

The Senator from Arkansas.

MORNING BUSINESS

Mr. BOOZMAN. Mr. President, I ask unanimous consent that the Senate be in a period of morning business, with Senators permitted to speak therein for up to 10 minutes each.

The PRESIDING OFFICER. Is there objection?

Without objection, it is so ordered.

The Senator from Washington.

URGING THE UNITED STATES SOCCER FEDERATION TO IMMEDIATELY ELIMINATE GENDER PAY INEQUITY

Mrs. MURRAY. Mr. President, I am delighted to be here today with the senior Senator from Maryland, a long-time champion for women in this country and their access to equal pay, because in our country, women in the workplace—no matter where they live, no matter their background, no matter what career they choose—on average earn less than their male colleagues. That wage gap even exists and extends to Olympic gold medalists and World Cup champions who are playing for our U.S. women's national soccer team.

Today we are on the floor to show support for the women's national soccer team and to affirm the sense of the Senate that we support equal pay for equal work for all women in our country.

Just last year we all cheered on the women's national soccer team as they beat Japan 5 to 2 to win the World Cup. In the past three Olympics, our women's team has brought home the gold, and their team is ranked first in the world.

But despite all of those tremendous successes, these players do not get paid on par with their male counterparts. Think about the young girls who are watching who see these players at the top of their game valued less than men. These are some of the most visible athletes in the world.

In 2015, 750 million people in the world tuned in to watch the Women's World Cup. Twenty-five million of those viewers were here in the United States. So this isn't just about the money. It is about the message it sends to women and girls across our country and the world.

The pay gap between the men's and the women's national soccer teams is emblematic of what is happening across our country. On average, women get paid just 79 cents for every dollar a man makes. This is at a time when women more than ever are likely to be the primary breadwinner of their family. The wage gap isn't just unfair to women. It hurts our families, and it hurts our economy.

Carli Lloyd is a cocaptain of the U.S. women's national soccer team. Last year she scored three of the five goals in the final World Cup match. A few months ago, she was one of the players

who filed a wage discrimination case with the Equal Employment Opportunity Commission.

Shortly after the news of that have case broke, Carli Lloyd said: "We are not backing down anymore."

I know my Democratic colleagues won't back down in the fight for equal pay, but on the Senate floor today, we have a chance to show our support for women athletes and women in the workforce who get paid less than their male colleagues.

Two weeks ago, I, along with 21 of my colleagues, introduced S. Res. 462 to make clear that pay discrimination is wrong. This resolution urges U.S. Soccer to end pay disparities and treat all athletes with respect and with dignity, and it expresses our strong support to end the pay gap and strengthen equal pay protections.

We are here to give the Senate the opportunity to take a stand with the members of the U.S. Soccer women's team against the pay gap and wage discrimination and to support this legislation.

I will offer the resolution in just a minute, but before I do, I turn the floor over to my senior colleague. I hope that once this resolution is adopted, if we can get it adopted, we can support the equal pay for equal work that she has championed for so many years.

The PRESIDING OFFICER. The Senator from Maryland.

Ms. MIKULSKI. Mr. President, I rise today to join my distinguished colleague from Washington State, a long-standing advocate for women and children and, really, fundamental fairness.

Today I join her in urging that the U.S. Soccer Federation end the gender gap and stop kicking women around. Women across our country are still paid less than men, just 79 cents for every \$1 a man makes. This wage gap is felt by all women, even champions playing for the U.S. women's soccer team.

These champions won the World Cup last year. They brought in \$20 million more in revenue than the men's team, but they are paid four times less.

When do we reward victory? When do we reward being a champion? How about equal pay for equal work? They belong on the same types of playing fields.

Those women are taking action by going to the EEOC Commission, and it is time to score one for equality. Equal pay for all must be our goal. We want equal pay for equal work, whether we are U.S. Senators, nurses, executive assistants, or whether we are professional athletes.

I stand with the women's soccer team and women across the United States in their fight for equal wages. They kick the ball around, but we are getting tired of being kicked around. Give us equal pay for equal work. Let's change the lawbook—the Federal lawbook—so that they can change their checkbook.

Why should our women go to the Olympics and go for the gold when they aren't paid the gold.

Let's pass this resolution. Let's show our support for the U.S. women's soccer team. Let's set an example for young girls, soccer athletes, daughters, nieces, and granddaughters. Let's pass the Paycheck Fairness Act, but today let's start with passing this resolution.

This is a real-world solution in support of them, but it really highlights the fact that we not only adopt resolutions, but we want to adopt solutions to finish the job that we started with equal pay.

I compliment the Senator from Washington State for bringing this resolution to the floor.

Mrs. FEINSTEIN. Last month, the national women's soccer team filed a complaint with the Equal Employment Opportunity Commission.

The complaint states that women are paid just 40 percent of what men are paid—despite the fact that our women's soccer team has long been one of the best in the world. The team has won four of the last five Olympic Gold Medals and three of the last seven World Cups.

However, the wage gap between the men and women's team is stark. Women are paid \$3,600 per game while men are paid \$5,000 per game. Women soccer players are awarded a win bonus of \$1,350 per game. In contrast, male soccer players are awarded win bonuses of between \$6,250 and \$17,625 per game.

That is up to 13 times more. This differential is so significant that a woman player who wins all 20 exhibition games would still make \$1,000 less than a male player who lost all 20 exhibition games.

Women soccer players are even given smaller per-diem when they travel. Women receive \$50 per day, while men receive \$62.50 per day. These examples represent the pervasiveness of wage discrimination in this country.

The most successful women's soccer team in the world still earns just 40 cents for every dollar earned by men, and that needs to change. The Senate should stand in solidarity with the national women's soccer team and pass this resolution.

Of course, what is happening to the women's soccer team isn't an isolated event. It is indicative of a much broader, entrenched problem in this country.

Women are still paid just 79 cents for every dollar earned by men. This means that every woman who works full time is paid \$10,700 less—every year.

This gap has a significant effect on the economic security of working families—40 percent of women are the primary or sole breadwinners in their families.

That means 40 percent of families depend on women's wages to pay the bills. Every dollar women lose to the wage gap makes a difference.

Here are just a few examples of what the wage gap costs families: \$10,700 is more than 1 year's worth of groceries for a family of 4, 7 months of mortgage and utility payments, or 11 months of rent.

The wage gap is even bigger for African-American and Latino women. African-American women are paid just 60 cents. Hispanic women are paid just 55 cents. We can't allow this discrimination to continue.

The wage gap is a national problem. It affects all women, and the Senate must take action. The Paycheck Fairness Act is a good place to start.

I have long supported this bill, which is sponsored by Senator BARBARA MIKULSKI. The Paycheck Fairness Act would protect women from retaliation if they ask about wages and require employers to justify paying women less than men for the same job.

Women often don't know they are being paid less than men, and making the system more transparent will help reduce the wage gap. The bill would also make it easier for women to take legal action under the Equal Pay Act, including class action lawsuits.

Under current law, it is significantly easier to recoup lost wages if they were denied through other discriminatory practices, like failure to pay overtime. Lastly, the bill would create a training program to help women negotiate their salaries.

This is a commonsense bill and one that is long overdue. President John F. Kennedy signed the Equal Pay Act in 1963. At the time, women made 59 cents for every dollar earned by men. In 53 years, we have only closed the gap by 16 cents.

At this rate, it will not be eliminated until 2059. Women and their families deserve better, and they can't afford to wait that long. I strongly urge the Senate to pass the Paycheck Fairness Act and the resolution before us today.

In closing, the Senate has an opportunity to stand up for equal pay for the women's soccer team—and all American women—by adopting this resolution.

The PRESIDING OFFICER. The Senator from Washington.

Mrs. MURRAY. Mr. President, I ask unanimous consent that the HELP Committee be discharged from further consideration of S. Res. 462 and the Senate proceed to its consideration.

The PRESIDING OFFICER. Without objection, it is so ordered.

The clerk will report the resolution by title.

The bill clerk read as follows:

A resolution (S. Res. 462) urging the United States Soccer Federation to immediately eliminate gender pay inequity and treat all athletes with the same respect and dignity.

There being no objection, the Senate proceeded to consider the resolution.

Mrs. MURRAY. Mr. President, I know of no further debate at this time on this resolution and ask unanimous consent that the Senate now proceed to vote on adoption of the resolution.

The PRESIDING OFFICER. Without objection, it is so ordered.

If there is no further debate, the question is on agreeing to the resolution.

The resolution (S. Res. 462) was agreed to.

Mrs. MURRAY. Mr. President, I ask unanimous consent that the preamble be agreed to and the motions to reconsider be laid upon the table with no intervening action or debate.

The PRESIDING OFFICER. Without objection, it is so ordered.

The preamble was agreed to.

(The resolution, with its preamble, is printed in the RECORD of May 12, 2016, under "Submitted Resolutions.")

The PRESIDING OFFICER. The Senator from Wisconsin.

REMEMBERING MARY BABULA

Ms. BALDWIN. Mr. President, I rise today to celebrate the life and work of Mary Babula.

For 44 years, Mary was a tireless and passionate advocate for children and early childhood educators and a valued resource for policymakers.

I was fortunate to work closely with Mary throughout my time in local and State government and later as a Member of the House of Representatives. Beyond our professional work together, Mary was a friend and also a mentor.

I first met Mary in the 1980s when I was serving on the Dane County Board of Supervisors and concurrently in an appointed position on the Community Coordinated Child Care board of directors.

Mary was at once an advocate for children and for the predominantly female professionals who teach and care for them. She understood that our children would only have safe, stimulating, and nurturing experiences in childcare settings if we invested in their training, credentialing, and adequate compensation.

Those who are entrusted with the care of children while their parents are engaged in work or study deserve that high value. Mary was a passionate leader in that regard.

Mary Babula organized early childhood educators to be effective voices on their own behalf. Whether it was lobbying for tuition assistance funding for low-income parents to be able to afford high-quality childcare or rallying for worthy wages, Mary wanted early childhood educators to be seen, heard, and respected.

A Wisconsin native, Mary Babula attended the University of Wisconsin-Madison and graduated with a degree in social work, later receiving a graduate degree in continuing and vocational education. She began her work with children as a part-time volunteer at a Madison daycare center while in college. She later worked as a teacher and director at Christian Day Care Center in Madison.

In 1971, Mary began working with the Wisconsin Early Childhood Association, otherwise known as WECA, and later became the organization's executive director. During her years at WECA, Mary led the organization through a wide variety of instrumental changes. The establishment of the Federal child care and development block

grant signaled new opportunities for WECA to increase its direct impact on childhood education and development. Through this program, WECA managed quality-improvement grants and established the Wisconsin Child Care Improvement Project. This project spurred the development of Child Care Resource and Referral agencies throughout Wisconsin, which provided parents a clear and responsible guide when selecting child care.

In the 2000s, WECA began to administer the REWARD Wisconsin Stipend Program, supported a mentoring program, and led efforts that resulted in the development and beginning of YoungStar, an important program that continues to serve as Wisconsin's childcare quality rating and improvement system. Her efforts and initiatives at WECA continue as her legacy.

Mary's passion for her children, caregivers, and educators extended well past the walls of WECA. She was eager to work with elected officials at the State, local, and Federal level to lend her expertise and knowledge. I had the privilege of working closely with Mary on numerous occasions and often sought her input on childcare issues as important legislation advanced through Congress.

Beyond her work with children, Mary brought her energy and dedication to numerous community groups, including Womonsong, Friendship Force, and the Wisconsin Women's Network.

I am fortunate to have known Mary as an advocate, as a friend, and as a mentor. I never let her small stature fool me. She had a soft yet powerful voice when it came to ensuring that the youngest and most vulnerable members of our community received a very strong start in life. Thousands of Wisconsin families can trace the early education of their children directly back to her advocacy. She leaves behind a huge and powerful legacy.

Mary Babula passed away late last year. She is survived by her life partner, Mary Mastaglio, her mother Miriam, and three sisters. Many family members and friends join in celebrating her life and legacy.

I yield back the remainder of my time.

I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The senior assistant legislative clerk proceeded to call the roll.

Mr. GRASSLEY. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

INSPECTOR GENERAL REPORT ON SECRETARY CLINTON'S NON-GOVERNMENT SERVER AND EMAIL ARRANGEMENT

Mr. GRASSLEY. Mr. President, the State Department inspector general has released findings regarding the State Department's email practices for