

Jaycettes, developed the idea for a sheltered workshop in Rolla. With the help and support of the entire community, the Rolla Area Sheltered Workshop opened its doors a little over a year later. Today, the workshop has 75 disabled employees who have found an environment where they can work productively and independently. Alongside a supportive staff of eight, the employees work on printed material, collating, sorting the different kinds, packing and labeling bags, among other projects.

For the many years of service and commitment to helping others, it is my pleasure to recognize the Rolla Area Sheltered Workshop before the United States House of Representatives.

CELEBRATING THE 100TH
BIRTHDAY OF MRS. ESTHER TINT

HON. ZOE LOFGREN

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Ms. LOFGREN. Mr. Speaker, I rise today to honor a real life Rosie the Riveter, Mrs. Esther Tint, on her 100th birthday.

Five years before women gained the right to vote, Mrs. Tint was born in Scranton, Pennsylvania on April 23, 1915 to immigrants Rosa Miferia Gaetano and Frank Gaetano. The Gaetanos were a hardworking family, raising their children in modest circumstances amidst the coal mines in Northeastern Pennsylvania. Mrs. Tint recalls her father carrying home large sacks of flour, from which her mother would craft the bread that largely sustained the family.

Following a brief early marriage that produced daughter Phyllis Aisenstein, Mrs. Tint began working at International Resistance in Philadelphia; soldering and riveting parts for electric boxes that were used by the Navy as part of the war effort. Mrs. Tint eventually became an inspector at the plant. While there, she met the man who would become her second husband, Irving Nydick.

Married in 1942, Mrs. Tint and Mr. Nydick had three children, Andrea Lutz, Lynne Cohen and Jeffrey Nydick. Through her four children, Mrs. Tint is the beloved grandmother of Susan Waldman, Josh Aisenstein and Jill Karkella, as well as the adored great-grandmother of Emma Waldman, Daniel Waldman, AvaGrace Tuft, Arden Rose Tuft and Adrienne Elizabeth Tuft.

After raising her children, Mrs. Tint began working at the Federation of Jewish Agencies Thrift Shop in Center City. She was a treasured and tireless worker there for 17 years. During her tenure at the thrift shop, following the death of Mr. Nydick, she met her final husband, widower Bernard Tint. The Tints married in 1977. Their marriage lasted until Bernie's death in 2004 at age 94. Through their marriage, Mrs. Tint is the cherished stepmother of Frankee Greenberg and step-grandmother of Sherry and Gayle Greenberg.

Still sharp as a tack and always elegantly turned out, Mrs. Tint eagerly follows politics and current events. She hopes to live long enough to see a female President of the United States.

Mr. Speaker, I ask my colleagues to join me today in paying tribute to an outstanding citizen and patriotic daughter of immigrants, Mrs.

Esther Tint, as she celebrates her 100th birthday.

INTRODUCTION OF THE FAIR PAY
ACT OF 2015

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Ms. NORTON. Mr. Speaker, today is Equal Pay Day, which marks the number of additional days a woman must work to earn what a man earned by the end of last 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 almost as much as men. Every Congress, Representative ROSA DELAURO and I, along with scores of other members of Congress, introduce the Paycheck Fairness Act, to amend the EPA to make its basic procedures equal to those of other anti-discrimination statutes. As an original cosponsor, I attended the signing of the 2009 Lilly Ledbetter Fair Pay Act, which restored the original interpretation following a Supreme Court decision that limited lawsuits on pay disparity by tightening the time frame to file such cases.

The best case for a stronger and updated EPA, with at least the Paycheck Fairness Act, occurred here in the 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 for doing the same or similar work as men. Had these 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 suit.

Based on my own experience as the first woman to chair the Equal Employment Opportunity Commission, I again introduce the Fair Pay Act (FPA) 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 those who have traditionally held such jobs. Much of the wage inequality women experience today is because of employer-steering and because of deeply rooted wage stereotypes, which result in wages being paid according to gender and not according to the skills and efforts necessary to do the job. I introduce the FPA because 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. Two-thirds of white women and three quarters of African-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 requires that if men and women are doing comparable work, they are to 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 sex. If a woman is a social worker, a traditionally fe-

male 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, like the EPA, will not tamper with the legal burden. Under the FPA, as under the EPA, the burden will 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 demonstrated with their own employees that they can eliminate the part of the pay gap that is due to discrimination. Twenty states 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 a gender wage gap that is traceable to market factors, but twenty 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 routinely 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.

ZACH JANDA'S ESSAY

HON. PETE OLSON

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Mr. OLSON. Mr. Speaker, I am privileged to interact with some of the brightest students in the 22nd Congressional District who serve on my Congressional Youth Advisory Council. I have gained much by listening to the high school students who are the future of this great nation. They provide important insight into the concerns of our younger constituents and hopefully get a better sense of the importance of being an active participant in the political process. Many of the students have written short essays on a variety of topics and I am pleased to share them with my House colleagues.

Zach Janda attends Seven Lakes High School in Katy, Texas. The essay topic is: select an important event that has occurred in the past 15 years and explain how that event has changed our country.

In the past fifteen years many events have occurred that have shaped, molded, and changed the United States of America.