

to destroy those missiles whose locations are known. Thus, the MMIII and the Sentinel create an extraordinarily dangerous situation. In the event of a perceived attack, there would be immense pressure on the President to make the decision to launch within minutes or risk losing the missiles.

With all this in mind, why spend such a massive amount of money on a system that is so vulnerable and so extraordinarily dangerous? In defense policy, nothing should be sacred or untouchable, and everything should require frequent re-evaluation. So, let us not be afraid to ask yet another question: why a triad? Strategy cannot afford to be stagnant. It cannot afford to complacently accept the assumptions of the past.

We must ask why we need the ground leg of the Triad. If the nuclear program is for deterrence, is the firepower of the submarines, airplanes, and their missiles sufficient to dissuade an adversary? These systems have the benefit of stealth, and the President has the time to gather all information and then decide whether to use the nuclear response. If that were not enough, we also have conventional weapons that can deter adversaries.

But even if we do retain each leg, we must reevaluate what's truly necessary within each. We do not have infinite resources and must make difficult choices about where we allocate our national resources. As we rethink whether we can achieve deterrence with different mixes, let's prioritize safety and effectiveness over fulfilling antiquated assumptions or requirements. Remember, this is not just a matter of matching our capability to their capability. This is about what will ensure our future survival.

Too often, debates on deterrence do not consider the rapidly changing security environment; cyber warfare, uncertainty, confusion, and misunderstanding could be greater risks than aggression. We are heavily dependent on our space observation and communication systems, and now we know that space war is real and routinely discussed. How do we weigh those risks when we decide to continue to keep 400 Sentinel or MMIII missiles, each prepared to kill millions, on constant alert, ready for immediate launch in just a few moments when there will certainly be chaos and uncertainty?

Surely, more destructive capability is not always better. So why do we need so many? Considering how many weapons will deter conflict is not just a military problem of tit-for-tat calculations. What national victory could we, or just as important our adversaries, ever hope to achieve at the end of a nuclear war that inevitably kills hundreds of millions of people, including tens of millions of Americans, destroys entire cities, and endangers the environment of the planet?

As we think about deterrence in the modern era, it is clear from rising costs and the existential dangers that we cannot afford a new arms race. Of course, we must grapple with hard questions about how to deter dangerous adversaries. Still, we must answer an even harder question: how do we deter in a way that ensures there is a tomorrow worth protecting? Must we continue a 50-year-old triad strategy without considering the alternatives? Why, why are we stuck in a logic silo with the blast door closed?

I want to end this with a discussion I had with the captain of a United Kingdom nuclear-

armed submarine. After touring his ship, I stopped at the foot of the ladder to thank him for the discussion. I said "I appreciate the enormous responsibility and difficult task that you have. If you receive a message to launch your missiles, and you do, what do you do next? Go home?" I'll never forget the look on his face. I don't know if he had ever contemplated that question, but that's a question that we must all ask today.

#### INTRODUCTION OF THE CONGRESS LEADS BY EXAMPLE ACT OF 2024

**HON. ELEANOR HOLMES NORTON**

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, August 27, 2024*

Ms. NORTON. Mr. Speaker, today I introduce the Congress Leads by Example Act of 2024, which would apply to the legislative branch many of the laws that protect employees in the private sector and the executive branch. Congress should abide by the laws it imposes on others.

In 1995, Congress passed the Congressional Accountability Act of 1995 (CAA), which applied 13 existing civil rights, labor and workplace safety and health laws to the legislative branch. In 2018, after reports of sexual harassment in Congress and in light of the #MeToo movement, Congress passed the Congressional Accountability Act of 1995 Reform Act (Reform Act), which changed the name of the Office of Compliance to the Office of Congressional Workplace Rights (OCWR), revised the process to resolve workplace claims and extended CAA protections to unpaid staff, interns, and fellows. It also made Members of Congress personally liable for their own violations of workplace harassment and retaliation laws.

The CAA and the Reform Act were important steps in making the legislative branch accountable for its employment practices, but they did not finish the job. As noted, the CAA brought the legislative branch under 13 existing civil rights, labor and workplace safety and health laws but it omitted important substantive and procedural protections. In its three most recent Section 102(b) biennial reports to Congress, OCWR identified additional federal workplace laws and procedures that should apply to the legislative branch. This bill takes into account OCWR's recommendations, and seeks both to apply the standard of fairness for employees of the legislative branch that Congress requires for other employees and provide a safer work environment for the legislative branch and visitors by bringing the legislative branch obligations in line with the legal requirements for the private sector and the executive branch.

This bill provides general whistleblower protections and anti-retaliation measures and makes additional Occupational Safety and Health Act (OSHA) retaliation provisions applicable to the legislative branch. This bill also provides subpoena authority to OCWR to conduct inspections and investigations into OSHA violations. It also provides extended paid parental bereavement leave to legislative branch employees.

This bill also furthers the CAA's goal of preventing workplace discrimination in the legislative branch by prohibiting the legislative

branch from making adverse employment decisions based on an employee's wage garnishment or involvement in bankruptcy proceedings pursuant to the Consumer Credit Protection Act or Chapter 11 of the bankruptcy code.

Finally, this bill bolsters the CAA's record-keeping requirements. It applies to the legislative branch the obligation to maintain accurate records of safety information and employee injuries, as otherwise required by OSHA, as well as employee records necessary to administer anti-discrimination laws.

This bill would help restore the public's trust in Congress by redoubling our efforts to exercise leadership by example. I urge support for this bill.

#### HONORING THE LEGACY OF SERVICE OF CHARLIE COMPANY, 2ND BATTALION, 108TH INFANTRY REGIMENT

**HON. ELISE M. STEFANIK**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, August 27, 2024*

Ms. STEFANIK. Mr. Speaker, I rise today to honor the legacy of Charlie Company, 2nd Battalion, 108th Infantry Regiment, of the New York Army National Guard.

Charlie Company's historic record began on April 27, 1898, when the 108th Infantry Regiment was constituted in the New York National Guard as the 3d New York Volunteer Infantry. The regiment was organized from existing companies in Northern and Central New York. The unit first began federal service on May 17, 1898, at Camp Black, New York, serving with distinction during the Spanish-American War. On December 22, 1898, the regiment was reorganized into the 1st Infantry Battalion in Niagara Falls, the 2nd Infantry Battalion in Geneva, and the 3rd Infantry Battalion in Oswego.

Charlie Company 2-108 served honorably in many of the defining conflicts of the twentieth century. During World War I, the regiment was reorganized and redesignated on October 1, 1917, as the 108th Infantry Regiment and assigned to the 27th Division. The 108th Infantry Regiment aided allied forces in the Somme Offensive in France and at Ypres-Lys and Flanders Field in Belgium. In World War II, Charlie Company saw action throughout the Pacific Theater, fighting on the Bismarck Archipelago, Leyte, Luzon, and across the Southern Philippines and the Ryukyu Islands. For their service in the Philippines, the Company was awarded the Philippine Presidential Unit Citation in July 1945.

For many years, Charlie Company 2-108 has been deployed to critical missions in the Middle East. The unit was deployed to Iraq in 2004 as part of the 1st Infantry Division and played a pivotal role in securing the city of Samarra. They were later recognized with the Valorous Unit Award for their accomplishments. In 2012, Charlie Company was deployed to Afghanistan as part of Task Force Iron. In 2024, Charlie Company participated in African Lion, U.S. Africa Command's largest joint exercise on the continent.

On behalf of New York's 21st District, I am proud to recognize the distinguished service of the men and women of Charlie Company, 2nd

Battalion, 108th Infantry Regiment. Their unwavering dedication to the United States has forged a historic example of exceptional bravery and reflects great credit upon themselves, the New York National Guard, and the United States Army.

HONORING KRIS BERTRAND-  
GLOMSKI

**HON. ANDRÉ CARSON**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, August 27, 2024*

Mr. CARSON. Mr. Speaker, today I rise to commemorate a Hoosier who has not only faced the adversity that afflicts the lives of soldiers after service but has been able to overcome those obstacles. The culmination of Kris Bertrand-Glonski's experiences and perseverance has guided her efforts to enact the change our military women and men deserve to see in our community.

Kris first answered the call to serve her country in 1989 and served in the Navy until 1993. With a Bachelor of Social Work from Indiana University, a Master of Science in Vocational Rehabilitation, and a certificate in Mental Health Counseling from Butler University, she has since put her expertise into providing steadfast support to the Indianapolis veteran community.

Working at the federal and state levels, Kris has impacted the day-to-day lives of others as a member of multiple organizations, such as the Department of Veterans Affairs and most recently Indiana's Veteran Service Office. Seeking to bridge this important work across Indiana, she established the Hoosier Women Veterans Program and was instrumental in the passing of the Women Veterans Program bill.

Kris is a shining example of lifelong advocacy. Her efforts to provide resources for women veterans have garnered numerous accolades, such as the Torchbearer Award and, more recently, the HUMANA scholarship to continue learning how to best assist her fellow veterans.

Often, women veterans tend to be underrecognized for their efforts and impact. Beginning with its namesake, the Sheila Corcoran Hoosier Women Hero Award was created to highlight exemplary Hoosier women veterans whose service to their community and Nation is unparalleled. Therefore, it is with great

pleasure to commend and uplift our Hoosier women veterans who proudly, continuously serve our people, community, and Nation.

I ask my colleagues to join me in recognizing Kris Bertrand-Glonski. I thank her for her service.

HONORING TEXAS-24 HOMETOWN  
HERO SANDY LAUDER

**HON. BETH VAN DUYNÉ**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, August 27, 2024*

Ms. VAN DUYNÉ. Mr. Speaker, I rise to honor our Texas-24 Hometown Hero, Sandy Lauder. Over the last two decades, Sandy has spent thousands of hours volunteering in the Richardson community. He has been a dedicated volunteer with Richardson Police Department's Volunteers in Police Service program for nearly 17 years, along with completing Richardson Citizen Police Academy's Class 25. To this day, Sandy still serves on the board of the Citizen Police Academy Alumni Association.

In 2015, Sandy joined the Richardson Community Band where he plays a dual role as trombonist and band president. As the president, Sandy collaborates with other bands in the area to perform jazz and big band classics for Richardson Senior Center, retirement homes, community fairs, and the Dallas VA Hospital. Sandy also teaches English and citizenship classes at Woodcreek Church in Richardson as part of the Building English Skills Together program. Previously, he served as president of his homeowner's association, and he currently coordinates his neighborhood's crime watch patrol.

Sandy's community involvement spans beyond Richardson city limits. For 20 years, he has volunteered as a DFW Airport Ambassador, greeting international guests and answering their questions. According to the DFW Airport Customer Programs Coordinator, Sandy "has been a superhero coming to the aid of millions of travelers through his service. He is kind and helpful to all who work around him and he rarely misses a shift." At 91 years young, he credits his longevity to "staying positive and volunteering." In his own words, "It's never too late to enjoy life and serve your fellow man."

I'd like to thank Sandy Lauder for going above and beyond to serve our North Texas community.

HONORING SEAMAN FIRST CLASS  
FRANCIS A. PICHE

**HON. ELISE M. STEFANIK**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, August 27, 2024*

Ms. STEFANIK. Mr. Speaker, I rise today to honor Seaman First Class Francis Alfred Piche, United States Navy veteran of World War II.

Francis Piche was born in Troy, New York, on May 12, 1927. He was raised and attended school in Troy until he enlisted in the United States Navy on June 26, 1944, serving as Seaman First Class. He was stationed state-side in Rhode Island, Pennsylvania, Oklahoma, and in Long Island, New York, before the *USS Oklahoma City* was called into action. He served aboard the Cleveland-class light cruiser for operations in support of the Okinawa campaign and continued action against the Japanese islands.

At the end of hostilities, he was part of the patrol off the coast of Japan and the subsequent occupation. Upon returning to the United States, Piche was honorably discharged in July 1946 and was awarded the World War II Victory Medal, American Campaign Medal, Asiatic-Pacific Campaign Medal with two bronze service stars, and the Navy Occupation Service Medal for his service.

After leaving the Navy, Francis reentered civilian life and pursued a career with the Ford Motor Company in Green Island, New York. He worked as a floor inspector for two decades before retiring in 1977. During his free time, Francis served as a communicant at St. Joseph's Church and was a loyal member of the American Legion Legnard-Curtin Post 927. Francis married his wife Audrey in 1946 and together they had six children, Francis, Colleen, Laurie, Paul, Diane, and David. He enjoyed spending time with his family, which grew to include twenty-four grandchildren and many great-grandchildren.

Francis' dedication and service to the United States is truly remarkable. On behalf of New York's 21st District, I am honored to recognize his extraordinary life.