

EXTENSIONS OF REMARKS

RECOGNIZING BEATRICE WALTERS

HON. GUS M. BILIRAKIS

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Mr. BILIRAKIS. Mr. Speaker, I rise to recognize the tireless contributions of one of my constituents, Beatrice Walters. After graduating high school in Milwaukee, Wisconsin, Beatrice Borowski went to work for International Harvester. There she was a turret lathe operator, building parts for gyroscopes for torpedoes in support of the war effort. When she enlisted in the U.S. Army in April 1945, Basic Training was in Fort Des Moines, Iowa. Beatrice's subsequent assignments were at Camp Atterbury, Indiana and Army Air Base Santa Ana in California. These assignments eventually took her to Pratt General Hospital which had been converted for the war as it was previously the Biltmore Hotel in Coral Gables, Florida. Rest and Relaxation excursions included a trip to Cuba. She would remain at Pratt General as a Nurse Assistant until mustering out of the Army in June 1947. Upon her return to Milwaukee, Beatrice went back to work for International Harvester in the Human Resources department. On May 8 1948, Beatrice Borowski married Robert Walters. Together, they raised eight children. Beatrice ran the large household primarily on her own as her husband, Robert, was often deployed to sea. Through her own example, Beatrice instilled a passion for public service within her children. While she was very busy raising her family, Beatrice found time to volunteer in several organizations including: Holy Name Monastery in St Leo, Florida, as a Cub Scout Den Mother in several communities throughout the country, and as part of the Citrus High School Athletic booster club. Following in her footsteps of service, one of her children, James Walters, has served as the Police Chief of Dade City, Florida for many years.

It is my pleasure to recognize her and her family's service to our Nation on this special occasion.

INTRODUCTION OF THE FAIR PAY ACT OF 2023

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Ms. NORTON. Mr. Speaker, March 14th is Equal Pay Day, marking the number of additional days a woman must work to earn what a man earned the prior 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 as much as men.

What may be the best case for a stronger and updated EPA occurred in 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 per hour for doing the same or similar work as male workers. Had those 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 lawsuit.

My own experience as the first woman to chair the U.S. Equal Employment Opportunity Commission afforded me the opportunity to enforce the EPA. However, if women are to get equal pay, they need the Fair Pay Act (FPA). I again introduce this bill 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 individuals who have traditionally held such jobs. Much of the wage inequality women experience today is because of employer-steering and deeply rooted wage stereotypes, which result in wages paid according to gender and not according to the skill necessary to do the job. I introduce the FPA because the 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. Almost half of 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 would require that if men and women are doing comparable work, they must 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 gender. If a woman is a social worker, a traditionally female 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 would not tamper with the legal burden. Under the FPA, as under the EPA, the burden would 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 shown that it is possible to eliminate the part of the pay gap that is due to job-steering. Many state governments 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 the gender wage gap that is traceable to market factors, but 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 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.

I urge my colleagues to support this bill.

HONORING NORTH COUNTRY VETERAN HENRY CUMMINGS' LIFETIME OF SERVICE

HON. ELISE M. STEFANIK

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Ms. STEFANIK. Mr. Speaker, I rise today to recognize a lifetime of service of Mr. Henry Cummings. Mr. Cummings is a lifelong civil servant and U.S. Army veteran who has spent 40 years of his life dedicated to protecting our country's freedom.

Mr. Cummings' military journey began with his training at Fort Dix, where he was assigned to the Joint Military Assistance Command in Saigon. He completed two tours in Korea and one in Germany and was promoted from personnel clerk to personnel supervisor.

Following his military career, Mr. Cummings remained at Fort Dix and transitioned into Human Resources. In recognition of his combined 40 years of selfless service and dedication to his country, he received multiple letters of commendation and honors, including but not limited to, the Bronze Star Medal, the Meritorious Service Medal, the Vietnam Service Medal, the Korea Defense Service Medal, and the Joint Service Commendation Medal.

Throughout both his military and civilian careers, Mr. Cummings dedicated himself to protecting our country's interests at home and abroad. On behalf of New York's 21st District, I am honored to recognize Henry Cummings' extraordinary life and thank him for his 40 years of service.

● This "bullet" symbol identifies statements or insertions which are not spoken by a Member of the Senate on the floor.

Matter set in this typeface indicates words inserted or appended, rather than spoken, by a Member of the House on the floor.

HONORING JENNIFER MOORE

HON. MORGAN MCGARVEY

OF KENTUCKY

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Mr. MCGARVEY. Mr. Speaker, I rise today to honor Jennifer Moore as part of Women's History Month.

Jennifer has dedicated her life to representing people who have been injured as a result of medical negligence, harmful drugs and devices, and other personal injuries. As the founder of her own law firm, she never backs down from a fight and is always willing to give a voice to the voiceless. I thank Jennifer for her tireless advocacy in our community.

INTRODUCTION OF THE PAY
EQUITY FOR ALL ACT OF 2023

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Ms. NORTON. Mr. Speaker, I rise to introduce the Pay Equity for All Act of 2023, which would help reduce the gender and racial pay gap by prohibiting employers from asking job applicants for their salary history before making a job or salary offer. Even though many employers may not intentionally discriminate against applicants or employees based on gender, race or ethnicity, setting wages based on salary history can reinforce the wage gap. Members of historically disadvantaged groups often start their careers with unfair and artificially low wages compared to their white male counterparts, and the disparities are compounded from job to job throughout their careers. In the last two Congresses, the House has passed this bill as part of the Paycheck Fairness Act.

This bill would help ensure that salaries are based on skills and merit, not on salary history, by assessing penalties against employers that ask applicants for their salary history during the interview process or as a condition of employment. It would also provide job applicants and employees with a private right of action against employers that violate these provisions.

There is much work to be done to address the wage gap. This bill would be an important step in reducing the wage gap.

I urge my colleagues to support this bill.

HONORING BRENDA SANTANA AS
A DISTINGUISHED LEADER IN
CENTRAL FLORIDA FOR WOMEN'S
HISTORY MONTH

HON. DARREN SOTO

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Mr. SOTO. Mr. Speaker, Brenda Santana was born and raised in San Juan, Puerto Rico, and relocated to Florida as an adult. She learned English as a second language while in school. Brenda loves helping people learn and understand the Spanish language. Her dedica-

tion won her several poetry awards. At school, she could be found tutoring her fellow students on Spanish grammar and sentence composition. Today, Brenda lends her skills to the Orange County Library System as a technology trainer. Her students ached to learn Spanish and Brenda instituted Spanish language classes at the Southeast Branch in 2017. During the pandemic, Brenda offered a new way to learn with virtual learning. Students of all ages attend her classes. Brenda's pioneering spirit expanded all over the county as she trained other OCLS staff to offer more online classes.

In 2022, the Southeast Branch saw an average of 36 students per class, the highest attendance record in OCLS history. Brenda's commitment to the community has been evident in her response to customer feedback as she prioritizes their needs.

As a technology trainer, Brenda has an open-door policy in between classes to assist students with tech-related questions. Brenda focuses on her students by hosting life skill tech classes, such as assistive technology like using the GPS feature on their phones. In these workshops, students are provided a hands-on experience using the tools and devices to boost their quality of life. In January alone, the overall attendance for her computer classes was 377.

Brenda Santana has received positive praise and feedback from her students regarding the way she responds to their suggestions and feedback. She continues to evaluate the needs of the community and provide options that inspire and change lives.

RECOGNIZING DR. JOHN RUGGE AS
THE 34TH ANNUAL J. WALTER
JUCKETT AWARD HONOREE

HON. ELISE M. STEFANIK

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Ms. STEFANIK. Mr. Speaker, I rise today to honor and recognize Dr. John Rugge, this year's recipient of the Annual J. Walter Juckett Community Service Award. Dr. Rugge is the founder of Hudson Headwaters Health Network, a community of 21 health centers dedicated to providing medical services to communities across Upstate New York and the North Country.

Dr. Rugge began work as a supervising physician at the Glens Falls Hospital in 1974. He originally intended to stay at the post for only six months, but when he noticed the need for consistent medical care in many North Country communities, he realized he had found his life's calling. That year, he established the Hudson Headwaters Health Network, and today, the network provides medical services to over 150,000 patients in Northeastern New York.

Under Dr. Rugge's dutiful leadership, Hudson Headwaters quickly became an example for other medical providers. Over the course of his career, he partnered with policymakers from over 40 different government advisory panels, task forces, and councils to address how best to improve the quality of healthcare available to underserved communities across the country.

Dr. Rugge's dedication to his community and passion for providing accessible medical

care have made him a pillar of Upstate New York. On behalf of New York's 21st Congressional District, it is my honor to celebrate the 34th Annual J. Walter Juckett Community Service Award recipient, Dr. John Rugge.

INTRODUCTION OF THE SALARY
TRANSPARENCY ACT

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Ms. NORTON. Mr. 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.

I urge my colleagues to support this important bill.

RECOGNIZING PATTI GARTLAND

HON. TOM EMMER

OF MINNESOTA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 14, 2023

Mr. EMMER. Mr. Speaker, I rise today to recognize the career of Patti Gartland. Patti is retiring this May from her role as president of the Greater St. Cloud Development Corporation.

Patti has led the Greater St. Cloud Development Corporation (GSDC) for the past 10 years. During that time, she oversaw the considerable economic expansion of the Greater St. Cloud region. Part of her efforts to increase the visibility of the area included the launch of GreaterStCloudJobSpot.com, a local job board that is updated daily with thousands of local jobs. She was also integral to the development of St. Cloud Shines, a digital marketing initiative that has attracted more than 170 million impressions online.

Before joining the GSDC, Patti served as the city administrator for Sartell for nearly 12 years, where she helped coordinate emergency response efforts following the tragic paper mill explosion. Prior to that, Patti worked for the City of St. Cloud for 15 years, the last 13 of which she served as the city's planning director. Since 2014, Patti has been a member