

Whereas section 6(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)(1)) prohibits discrimination in wages on the basis of sex for equal work;

Whereas title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e et seq.) prohibits discrimination in compensation because of race, color, religion, national origin, or sex;

Whereas despite the passage of the Equal Pay Act of 1963 (29 U.S.C. 206 note) more than six decades ago, which establishes that employers shall not discriminate in wages on the basis of sex, but shall provide equal pay for equal work, Bureau of the Census data show that Latina women working full-time and year-round are paid 57 cents for every dollar paid to White, non-Hispanic men, while the average wage differential for all Latina women with reported earnings working full-time, part-time and part-year is 52 cents for every dollar paid to White, non-Hispanic men;

Whereas the National Women's Law Center has calculated that, on average, Latina women lose over \$1,200,000 in potential earnings over a 40-year career to the wage gap;

Whereas, at the rate observed in 2023, Latinas will not reach equal pay with White non-Hispanic men for 183 years, or until 2206;

Whereas the Bureau of Labor Statistics and the Bureau of the Census reported the median annual pay for all Latina women in the United States working full-time, part-time, and part-year was \$31,600 in 2022, compared to the median annual pay of \$60,830 for White, non-Hispanic men;

Whereas the Bureau of Labor Statistics and the Bureau of the Census reported the median annual pay for all Latina women working full-time and part-time is \$26,485, placing a working mother of two on the brink of poverty;

Whereas job loss during the COVID-19 pandemic distorted measurements of average wages as women with lower earnings in sectors such as leisure, hospitality, and retail were more likely to experience job loss and leave the labor force;

Whereas lost wages mean Latina women have less money to support themselves and their families, save and invest for the future, and spend on goods and services;

Whereas approximately 51 percent of Latina women are unable to earn sick days through their jobs;

Whereas the lack of access to affordable, quality child care, paid family and medical leave, and other family friendly workplace policies forces many Latina women to choose between their paycheck or job and getting quality care for themselves or their family members, a dynamic that contributes to the wage gap and was further exacerbated by the COVID-19 pandemic, especially as Latina women disproportionately work in essential jobs that put them at greater risk of exposure to COVID-19;

Whereas if the annual wage gap were eliminated, on average, a Latina woman working full-time and year-round would have enough money to pay for nearly three years of childcare, to pay for 38 months of food, or more than 22 months of rent;

Whereas women face disproportionate sexual harassment in the workplace and data shows that women filed 78.2 percent of the 27,291 sexual harassment charges filed with the Equal Employment Opportunity Commission between fiscal year 2018 and fiscal year 2021;

Whereas workplace harassment forces many women to leave their occupation or industry—targets of harassment were 6.5 times as likely as nontargets to change jobs—or pass up opportunities for advancement, and this contributes to the gender wage gap;

Whereas there is a high-personal cost for women who have been sexually harassed, in-

cluding unemployment, under-employment, and financial stress resulting from changing jobs, which lead to long-term consequences for earnings and career attainment;

Whereas more than two-thirds of workers paid the minimum wage or less in 2022 are women, and there is a disproportionate concentration of women of color in low-wage and tipped jobs;

Whereas the pay disparity Latina women face is part of a wider set of disparities Latina women face in homeownership, unemployment, poverty, access to childcare, and the ability to build wealth;

Whereas the underpayment of Latina women workers causes businesses and the economy to suffer;

Whereas true pay equity requires a multifaceted strategy that addresses the gender and racial injustices that Latina women face daily; and

Whereas many national organizations have designated October 5, 2023, as Latina Equal Pay Day to recognize the additional time that Latina women must work into the next calendar year to receive the earnings of White, non-Hispanic men in the prior Census year: Now, therefore, be it

Resolved by the Senate (the House of Representatives concurring), That Congress—

(1) recognizes the disparity in wages paid to Latina women and its impact on women, families, the economy, and our entire country; and

(2) reaffirms its support for ensuring equal pay and closing the gender wage gap.

AUTHORITY FOR COMMITTEES TO MEET

Mr. SCHUMER. Madam President, I have five requests for committees to meet during today's session of the Senate. They have the approval of the Majority and Minority Leaders.

Pursuant to rule XXVI, paragraph 5(a), of the Standing Rules of the Senate, the following committees are authorized to meet during today's session of the Senate:

COMMITTEE ON COMMERCE, SCIENCE, AND TRANSPORTATION

The Committee on Commerce, Science, and Transportation is authorized to meet during the session of the Senate on Wednesday, October 4, 2023, at 10 a.m., to conduct a hearing on a nomination.

COMMITTEE ON COMMERCE, SCIENCE, AND TRANSPORTATION

The Committee on Commerce, Science, and Transportation is authorized to meet during the session of the Senate on Wednesday, October 4, 2023, at 2 p.m., to conduct a hearing.

COMMITTEE ON FOREIGN RELATIONS

The Committee on Foreign Relations is authorized to meet during the session of the Senate on Wednesday, October 4, 2023, at 10 a.m., to conduct a hearing.

COMMITTEE ON THE JUDICIARY

The Committee on the Judiciary is authorized to meet during the session of the Senate on Wednesday, October 4, 2023, at 10 a.m., to conduct a hearing on nominations.

COMMITTEE ON EAST ASIA, THE PACIFIC, AND INTERNATIONAL CYBERSECURITY POLICY

The Subcommittee on East Asia, the Pacific, and International Cybersecu-

rity Policy of the Committee on Foreign Relations is authorized to meet during the session of the Senate on Wednesday, October 4, 2023, at 2:30 p.m., to conduct a hearing.

APPOINTMENTS AUTHORITY

Mr. SCHUMER. Madam President, I ask unanimous consent that notwithstanding the upcoming adjournment of the Senate, the President of the Senate, the President pro tempore, and the majority and minority leaders be authorized to make appointments to commissions, committees, boards, conferences, or interparliamentary conferences authorized by law, by concurrent action of the two Houses, or by order of the Senate.

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

SIGNING AUTHORITY

Mr. SCHUMER. Madam President, I ask unanimous consent that the junior Senator from Virginia and the junior Senator from Maryland be authorized to sign duly enrolled bills or joint resolutions from October 5, 2023, through October 16, 2023.

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

RESOLUTIONS SUBMITTED TODAY

Mr. SCHUMER. Madam President, I ask unanimous consent that the Senate proceed to the en bloc consideration of the following Senate resolutions: S. Res. 398, S. Res. 399, S. Res. 401, S. Res. 402, S. Res. 403, S. Res. 404, and S. Res. 405.

There being no objection, the Senate proceeded to consider the resolutions en bloc.

Mr. SCHUMER. I ask unanimous consent that the resolutions be agreed to, the preambles be agreed to, and that the motions to reconsider be considered made and laid upon the table, all en bloc.

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

The resolutions (S. Res. 398, S. Res. 399, S. Res. 401, S. Res. 402, S. Res. 403, S. Res. 404, and S. Res. 405) were agreed to.

The preambles were agreed to. (The resolutions, with their preambles, are printed in today's RECORD under "Submitted Resolutions.")

HONORING THE LIFE AND LEGACY OF DIANNE FEINSTEIN, THE LATE SENATOR FOR THE STATE OF CALIFORNIA

Mr. SCHUMER. Madam President, I ask unanimous consent that the Senate proceed to the consideration of S. Res. 400, which was submitted earlier today.

The PRESIDING OFFICER. The clerk will report the resolution by title.

The senior assistant legislative clerk read as follows:

A resolution (S. Res. 400) honoring the life and legacy of Dianne Feinstein, the late Senator for the State of California.

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

Mr. SCHUMER. I ask unanimous consent that the resolution be agreed to, the preamble be agreed to, and that the motions to reconsider be considered made and laid upon the table with no intervening action or debate.

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

The resolution (S. Res. 400) was agreed to.

The preamble was agreed to.

(The resolution, with its preamble, is printed in today's RECORD under "Submitted Resolutions.")

ORDERS FOR FRIDAY, OCTOBER 6, 2023, THROUGH MONDAY, OCTOBER 16, 2023

Mr. SCHUMER. Finally, Madam President, I ask unanimous consent that when the Senate completes its business today, it adjourn under the provisions of S. Res. 400, to then convene for pro forma sessions only, with no business being conducted, on the

following dates and times, and that following each pro forma session, the Senate adjourn until the next pro forma session: Friday, October 6, at 9:45 a.m.; Tuesday, October 10, at 12 noon; and Friday, October 13, at 9:15 a.m.; further, that when the Senate adjourns on Friday, October 13, it stand adjourned until 3 p.m. on Monday, October 16; that on Monday, following the prayer and pledge, the Journal of proceedings be approved to date, the morning hour be deemed expired, the time for the two leaders be reserved for their use later in the day, and morning business be closed; that following the conclusion of morning business, the Senate proceed to executive session to resume consideration of the Hall nomination; and further, that the cloture motions filed during today's session ripen at 5:30 p.m. on Monday.

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

ADJOURNMENT UNTIL FRIDAY, OCTOBER 6, 2023, AT 9:45 A.M.

Mr. SCHUMER. Madam President, if there is no further business to come before the Senate, I ask that it stand adjourned under the previous order.

There being no objection, under the previous order and pursuant to S. Res.

400, as a further mark of respect to the late Dianne Feinstein, former Senator from California, the Senate, at 9:21 p.m., adjourned until 9:45 a.m. on Friday, October 6, 2023.

NOMINATIONS

Executive nominations received by the Senate:

THE JUDICIARY

SETH ROBERT AFRAHE, OF NEW HAMPSHIRE, TO BE UNITED STATES CIRCUIT JUDGE FOR THE FIRST CIRCUIT, VICE JEFFREY R. HOWARD, RETIRED.

EDWARD SUNYOL KIEL, OF NEW JERSEY, TO BE UNITED STATES DISTRICT JUDGE FOR THE DISTRICT OF NEW JERSEY, VICE KEVIN MCNULTY, RETIRING.

SARAH FRENCH RUSSELL, OF CONNECTICUT, TO BE UNITED STATES DISTRICT JUDGE FOR THE DISTRICT OF CONNECTICUT, VICE SARAH A.L. MERRIAM, ELEVATED.

CONFIRMATIONS

Executive nominations confirmed by the Senate October 4, 2023:

THE JUDICIARY

BRENDAN ABELL HURSON, OF MARYLAND, TO BE UNITED STATES DISTRICT JUDGE FOR THE DISTRICT OF MARYLAND.

SUSAN KIM DECLERCQ, OF MICHIGAN, TO BE UNITED STATES DISTRICT JUDGE FOR THE EASTERN DISTRICT OF MICHIGAN.

DEPARTMENT OF STATE

JAMES C. O'BRIEN, OF NEBRASKA, TO BE AN ASSISTANT SECRETARY OF STATE (EUROPEAN AND EURASIAN AFFAIRS).