

most challenging and rewarding experiences of their lives.

Jackie brings an enormous amount of leadership, service, and dedication to the incoming class of midshipmen. During Jackie's high school career, she received honors in chemistry and chose to enroll and excel in Advanced Placement courses.

Outside the classroom, Jackie demonstrated her dedication and service to her community and peers by being active in the Race for the Cure, the Diabetes Research Walk, Meals on Wheels, and other fund raising and relief efforts to assist those less fortunate. Jackie utilized her leadership skills during her participation in Anthony Wayne High School's FCCLA, track, choir, theater, softball and as captain of the cheerleading squad.

Madam Speaker, I ask my colleagues to join me in congratulating Jacqueline Crawford on her acceptance of appointment to the United States Naval Preparatory School. Our service academies offer the finest military training and education available. I am positive that Jackie will excel during her career at the Naval Academy and I ask my colleagues to join me in extending their best wishes to her as she begins her service to the Nation.

ON THE INTRODUCTION OF THE
FAIR PAY ACT OF 2009

HON. ELEANOR HOLMES NORTON

OF DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Ms. NORTON. Madam Speaker, the first bill that President Barack Obama signed was H.R. 11, the Lilly Ledbetter Fair Pay Act of 2009 to restore the Equal Pay Act (EPA) to its interpretation since it was enacted in 1963. That bill could not wait until today, Equal Pay Day. Equal Pay Day marks the day nearly four months into a new year—that women must work to earn as much as men did last year. However, although the EPA was highly successful for close to 20 years, the EPA had grown so creaky with age that the Ledbetter Act could do no more than resuscitate the old EPA. However, it is long past the time to amend the EPA to meet the changed economy, where women work as much as men, and in today's troubled economy women are increasingly supporting husbands, sons and families. My House colleague ROSA DELAUNO and I, and scores of other Members got the House to pass the Paycheck Fairness Act and on Equal Pay Day, we urge the Senate to pass the Paycheck Fairness Act. Congresswoman ROSA DELAUNO and I have long pressed for the passage of the Paycheck Fairness Act and both of us testified at its first hearing before the Committee on Education and Labor during the 110th Congress. My own experience as chair of the Equal Employment Opportunity Commission (EEOC), when President Jimmy Carter moved the EPA and other civil rights statutes to the EEOC as parts of a historic reorganization, demonstrated to me both the strengths and the weakness of the EPA.

As important as the Ledbetter Act, was it is only a gate opener to the EPA. The Paycheck Fairness Act, passed in the House this session is also an important update of the EPA's basic procedures, giving them "the same mus-

cle" as other anti-discrimination statutes, including Title VII of the 1964 Civil Rights Act and the age Discrimination in Employment Act, both of which I administered along with the Equal Pay Act. However, the Fair Pay Act (FPA) goes the next step, putting an end to wage discrimination against women and others by establishing equal pay for equal work. This bill recognizes that women earn significantly less than men for work, and amends the Fair Labor Standards Act of 1938, known as the Equal Pay Act, to provide more effective remedies to victims of wage discrimination on the basis of sex. The Paycheck Fairness Act instructs the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs to train EEOC employees and affected individuals and entities on matters involving wage discrimination and authorizes the Secretary of Labor to fund skills training programs for girls and women. The bill further directs the Secretary to provide studies, information, summits, guidelines, awards and assistance for employer evaluations of job categories based on objective criteria.

Therefore, with Senator TOM HARKIN, I am pleased again to introduce the FPA to pick up where the EPA leaves off, by bringing the EPA into the 21st century by taking on sex segregated jobs where gender influenced wages leave the average woman worker without any remedy.

The FPA sends a message to the average woman worker, who is often steered to and then locked into a job with wages that are deeply influenced by the gender of those who have traditionally held those jobs. Women often are used inconsistent with their qualifications today because of employer steering, and because of deeply rooted wage stereotypes that result in pay according to gender and not according to the skills, effort, responsibility and working conditions necessary to do the job. We introduce the FPA because the pay problems of many women today stem from sex segregation between the jobs that women and men traditionally do. Two-thirds of white women, and three quarters of African American women, work in just three areas: sales and clerical, service, and factory jobs despite women's superior education to men for several decades. Only a combination of more aggressive strategies, including the Paycheck Fairness Act and the Fair Pay Act can break through the ancient societal habits present throughout human time the world over, as well as employers steering women into "women's jobs" which is as old as paid employment for women itself.

The FPA recognizes that, if men and women are doing comparable work, they should be paid a comparable wage. For example, if a woman is an emergency services operator, a female-dominated profession, why is she often paid considerably less than a fire dispatcher, a male-dominated profession? Is this because each of these jobs has been dominated by one sex? The Fair Pay Act does not decide this issue, but the bill does allow women to show that some or all of the wage disparity is gender based. The burden is on the female plaintiff, a difficult case to make in a market economy, but women deserve the right to carry that burden in appropriate cases.

The FPA, no more than the EPA, tampers with our market system. As with the EPA, the burden will be on the plaintiff to prove discrimi-

nation. As with the EPA, she must show that the reason for the disparity is sex discrimination, not legitimate market factors.

Corrections to achieve comparable pay for men and women are not radical or unprecedented. State employees in almost half of the state governments, in red and blue states alike, have already demonstrated that the pay gap that is due to discrimination can be eliminated. Twenty states have adjusted wages for women state employees, raising pay for teachers, nurses, clerical workers, librarians, and other female-dominated jobs that paid less than men with comparable jobs. Minnesota, for example, implemented a pay equity plan when they found that similarly skilled female jobs paid 20% less than male jobs. There often will be some portion of the gap that is traceable to market conditions, but twenty states have shown that you can tackle the discrimination gap without interfering with the free market system. The states generally have closed the discrimination gap over a period of four or five years at a one-time cost no more than three to four percent of payroll.

In addition, routinely, many women workers achieve pay equity through collective bargaining. In addition countless employers on their own, as they see women shifting out of vital female-dominated occupations, the effects of the shortage of workers in vital occupations, and the unfairness to women, are raising women's wages with pay equity adjustments. The best case for a strong and updated EPA with at least the Paycheck Fairness Act occurred here in the Congress in 2003, when women custodians in the House and Senate won an EPA case after showing that women workers were paid a dollar less for doing the same and similar work as men. Had they not been represented by their skillful and dedicated union, they would have had an almost impossible task using the rules for bringing and sustaining an EPA class action suit today. The FPA simply modernizes the EPA to make such a suit more possible by women acting alone.

Start where we like, but Congress should be ashamed to let another year go by while working families lose more than \$200 billion annually—more than \$4,000 per family—even considering education, age and hours of works and location. Unequal pay has been built into the way women have been treated since shortly after Adam and Eve. To dislodge such deep seated and pervasive treatment, we must update old vehicles like the EPA with the Paycheck Fairness Act and create new laws, such as the Fair Pay Act I introduce today.

HONORING CHARLES WILSON
ANDREWS

HON. SAM GRAVES

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. GRAVES. Madam Speaker, I proudly pause to recognize Charles Wilson Andrews a very special young man who has exemplified the finest qualities of citizenship and leadership by taking an active part in the Boy Scouts of America, Troop 205, and in earning the most prestigious award of Eagle Scout.

Charles has been very active with his troop participating in many scout activities. Over the

many years Charles has been involved with scouting, he has not only earned numerous merit badges, but also the respect of his family, peers, and community.

Madam Speaker, I proudly ask you to join me in commending Charles Wilson Andrews for his accomplishments with the Boy Scouts of America and for his efforts put forth in achieving the highest distinction of Eagle Scout.

CONGRATULATING THE FIRST
GRADUATING CLASS OF THE
D.A.R.E. PROGRAM AT FOREST
HILL ELEMENTARY

HON. RODNEY ALEXANDER

OF LOUISIANA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. ALEXANDER. Madam Speaker, it is with great pride and pleasure that I rise today to congratulate the first graduating class of the Drug Abuse Resistance Education program, or D.A.R.E., at Forest Hill Elementary.

I am truly proud of the 50 students who participated in this important class that equips our young people with the support and knowledge they need to say no to drugs, underage drinking and gang violence.

In 1983, D.A.R.E. began as a small program in Los Angeles. Today, it is implemented in more than 75 percent of our country's school districts and in more than 43 other nations.

To mark the success of these students, Forest Hill Elementary will hold a graduating ceremony on May 4, 2009. I am glad these students will be recognized for taking this step toward leading positive and productive lives.

Moreover, I applaud the efforts of the police officers, faculty and families who helped support this accomplished group as they worked to complete the D.A.R.E. program this school year.

I ask my colleagues to join me in congratulating the first graduating class of the D.A.R.E. program at Forest Hill Elementary. Your success is a true testament to the strong community values of Forest Hill.

IN SPECIAL RECOGNITION OF STEVEN
BILLMAIER ON HIS APPOINTMENT TO ATTEND THE
UNITED STATES NAVAL ACADEMY

HON. ROBERT E. LATTI

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. LATTI. Madam Speaker, it is my great pleasure to pay special tribute to an outstanding young man from Ohio's Fifth Congressional District. I am happy to announce that Steven Billmaier of Bowling Green, Ohio has been offered an appointment to attend the United States Naval Academy in Annapolis, Maryland.

Steven's offer of appointment poises him to attend the United States Naval Academy this fall with the incoming midshipmen Class of 2013. Attending one of our Nation's military academies is an invaluable experience that offers a world-class education while placing de-

mands on those who undertake one of the most challenging and rewarding experiences of their lives.

Steven brings an enormous amount of leadership, service, and dedication to the incoming class of midshipmen. While attending Central Catholic High School in Toledo, Ohio, Steven attained a grade point average which placed him fourth in his class of 257 students. During Steven's high school career, he was inducted into the National Honor Society and the Insignis Society; distinguished as a Regents Scholar; and received a National Merit Commendation.

Outside the classroom, Steven demonstrated his dedication and service to his community and peers by being active in the Boy Scouts of America in which he obtained the rank of Eagle Scout, in addition to earning four Eagle Palms. Steven utilized his leadership skills during his participation in Central Catholic High School's German Club, Environmental Club, Spiritual Commission, and he was a class officer. Athletically, Steven has been an active member of Crew, participating in both the fall and spring sessions during the past four years. I am confident that Steven will carry the lessons of his student leadership to Annapolis.

Madam Speaker, I ask my colleagues to join me in congratulating Steven Billmaier on his acceptance of appointment to the United States Naval Academy. Our service academies offer the forest military training and education available. I am positive that Steven will excel during his career at the Naval Academy and I ask my colleagues to join me in extending their best wishes to him as he begins his service to the Nation.

HONORING THE LOUISIANA
HONORAIR VETERANS

HON. JOHN FLEMING

OF LOUISIANA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mr. FLEMING. Madam Speaker, I rise today to recognize and honor a very special group from Northwest Louisiana.

On April 11, 2009 a group of 104 veterans and their guardians flew to Washington with a very special program. Louisiana HonorAir is providing the opportunity for these Louisiana veterans to visit Washington, DC on a chartered flight, free of charge. For many, this will be the first and only opportunity to visit the memorials created in their honor. These brave men and women, from my home state of Louisiana, deserve the thanks of a grateful nation for everything they have sacrificed for our freedom.

Today I ask my colleagues to join me in honoring these great Americans and thank them for their unselfish service.

Dan D. Adcock, John R. Alexander, Bennie R. Alley, John T. Anderson, Dempsey D. Bankus, Charles R. Bedgood, Henry J. Bird, Edd J. Bordelon, Arnold L. Braddock, Robert I. Brown, Cecil H. Brumley, Charles L. Bryant, James Buggs, Aubra T. Bunn, Curtis E. Chaffin, James Eugene Chowns, Jack Coursey, Jack Creighton, Howard A. Curtis, Edward D. Dark, John Duco, Albert J. Dunn, Merrille D. Dunn, Robert M. Duvall, Orlando A. Easterling, Kenneth B. Eaves, Guy M. Farley,

John P. Fields, Edward R. Franks, William D. Franks, Dellon K. Fulton, William M. Gaston, Frank A. Genova, Ethan Allen Gillispie, Oben D. Greer, Garland D. Gregory, Walter H. Harbour, Eugene Harvey, James M. Henderson, Roy Gene Hicks, William V. Hines, John L. Hinton, Robert E. Holladay, Loin F. Jacob, Orville H. Jensen, Alton B. Kay, William B. Kinman, Anton Koloc, Andrew J. LeBlanc, Thomas B. Ledford, Ottis Littlejohn, Marshall H. Lyles, Rudolph E. Lyon, Paul H. Madden, Norman L. Mauroner, Lucius D. McGehee, Edgar C. Morris, Raymond L. Owens, Raymond K. Pecanty, Danny L. Phillips, Joe A. Phillips, Arthur R. Pietsch, Alfred B. Potter, Aubie L. Powell, James A. Powell, Melvin A. Powell, Kindred C. Priest, Robert C. Rinehart, Robert D. Roach, Robert G. Robertson, Floyd Cecil Robinson, Carol Wilson Rogers, Rollins B. Rosenzweig, Frank A. Serio, Melvin L. Shirey, Donald C. Sidak, Orvis U. Sigler, James C. Smith, Ernest L. St. John, Edward E. Stevenson, Clyde T. Stovall, Otis L. Strong, Jack F. Taylor, Tiny A. Temple, William M. Temple, Oscar Thornton, Dewey C. Thurmon, Floyd R. Turley, Coy E. Upshaw, Ray U. Urban, Thomas H. Vincent, Emmitt W. Walker, Dillon D. Wallace, Thomas A. Watson, Jack L. Whitfield, William C. Wilkins, Kenneth C. Wood, and Neill A. Yarborough.

HYDROCEPHALUS AWARENESS
MONTH

HON. MICHELE BACHMANN

OF MINNESOTA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 28, 2009

Mrs. BACHMANN. Madam Speaker, hydrocephalus, or water on the brain, is a medical condition that results in an abnormal accumulation of cerebrospinal fluid (CSF) in the ventricles, or cavities, of the brain. Sadly, the prognosis for individuals afflicted with hydrocephalus is difficult predict and often fatal. Moreover, while this condition affects approximately 1 in every 500 births, very few people are aware of it.

Indeed, the National Institute of Neurological Disorders and Stroke (NINDS) is currently conducting research related to hydrocephalus prevention and treatment. However, more must be done at the community level to educate individual Americans about this surprisingly prevalent disorder. Recognizing September as National Hydrocephalus Awareness Month will bring this disease to the public's attention and encourage the discussions necessary to more effectively address the devastating effects of this disease and provide support to families who live with it each day.

For example, currently, the most common form of treatment for hydrocephalus involves the insertion of a shunt in order to maintain the flow of CSF from the brain. This outdated practice often results in complications that can jeopardize the life of the, often very young, patient. Through increased awareness and education, we will take the steps needed to modernize the treatment of hydrocephalus and move toward a cure. As one parent summarized, "My son, and all the other children who suffer from Hydrocephalus, are literally 12–15 hours from irreversible damage, if not death, if a shunt failure was to go undetected or left