The plaintiff must show that the reason for the disparate treatment is gender discrimination, not legitimate market factors.

Remedies to achieve comparable pay for men and women are not radical or unprecedented. State governments, in red and blue states alike, have demonstrated with their own employees that they can eliminate the part of the pay gap that is due to discrimination. Twenty states have adjusted wages for female-dominated professions, raising pay for teachers, nurses, clerical workers, librarians, and other female-dominated-jobs that paid less than comparable male-dominated jobs. Minnesota, for example, implemented a pay equity plan when it found that traditionally female jobs paid 20 percent less than comparable traditionally male jobs. There may well be some portion of a gender wage gap that is traceable to market factors, but twenty states have shown that you can tackle the gender discrimination-based wage gap without interfering in the market system. States generally have closed the wage gap over a period of four to five years at a one-time cost of no more than three to four percent of payroll.

In addition, many female workers routinely achieve pay equity through collective bargaining, and countless employers provide it on their own as they see women shifting out of vital female-dominated occupations as a result of the shortage of skilled workers, as well as because of the unfairness to women. Unequal pay has been built into the way women have been treated since Adam and Eve. To dislodge such deep-seated and pervasive treatment, we must go to the source, the traditionally female occupations, where pay is linked with gender and always has been.

ZACH JANDA'S ESSAY

HON. PETE OLSON

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Mr. OLSON. Mr. Speaker, I am privileged to interact with some of the brightest students in the 22nd Congressional District who serve on my Congressional Youth Advisory Council. I have gained much by listening to the high school students who are the future of this great nation. They provide important insight into the concerns of our younger constituents and hopefully get a better sense of the importance of being an active participant in the political process. Many of the students have written short essays on a variety of topics and I am pleased to share them with my House colleagues.

Zach Janda attends Seven Lakes High School in Katy, Texas. The essay topic is: select an important event that has occurred in the past 15 years and explain how that event has changed our country.

In the past fifteen years many events have occurred that have shaped, molded, and changed the United States of America.

Among the several elections that have transpired, the wars we have taken a part in, and the initiatives that have been taken one stands out: The infamous 9/11.

Now being only five years old when this event occurred, I was oblivious to what happened and what would happen next. In the days and weeks following the travesty, America and its citizens as a whole rose up and defeated the immediate challenge to just give up. We came together as a whole when the rest of the world thought we could fall into confusion and anarchy. The rise in patriotism that came after 9/11 created a increase in the military enrollments and many people dropped their jobs and went to fight for their country. This can be seen through Pat Tillman: the man who left the glory and multi-million dollar NFL football career to achieve a new glory while fighting overseas.

This rise in military numbers helped to bolster the US Army, which in turn helped intimidate and suppress their enemies. With all of this great leadership and national pride that came from this travesty there were also minor mishaps that came into play and still affect our nation today. Due to the necessity to act fast to appease the American population, President Bush rushed the USA PATRIOT Act which is becoming more and more controversial today because of the increases in technology and the ease at which the government has the ability to watch over the citizens.

Now, at the time it may have seemed alright in the public's eyes for the government to be able to watch over every move, but there were not enough provisions (because of the rush) that would provide safety nets for the citizens. I'm not going to delve into my view on the topic but the reason the citizens of America dislike the Act is because they feel as though they are being spied on. The government on the other hand only employs this act to attempt to catch, halt, and deter terrorism in the act, so saying that the government spends their money only to spy on the citizens is false.

The United States has been resilient and has continued to change for the past fifteen years due to many events. However, the travesty of September 11, 2001 stands out among the rest because of the outcomes, both good and bad, that transpired after the event.

EQUALITY MEANS BUSINESS' REPORT ON THE LINK BETWEEN ECONOMIC COMPETITIVENESS & WORKPLACE EQUAL OPPORTUNITY IN FLORIDA

HON. ALCEE L. HASTINGS

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Mr. HASTINGS. Mr. Speaker, I would like to submit the executive summary of a report conducted by Equality Means Business, a project of Equality Florida and the Equality Florida Institute, organizations dedicated to ending discrimination based on sexual orientation and gender identity. The report demonstrates what we already know to be true—that LGBT discrimination in the workplace is corrosive to both the domestic and global marketplace. We must continue to work diligently to ensure that all citizens are guaranteed equal rights and equal protection under the law.

The full report is available online at http://www.eqfl.org/emb/economic_impact_study.

Florida State laws are negatively impacting business operations and profits to a

much higher level than previously suspected. A groundbreaking study, released by Thinkspot Inc. in March 2015, demonstrates the costly negative impact on Florida's employers from lesbian, gay, bisexual and transgender (LGBT) discrimination.

Equality Means Business, formed to spotlight major employers in Florida that have adopted comprehensive nondiscrimination policies, commissioned Thinkspot to conduct research addressing the economic case for ending discrimination against LGBT people in the Sunshine State.

The study details extensive analysis of published research and findings from in-depth interviews with C-level business leaders. It reveals negative costs realized by individual employees, employers, and Florida's business community. Study findings also illuminate areas of erosion for Florida's competitive position in the global marketplace. This summary provides highlights of the study's findings.

THE COSTS

The costs resulting from lost productivity and employee turnover alone are estimated conservatively to exceed \$362 million annually. Other costs recognized by the state's business community include forgone new business opportunities, product quality degradation, customer loyalty erosion, safety incidents, corporate reputation damage, and lost opportunities to attract talent—particularly among the Millennial generation.

The cost of LGBT discrimination is not isolated to the individual. Discrimination in the workplace negatively impacts the host company, its customers, its industry (e.g., supply chain), and the geo-political areas (i.e., city, county, state) those employers call home. Research demonstrates that the link from employee engagement to profits and competitiveness is direct.

DIMINISHED COMPETITIVENESS

For many companies, a culture of non-discrimination fostered and maintained through policies is a prerequisite for daily operations. Global corporate peers demand their vendors demonstrate "cultural intelligence." Global business opportunities (i.e., revenues) are lost in the absence of workplace discrimination protection.

Responses from business executives reveal that representative companies have interests far beyond the ability to attract and retain the best talent, as well as responding to global customers' demands for inclusion policies as a prerequisite for doing business.

The currently unrealized effort to pass federal legislation providing non-discrimination intensifies the competition between states in realizing the benefits of protection in the workplace. Florida ranks in the middle of the national pack at 25. Florida businesses are at a competitive disadvantage created by the collective perception as being hostile to the LGBT community.

The lack of protections available to LGBT people in a state like Florida stands in stark contrast to the protections available in high-equality states, where state law eliminates these differential costs.

INCONSISTENT POLICIES WITHIN THE STATE

In researching for the report, the authors discovered employers that made significant effort to implement internal policies that protect members of the LGBT community within the office, but felt those efforts were "undercut" by inaction or regressive action of government at the local and state levels. The interviews also revealed a perception that some governments appear to be actively working against companies' ability to create a "safe" and "inclusive" environment and fail to demonstrate critical "cultural intelligence" to industry peers and global partners.

An employer pointed out that the workplace is only one part of the factor—an employee would also need to go home and may have a partner working at a different location without protections and could face any number of other discriminations. One CEO noted where a highly-sought after C-level candidate turned down a very attractive job offer because, although the company was a great fit and provided partner benefits and other protections, the candidate did not feel he would be welcomed in the state and in the community. Potential employees considering work in Florida carefully examine the environment created by the host communities and state.

INTERVIEWS WITH FLORIDA BUSINESS LEADERS

In-depth interviews were conducted with participants representing organizations of varying sizes and sectors, from manufacturing and medical services to Florida's emerging tech sector. They spanned in size of workforce from 18 to 400,000. The interview findings document an overall theme that broad and consistent discrimination protection is a matter of state competitiveness. This is especially evident for critical industries such as technology, tourism, and medical services, and for companies operating or headquartered out of the state while competing within a global market.

For many companies, a culture of non-discrimination fostered and maintained through formal policies is a prerequisite consideration for daily operations and for promoting their own relevancy among global corporate peers who demand their supply chain partners and vendors demonstrate "cultural intelligence".

DAMAGED STATE REPUTATION

Leaders provided continual reference to concerns over Florida's negative reputation, especially related to diversity, inclusion, and discrimination at the state-level. Executives link this reputation issue to the loss of highly sought-after candidates, the direct loss of high-potential incumbent talent, and hesitancy of large global partners considering acquisitions or including Florida companies as supply chain partners, often in a global arena.

Executives noted that when identifying their companies as operating within or headquartered in Florida, responses of industry peers, potential partners, or clients will often be negative and even express doubt about the value and validity of the company itself. Executives linked these responses directly to negative perceptions of Florida's brand as "backwards" and not promoting diversity of ideas and cultures.

Participants repeatedly noted that they had to exert deliberate effort to "overcome" negative reputational issues related with being headquartered or having major operations within Florida. On one account, a company headquartered in a major metropolitan area in Florida noted that their largest competitor (based out of California) had raised questions about how "good your talent could actually be" because they are living and working in Florida "where basic human protections are either not provided or fought against."

AN ECONOMIC DEVELOPMENT IMPERATIVE

Seventy-five percent (75%) of the participants noted plans to expand in the coming 36 months. Several reported that relocation or expansion decisions were made in favor of a location with a public policy climate that promoted diversity and non-discrimination for the LGBT community.

MILLENNIAL EXPECTATIONS

The executives suggest that Millennials are flocking to workplaces where they believe their values are reflected, and suggest