

has changed the lives of millions of Americans with her courage to stand up for equal pay. It has been nearly 9 years since five Justices on the Supreme Court ruled, by just a one-vote majority, that her pay discrimination claim was invalid—not because of the facts. She had a good pay discrimination claim, but the narrow majority said she did not file a suit against her employer within the Federally mandated time period, even though the way the employer ran things, made it so she had no way of knowing she was being discriminated against at that time. I was proud to work with Senator MIKULSKI and others to overturn this injustice. We wrote and passed the Lilly Ledbetter Fair Pay Act. This important legislation clarified the statute of limitations for filing an equal pay lawsuit regarding pay discrimination. I was proud to stand with President Obama when he signed this into law, the very first law he signed as President.

The progress achieved 7 years ago was important, but the fight for equal pay for equal work continues today. I am proud to cosponsor Senator MIKULSKI's Paycheck Fairness Act, an important bill to assure equal pay for equal work—a principle that people say they agree with but for too long has failed to be a reality.

Today women from all over Vermont will assemble at the Vermont State House. They will highlight the initiative known as Change the Story, which aims to improve the economic status of women in my State. They will note that while in Vermont women fare slightly better than the average around the country, at the current pace, the wage gap will not disappear before the year 2048. That is far too long for anybody to have to wait.

I would also point out that in Vermont, women are twice as likely to live in poverty in their senior years, when their savings amount to only one-third of that of their male counterparts.

Every year, Marcelle and I present the Vermont Women's Economic Opportunity Conference. For two decades, it has helped support women-owned businesses. It encourages good-paying, nontraditional careers. But as we prepare to mark the 20th anniversary of the Women's Economic Opportunity Conference in June, I would much prefer if we could eliminate the need for such a conference. I look forward to the day when there is no gender wage gap and when career opportunities are available to all women, but until that day comes, Marcelle and I will continue to present that conference.

Pay equality has recently received considerable attention at the international level. Why? In large part, due to the leadership of the U.S. Women's National Soccer Team. We can all recall the thrill last year when this team of world-class athletes won for a third time soccer's most coveted title, the FIFA World Cup.

I remember, and I remember my children and my grandchildren watched that thrilling victory. It was the most widely viewed women's soccer game in our Nation's history. Like so many other Americans, men and women, I took pride in their historic win. But then fans from across the world were shocked to learn that members of the U.S. women's team received only \$2 million for winning the 2015 Women's World Cup, while the men's 2014 World Cup champions were awarded \$35 million.

We were also astonished to learn that our 2015 world champion women's team received \$7 million less than the U.S. men's team that lost in an early round of the men's 2014 World Cup. Even though this sports team made enormous amounts of money from the television rights, the women who earned those rights did not. They got paid less than the men who lost. They got paid less for winning than the men who lost.

So, as a result of this alarming inequity, I introduced a Senate resolution calling on FIFA to eliminate its discriminatory prize award structure and to award all athletes with equal prizes. It was disappointing that not a single Republican was willing to cosponsor this resolution. When I tried to get it passed to support fairness for our champion women's team, when I tried to get this passed to say that we should treat women fairly—we should treat the women athletes the same as men athletes—Senate Republicans blocked it from going forward.

As more Americans learn of this unfairness, I am hopeful that Senators will join me to support this passage and that Republicans will stop blocking it. Senators should not be afraid to be on record supporting equal pay for equal work for all athletes—in fact, equal pay for equal work for all women.

Opponents of an equal prize award structure in sports have pointed to revenue as the reason behind this gross disparity. This is unacceptable. Tennis icons such as Billie Jean King and Venus Williams did not accept these arguments; instead, they fought for equal prize awards in the face of overwhelming adversity.

Their impressive efforts led to equal prize awards at the U.S. Open Tennis championships and Wimbledon, which now provides all athletes, men and women, with the respect they deserve. So I am proud to stand in support of the U.S. Women's National Team in their fight for equal prize awards from FIFA and for equal treatment from the U.S. Soccer Federation.

The disparities that exist in these organizations are outrageous. They should be remedied immediately. They should be arranged so that men and women are treated fairly and equally. While every Democrat has supported that, I hope Republicans will stop blocking it.

As we reflect on the important meaning of Equal Pay Day, I would note

that it is not just Republicans or Democrats—but all Americans across the country who should continue to join the growing movement to eliminate discrimination from the workplace. Hard-working women—our mothers, our sisters, our wives, our daughters, and our granddaughters—deserve no less.

We should pass this resolution recognizing the achievement of the U.S. Women's National Team as the Women's World Cup champions. We should pass Senator MIKULSKI's Paycheck Fairness Act, which I have proudly cosponsored. We should take these simple and straightforward steps to guarantee pay equity protections against workplace discrimination. The time for equality is now. Let's be honest. Let's stand up and say: Both men and women should be treated equally.

I yield the floor.

The PRESIDING OFFICER. The Senator from California.

Mrs. BOXER. Mr. President, as my friend, the top Democrat on the Judiciary Committee, is leaving the floor, I want to thank him so much. I think the example of women's soccer is so perfect. People do not understand this disparity. Some say that many more people follow the women's soccer than the men's. I want to thank him for his leadership on that.

I also want to say that when it comes to equal pay for equal work, you need to remember three numbers—just three numbers: 79 cents—that is one number. Remember that one and \$11,000 and \$400,000. OK. Remember 79 cents, \$11,000, and \$400,000. And 79 cents on the dollar is what the average woman makes compared to the average man. So the man makes \$1; the woman makes 79 cents for the same work.

We are not talking about different jobs; we are talking about the same. It costs the average woman and her family \$11,000 a year. When you add up that disparity, it is \$11,000 a year. Think of what that could buy for a family. And \$400,000-plus is what the penalty is for the average woman against the average man in a lifetime—\$400,000. That could translate into a retirement that is not stressful.

We are going to be here later today talking about this. The Mikulski bill will resolve a lot of these problems. I hope we can get the Republicans to help us.

You know, this Senate has a rating of about 18-percent approval. Well, it is because people don't see us doing anything to help the average person. Most women work. We have not even raised the minimum wage. These Republicans fight for the wealthy few. That is the problem. We have given them a beautiful way to deal with it: Sign onto MIKULSKI's bill.

PILOT FATIGUE

Mrs. BOXER. Mr. President, this morning, in addition to these comments that I just made, I want to talk

about an amendment I am trying to get a vote on to the FAA bill, the Federal Aviation Administration bill, which is before us. This issue is another no-brainer.

Later this morning, I will meet with Captain "Sully" Sullenberger. I think you remember him. He was the "Hero of the Hudson." He was the one who miraculously landed U.S. Airways Flight 1549 on the Hudson River on January 15, 2009. Because of his incredible skill, he saved the lives of all 155 passengers and crew.

When it comes to safety—safety, in terms of our pilots being able to think clearly and not be suffering from fatigue, who could be better than Captain Sullenberger? I am going to stand with him. I am going to explain the issue that he and I are fighting for.

I first got into this issue—which is safety standards for all pilots—in 2009 when Colgan Airlines Flight 3407 crashed into a home near Buffalo, NY, killing 50 people. After that tragic crash, Senator Snowe and I wrote legislation that updated pilot and fatigue regulations. They had been written originally in the 1940s.

Clearly, there is a lot of scientific research on what happens when you have a lack of rest. We needed to see a new rule. So, because of the efforts of Senator Snowe and me, the Department of Transportation issued a rule in 2011 to ensure adequate rest for passenger pilots, which was great.

Shockingly, they left out cargo pilots. So I am going to show you a picture of two planes—two planes. Look at those planes. They look exactly the same. They share the same airspace, the same airports, and the same runways. But guess what? Because of the disparity in this rule from the FAA, the pilots are not treated the same. Now, passenger pilots cannot fly more than 9 hours in a day, while cargo pilots have been forced to fly up to 16 hours a day. Let me say it again. The rule that came out of the FAA said: If you are a passenger pilot, you can only fly up to 9 hours a day, but if you fly a cargo plane the same size, you can fly up to 16 hours a day. How does this make sense? It is dangerous. It is dangerous. I will show you how. But our top safety board, NTSB, the National Transportation Safety Board, has made reducing pilot fatigue a priority, mentioning it is on their top 10 list of most wanted safety requirements for years.

So follow me. In 2011, we had the rule. The rule left out cargo pilots. Since then, I have been trying, along with colleagues KLOBUCHAR, CANTWELL, and others, to change this. Now, let's look at what Captain Sullenberger has said about this issue. He said it about our bill: You wouldn't want your surgeon operating on you after only 5 hours of sleep or your passenger pilot flying the airplane after only 5 hours of sleep. And you certainly wouldn't want a cargo pilot flying a large plane over your house at 3 a.m. on 5 hours of sleep, trying to find the airport and land.

They are working up to 16 hours without adequate opportunity for rest, so what we say in our amendment is simple: We want parity. We want the same periods of flying time for both pilots.

Now you say: Well, Senator BOXER, have there been any accidents? Yes. Since 1990, there have been 14 U.S. cargo plane crashes involving fatigue, including a UPS crash in Birmingham, AL, in 2013 that killed two crew members.

In that tragedy, the NTSB cited pilot fatigue as a factor. Let's listen to the pilot conversation, which was retrieved after the crash. Let's hear what those pilots, who were exhausted, said to one another. Then, if the Senate does not want to have a vote on this, I am going to stand on my feet until we do because, for sure, one of these planes is going to crash, whether it is in California or Nebraska or Arkansas or anywhere else in this Nation.

Listen to this.

Pilot 1: I mean, I don't get it. You know, it should be one level of safety for everybody.

Pilot 2: It makes no sense at all.

Pilot 1: No, it doesn't at all.

Pilot 2: And to be honest, it should be across the board. To be honest, in my opinion, whether you are flying passengers or cargo, if you are flying this time of day, you know, fatigue is definitely—

Pilot 1: Yeah, yeah, yeah.

Pilot 2: When my alarm went off, I mean, I'm thinking, I'm so tired.

Pilot 1: I know.

Well, let's look at what happened to this plane after this conversation. Just look at what happened to this plane. I think it is important that everybody look at it. It went down. It went down. Now, when that flight went down, I honestly thought: The FAA is going to change. They are going to pass a rule. They are going to make sure that all pilots get that necessary rest. But they did not. They did not. One hour after that conversation I shared with you, Mr. President, this is what happened to that plane.

This dangerous double standard risks lives in the air and on the ground, and it cannot continue. That is why our amendment and our bill, which we base the amendment on, are endorsed not only by Captain Sully but also by the Air Line Pilots Association, the Independent Pilots Association, the Coalition of Airline Pilots Associations, the Teamsters Aviation Division, and the Allied Pilots Association.

Let me just ask a rhetorical question. If we don't listen to pilots, who are in those planes, on what they need to fly safely, who on Earth are we listening to? And yet I can't get a vote on this. So far, I can't get a vote. I am hoping I will. Let people stand in the well and vote against this safety provision, and the next time there is a crash, they will answer for it. Stand up and be counted. We need a vote on this provision. One level of safety for all pilots is one level of safety for the public.

I am proud to stand with Captain Sullenberger and all the pilots in America and the organizations that represent them to say this: If this is an FAA bill, if this is the Federal aviation bill and we have all kinds of goodies and tax breaks and this and that in there—which is a whole other conversation—the least we can do is to stand up for safety. The least we can do is to stand up for safety. I will insist on a vote. I will stand on my feet until I get a vote, and I know the pilots are going to be all over this place today knocking on doors.

The American people don't think we are doing anything for them. We have the worst rating. My friends beat up on President Obama, but he has the same ratings as Ronald Reagan during his time in the same timeframe—same ratings as Ronald Reagan, their hero. We are down in the gutter with our ratings because we put special interests ahead of the people.

Now, maybe there are a few special interests that don't want to pay their pilots enough money, that don't want to give their pilots rest—too bad. They are wrong. They are jeopardizing lives on the ground. It is penny-wise and pound-foolish to have someone suffering from pilot fatigue flying over your home wherever you live in America.

All I want is a vote. I am just asking for a vote. So far, I do not have that commitment, but we are working hard. We are hoping to get it. That is why I came here today, and that is why I will be standing with Captain Sullenberger later this morning—to call for a vote to make sure that after 9 hours of flight, pilots get adequate rest—not after 16 hours—and to make sure there is parity, fairness, and equality between those flying a passenger jet and those flying a cargo jet. The fact of the matter is they share the same airspace, they fly over the same homes, and they deserve not to be exhausted as they maneuver their planes.

I thank the Chair, and I yield the floor.

The PRESIDING OFFICER. The Senator from Nebraska.

NATIONAL EQUAL PAY DAY

Mrs. FISCHER. Mr. President, I rise today to discuss the issue of equal pay for equal work. Today is National Equal Pay Day, and this provides us an opportunity to talk about how we can promote policies that will make life easier and more flexible for American families. It allows us to celebrate the amazing advancements that women have made.

Women have an incredibly positive story to tell. We now hold more than half of all professional and managerial jobs, double the number since 1980. We earn over 55 percent of bachelor's degrees, run nearly 10 million small businesses, and we serve in Congress at record levels.

Some may be surprised to see a Republican speaking out to support equal