

# INTRODUCTION OF THE SALARY TRANSPARENCY ACT

## HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Ms. NORTON. Madam Speaker, I rise to introduce the Salary Transparency Act, which would require employers to provide the salary range for jobs in advertisements and interviews and to existing employees.

Several states have enacted laws relating to salary range disclosure, and the federal government should follow their lead and make this a nationwide requirement. Salary transparency is an important tool to combat the gender and race wage gap. Salary secrecy facilitates both intentional and unintentional pay discrimination and perpetuates the wage gap.

Studies have consistently shown that when women negotiate for their salaries, they negotiate for less than similarly situated men. Frequently, this is because the salary they request is a certain percentage higher than their current salary. Because women on average make less than men, this practice perpetuates the wage gap. The same is true for people of color, who earn less on average than their White counterparts. Requiring employers to disclose the salary range for a position will help eliminate this harmful portion of the negotiation and lead to a reduction in the wage gap for women and minorities.

This is the third pay equity bill I have introduced this Congress. My Pay Equity for All Act, which passed the House last year as part of the Paycheck Fairness Act, would prohibit employers from asking job applicants about their salary history, and my Fair Pay Act would require that men and women doing comparable work be paid comparable wages.

I urge my colleagues to support this important bill.

# DUCK BOAT SAFETY IMPROVEMENT ACT OF 2022

## HON. ANDRÉ CARSON

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Mr. CARSON. Madam Speaker, I rise to introduce the Duck Boat Safety Improvement Act of 2022, a bill to implement safety regulations for amphibious passenger vessels, particularly those known as duck boats. These safety recommendations were made by federal agencies to address persistent problems associated with duck boats that have resulted in far too many injuries and fatalities.

I became much more aware of these problems when my constituents, the Coleman family, were involved in a horrible duck boat accident on July 19, 2018 in Branson, Missouri. Tia Coleman was one of only two survivors from her family of 11, losing her husband Glenn and her children Reece (nine years old), Evan (seven years old), and Arya (one year old). Tia's 13-year-old nephew, Donovan Coleman, was the other surviving family member, losing his mother Ance, his younger brother Maxwell (two years old), his uncles Ervin (76 years old) and Butch (70 years old), and his aunt Belinda (69 years old). Boarding

a duck boat on Table Rock Lake started out as a fun outing for family members, but turned into an unspeakable tragedy when the boat capsized and sank. Seventeen of the 31 passengers on board were killed.

The National Transportation Safety Board (NTSB) and U.S. Coast Guard have separately investigated the incident and the last few aspects of the investigation should be completed soon.

But Congress should not wait to act. We know from past incidents that more can be done to make these vessels safer. Since 1999, more than 40 people have died in duck boats accidents, the vast majority of them from drowning when the vessel sinks. The NTSB in 2002 issued recommendations to improve the safety of the vessels in flooding or sinking situations but little has been done to implement those measures.

Duck boats are hybrid vehicles that can travel on roadways and waterways, so the safety measures must be updated for both land and waterborne operations.

The Duck Boat Safety Improvement Act will require vessel operators to implement commonsense boating safety measures, including: Improving reserve buoyancy and watertight compartmentalization to prevent sinking.

Requiring more monitoring and adherence to severe weather alerts and warnings,

Requiring release of road safety seatbelts when Duck Boats become waterborne,

Requiring stronger crew safety training and certification,

Removing or reconfigure canopies and window coverings for waterborne operations,

Requiring personal flotation devices for waterborne operations,

Requiring installation of better bilge pumps and alarms,

Installing underwater LED lights that activate automatically in emergencies, and

Complying with other Coast Guard boating safety requirements.

These basic safety requirements will help save lives and prevent future tragedies. I hope my colleagues will join me in supporting this bill to make commonsense corrections to the persistent safety problems facing duck boats so that no other family must suffer the kind of tragedy faced by my constituents on Table Rock Lake. I urge the House to support this bill.

# HONORING LULU V. CHILDERS

## HON. ELISSA SLOTKIN

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Ms. SLOTKIN. Madam Speaker, I rise today to recognize the incredible contributions to musical history and to the history of Howell, Michigan made by one of the city's Black pioneers, Lulu Childers.

This remarkable woman was ultimately responsible for developing the small music program at Howard University in Washington, D.C., first into a Conservatory of Music, and then into a School of Music.

But before all that, she was a child in Howell, Michigan, the daughter of slaves, her parents brought her from Dry Ridge, Kentucky in 1875 at the age of five.

It was in Howell that the public was first treated to the gift of Lulu's voice. In the early

1880s, she performed regularly at the Howell Opera House and its neighboring Methodist Church on Walnut Street. By 17 she was singing at numerous fundraisers and events across the area and was billed as "Howell's Lulu Childers."

And in 1890, she walked across the stage as valedictorian of the Howell High School Class, and enrolled at Oberlin Conservatory in Ohio to study voice.

After graduation, Childers performed around the country but felt a tug to the classroom. She taught music in Ohio public schools for several years, and then in 1905, she joined the faculty of Howard University.

At the time, Lulu was one of only two music teachers at Howard. She taught voice, and another instructor taught piano. In 1906, Lulu was appointed Director of Music and steadily the program blossomed.

Lulu established a college-level curriculum, hired experienced instructors, and created the University Choral Society. When she led the chorus in song, the people turned out. At the 1929 Christmas service, Lulu drew a crowd so large that there was standing room only and 400 people had to be turned away.

Lulu also created an annual concert series that brought renowned musicians to the Washington community. In 1938 she invited the famed contralto, Marian Anderson, to perform. The performance gained national attention because both the Board of Education of Washington, D.C. and the Daughters of the American Revolution refused to let Anderson perform in their facilities because of her race.

Lulu used her voice, not just to sing, but to enlist the help of First Lady Eleanor Roosevelt in the fight for equity and justice. She also took her advocacy to Secretary of the Interior Harold Ickes, who in turn invited Anderson to perform at the Lincoln Memorial, a free concert which drew 75,000 people on Easter Sunday of 1939.

One year later, Lulu retired from Howard University and returned to her family home in Howell, where she died in 1946.

It's so entirely fitting that ten years after her passing, the classroom portion of Howard University's fine arts complex was renamed Lulu V. Childers Hall.

Lulu Childers was born with the gift of voice, a gift she never took for granted. She used that voice to entertain, to instruct, and to advocate. She sang the anthem of freedom, justice, and equality with perfect pitch and tone. Let us all endeavor to use our own lives and our own voices to carry her tune, to continue singing her song, and to ensure that the music never ends.

# IN HONOR OF THE 45TH ANNIVERSARY OF FAIRLANE TOWN CENTER

## HON. DEBBIE DINGELL

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Mrs. DINGELL. Madam Speaker, I rise today to recognize the 45th Anniversary of Fairlane Town Center, located in Dearborn, Michigan. Fairlane Town Center is a mainstay in Dearborn and their contributions to our community are worthy of commendation.

Developed by Michigan businessman A. Alfred Taubman, Fairlane Town Center opened

to the public on March 1, 1976. Complete with an ice rink and a Ford monorail connecting the then-named Dearborn Hyatt Regency with the Center, at the time Fairlane was the shining example of what the modern shopping mall could be, right at home in Metro Detroit.

The businesses of Fairlane Town Center have come and gone over the years and hundreds of stores and services have called Fairlane home. When they opened in 1976, the mall was anchored by Sears and JCPenney, later joined by Hudson's, Lord & Taylor, and Saks Fifth Avenue. Now, it is anchored by Macy's and JCPenney—along with Ford Motor Company's innovative Town Center Office. Fairlane Town Center is a place where businesses thrive and has been a consistent supporter of the local economy, helping us all find the goods and services that we need—all in one place.

Fairlane Town Center has served as a shopping destination and gathering place for residents of Dearborn for the past 45 years. It has been where generations of Dearbornites have worked and played. Serving as home to budding small businesses and landmark department stores alike, there has always been something for everyone at Fairlane Town Center.

Madam Speaker, I ask my colleagues to join me in honoring Fairlane Town Center as they celebrate 45 fantastic years of business in Dearborn, Michigan. As the times have changed, so has Fairlane in order to meet the needs of our consumers. As a fixture of our community for the last four decades, we wish them the very best in the years to come.

RECOGNIZING PUERTO RICO  
YOUTH AT RISK, INC.'S 25 YEARS  
OF SERVICE AND ITS FOUNDER,  
DR. MERCEDES CINTRÓN

**HON. JENNIFFER GONZÁLEZ-COLÓN**

OF PUERTO RICO

IN THE HOUSE OF REPRESENTATIVES

*Friday, February 25, 2022*

Miss GONZÁLEZ-COLÓN. Madam Speaker, I want to recognize the work of Puerto Rico Youth at Risk, Inc.—Jóvenes de Puerto Rico en Riesgo, Inc., in Spanish—on its 25 years of service. I also want to congratulate the organization's founder, Dr. Mercedes Cintrón, who was recently selected as a finalist for the Lifetime Achievement Award during the National Mentoring Summit's 2022 Excellence in Mentoring Award Ceremony.

Puerto Rico Youth at Risk is a non-profit organization focused on developing school dropout and delinquency prevention programs for at-risk youth in Puerto Rico. Since 1996, they have carried out multiple initiatives to help at-risk students on the Island achieve their full potential, including through one-on-one mentoring services, personal and social development workshops, academic support, and community service experiences. Puerto Rico Youth at Risk has been highly successful, as 98 percent of students who participate in its various programs remain at school; 95 percent graduate from high school; and 70 percent of the program's graduates have gone on to pursue higher education studies.

On January 28, 2022, Dr. Mercedes Cintrón was nominated and selected as a finalist for

the 2022 Excellence in Mentoring Award Ceremony's Lifetime Achievement Award, which recognizes individuals who have dedicated their life's work to supporting youth through mentoring. Dr. Cintrón is a psychologist and social worker who has dedicated the last 28 years of her career and volunteer work to promote and facilitate the use of ontological mentoring to prevent school dropout and antisocial behavior in teens. She has witnessed over 3,000 successful mentoring experiences that have changed the lives of both mentors and mentees, many of whom have continued to serve in their communities.

In 1993, Dr. Cintrón pioneered the use of formal mentoring in Puerto Rico. She was inspired and committed to establishing Puerto Rico Youth at Risk after completing her term as Administrator of Puerto Rico's Juvenile Correctional Institutions, where she saw firsthand the need to carry out evidenced-based prevention and intervention programs to reach at-risk young individuals before it is too late.

Dr. Cintrón's selection as a finalist for the Excellence in Mentoring Award Ceremony's Lifetime Achievement Award is a testament to Puerto Rico Youth at Risk's impact and valuable work during the past 25 years. It also represents a historic milestone, as Dr. Cintrón was the only Puerto Rican among this year's nominees and the first individual from Puerto Rico to have been nominated for this prestigious award.

I'm honored to join Puerto Rico Youth at Risk to celebrate Dr. Cintrón's achievement and the organization's 25 years of service on behalf of Puerto Rico's at-risk and vulnerable students.

HONORING OLYMPIAN JAKE  
VEDDER

**HON. ELISSA SLOTKIN**

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

*Friday, February 25, 2022*

Ms. SLOTKIN. Madam Speaker, I rise today to honor Jake Vedder, a young man of exceptional character and talent who valiantly represented his home town of Pinckney, Michigan and Team USA at the 2022 Winter Olympics in Beijing, China.

At the Olympics, Vedder finished sixth out of 32 competitors in the individual snowboard race, and was first among the four Americans competing. This 23-year-old phenom was also named to one of the two United States tandems for the inaugural mixed team snowboard cross event, where he and his partner made it to the quarterfinals.

Unlike many snowboarders, Jake wasn't born in the mountains and didn't grow up in a resort town. He's from Pinckney, population 2300, and he began his snowsports career at the age of two on the small but beloved ski hills in the neighboring town that were made with leftover material from the construction of the interstate.

He was a kid with a dream, a family that supported it, and a community that nurtured it. And as his star has risen, from winning the state championship as a 10th grader, to winning a gold medal in the Youth Olympics at

age 18, to competing on the world's biggest athletic stage at age 23, he's never forgotten where he comes from.

Jake is known for spending whatever free time he has dishing out encouragement to younger athletes, giving tips on techniques, handing out gear, and just being present to offer support. In fact, just hours after returning home from the Olympics, Jake was back at Mt. Brighton where it all began for him, cheering on high school snowboarders who were competing in the state meet.

No matter how high he jumps, how fast he races, or how far he travels, Jake clearly remains grounded. He is tethered by his hometown values, anchored by humility, and rooted in kindness. In an era where so many seek instant celebrity or viral fame, Jake's modest spirit and good nature are almost as impressive as his athletic accomplishments.

On and off the slopes, he is a leader and a role model who has made Pinckney so proud. I have no doubt that whatever the future holds for him, he will conquer it with the tenacity, discipline, and humanity that have already taken him so far. It is my great honor to inscribe his accomplishments in the United States House of Representatives.

RECOGNIZING THE SERVICE OF  
MAXWELL HUNTLEY

**HON. ROBERT J. WITTMAN**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Friday, February 25, 2022*

Mr. WITTMAN. Madam Speaker, I rise today in recognition of Maxwell (Max) Huntley and his service to Virginia's First District and the Nation.

Max earned his bachelor's degree in English and master's degree in Public Policy from the University of Michigan. He is currently pursuing a master's degree in Military Operations from the United States Air Force Air Command and Staff College. As a NCAA All-American athlete, Max dominated the mats as the University of Michigan's first three-time wrestling team captain in the school's history.

Max joined my office in April 2017 and became my Military Legislative Assistant in February 2019 and Senior Advisor in May 2021. During his time serving Virginia's First District, Max admirably staffed my House Armed Services Committee, including my role as Sea power and Projection Forces Subcommittee Chairman and Ranking Member. Max labored tirelessly to advance the shared goal of a larger and more capable United States Navy and Marine Corps in an era of Great Power Competition.

Max has devoted his talents to the common good and the nation's defense as he follows the distinguished Huntley family tradition of service to the United States. I would like to thank Max for his contributions over the last 4 years. I wish Max the best as he continues his journey on the other side of the Capitol with Senator John Kennedy.

Madam Speaker, I ask you to join me in recognizing Max Huntley for his dedicated service to Virginia's First District. May God bless Max as he continues his career in public service.