

Today, we vote on stopping a filibuster on a motion to proceed to the Lilly Ledbetter legislation—legislation that ensures pay fairness in the workplace. This should not be necessary. It is really a waste of time—our country's time. After at least 2 legislative days to get the bill before the Senate to have this vote today, we must wait another 30 hours until we can start offering amendments on the bill. That is a waste of time. That is 4 days at least of wasted time and unnecessary delay. I hope in the future we can just go to the bill, avoid the cloture filing on a motion to proceed. Instead of forcing cloture motions that only waste time and delay progress, I urge my Republican colleagues to offer amendments. If they object to parts of this bill, the Lilly Ledbetter bill, then let's work on a list of amendments and get through them. I do not approve the amendments. The Republican leader does not approve them. Senators will have that opportunity to vote on amendments, up or down, and it does not get any fairer than that. There may be motions to table, but at least they will have the right to offer those amendments.

I think we have the opportunity to get this Congress off on the right foot. I want all to know there is no attempt by Democrats to jam legislation through without Republican involvement. So I ask my Republican colleagues to accept my offer to work with us rather than revert to the old path of obstruction that served neither party nor the American people well.

So I would hope that as soon as this vote takes place today, we would not have to wait 30 hours or 5 hours or any amount of hours. Let's just start legislating on the bill. People could offer amendments today, after we get these votes out of the way. We could offer amendments tomorrow. I hope we can do that. As we have done in the past, if there is a series of amendments, we can always stack those votes to vote at a more convenient time for everyone. But I hope we can do that.

HONORING SENATOR JOE BIDEN

Mr. REID. Mr. President, finally, let me say about Vice President-elect JOE BIDEN, Senator JOE BIDEN, JOE BIDEN: Everyone knows about his courage, his wonderful family, his remarkable career in the U.S. Senate. We know he overcame a tremendously difficult personal tragedy during the first few days after his election. I am not sure many could have had the strength he had to conquer this tragedy. Then, of course, he got sick many years later and fought back. It was when TIM JOHNSON was in the hospital in a coma that JOE BIDEN visited him and his family and talked to him about the fact that there will be times when, as he is recovering, he may be embarrassed by his inability to speak very well. JOE BIDEN is one of the great orators in the history of the country. No one would have ever known he had a problem very similar

to what happened to TIM JOHNSON. He was such a role model to build TIM's confidence to be able to come back to the Senate.

We here in the Senate know his wonderful family, and now, because of his exposure to America, our country has been introduced to this great family. We know he is now in his seventh term in the Senate, in which time he has served as chairman of the Foreign Relations Committee, chairman of the Judiciary Committee, and that he is a champion of rights for women, the environment, a strong military, and the rule of law.

When I think of JOE BIDEN—I have known him here since I came to the Congress in 1982. I came to the Senate a few years later. But in all of this time, the picture in my mind is during the heat of the Presidential campaign. I am driving down through the capital of the State of Nevada, Carson City, and I look out on a corner there, and there is JOE BIDEN in Carson City, NV, campaigning. He had a number of people around him. I stopped the car, got out, and gave Joe a handshake and a big hug. It was so JOE BIDEN to be there. He was there pressing the flesh and talking to voters.

The people of Nevada have come to know and love JOE BIDEN for that very reason. He is kind of a regular guy; whether it is at one of the sandwich shops which came from Delaware to Nevada, Capriotti's—now they are all over Nevada—they all have a picture of JOE BIDEN in them because it was a Delaware-based sandwich shop. He is just a regular kind of guy who shows up on a street corner just to talk to people.

I will always remember with gratitude the kindness he showed when I first arrived in the Senate in 1986. I will be forever grateful that he was one of the very first colleagues to support my candidacy for Democratic whip. I can remember. I was in his office. He called in his secretary, and I do not remember her name, but he said: I take no more calls on this. REID's my man.

Well, I have always been his. I am a Senate guy, just like JOE BIDEN. We cannot get that out of our blood. I wish him well. He is going to be a great representative of our country, and I am very proud to be able to say to JOE BIDEN: You are my friend.

RECOGNITION OF THE MINORITY LEADER

The ACTING PRESIDENT pro tempore. The Republican leader is recognized.

LILLY LEDBETTER FAIR PAY ACT

Mr. MCCONNELL. Mr. President, I, too, shortly want to make some remarks about our good friend from Delaware as he leaves the Senate today to take up his new responsibilities, but first a few observations about the next item on the agenda, the so-called Ledbetter legislation.

Let me say to my good friend the majority leader, I intend to vote for cloture on the motion to proceed. He and I have had a number of constructive conversations privately, and he has reiterated again today publicly that we are going to make an effort to get the Senate back to operating the way it used to, which is that bills are amendable. So I have said to my colleagues and I would say to my good friend from Nevada that I trust you and believe you that we are going to get on the Ledbetter bill, we are going to have amendments and have votes and then dispose of the legislation in the normal way.

With regard to the substance of that particular measure, despite the gross distortions voters heard about this legislation in the runup to the November elections, the Ledbetter bill as written is neither about women nor fairness, and it is not about whether pay discrimination should be illegal. Pay discrimination is illegal, and it has been since 1963. Rather, this bill is about how long the statute of limitations on pay discrimination suits should be.

Last night, Republicans began to outline a proposal for addressing this question in a way that is fair for everyone. Senator HUTCHISON's bill strikes the right balance. It says the clock should not run out on someone who has been discriminated against until he or she discovers the alleged discrimination. This way, the focus is where it should be, on the injured party.

The Ledbetter legislation unfairly targets business owners, who may or may not have discriminated against a man or a woman, on the basis of pay years or even decades ago. Its primary beneficiaries are lawyers, who want to squeeze a major settlement out of every company that fears the expense or the publicity of going to court. This bill is unfair to business owners who in many cases will no longer have the evidence they would need to mount a convincing defense, and it is unfair to the millions of American workers who are worried about losing their jobs in the current economic downturn. Job creators have enough to worry about at the moment. Adding the threat of never-ending lawsuits is a new burden the Federal Government should not even be considering at this particular time.

No right-thinking American would defend discrimination of any kind in the workplace or anywhere else. And it is unfair to the public to suggest that those who oppose this bill endorse discrimination. It degrades our public discourse and it degrades the legislative process.

Many of us oppose this bill as written because it will paralyze businesses and add an even greater strain on workers than they currently face. We support a business climate that creates the conditions for success, not a climate that harasses the millions of men and women in this country who support themselves, their families, and their

workers by owning and operating small businesses.

Republicans have a better proposal and other good ideas to help American workers. I believe we need to get on the Ledbetter bill, as I said a few minutes ago, and have an open debate about it so the American people can hear Republican alternatives and the Senate has an opportunity to vote on more than what our good friends on the other side have offered.

FAREWELL TO SENATOR BIDEN

Mr. McCONNELL. Mr. President, I turn now to the issue of the moment, which is the celebration of the career of our good friend from Delaware and wishing him well in the future. I remember being sworn in, in January of 1985, thinking I had gotten to the Senate at a pretty early age. I was 42 years old. I thought: Gee, I have gotten here at a pretty early age. At the same time I was sworn in for my first term, the Senator from Delaware was being sworn in for his third time. He was barely old enough to vote when he got here. We were born in the same year, but you got a 12-year head start on me, I would say to my friend from Delaware, and has had an extraordinarily distinguished career.

When we think about Senator BIDEN, certainly we think about his marvelous personality, his demeanor, his friendliness. He can have a good riproaring debate without being disagreeable, as we all say. He has been a pleasure to work with. I say that as somebody who has rarely voted on the same side as he has. We say goodbye today to an outstanding individual who has been a fixture in the Senate for 36 years and a friend to everyone in the Chamber. He now, of course, is going to enjoy an even greater achievement as he becomes the Vice President of the United States.

I remember right from the beginning in 1985, as I was discussing a few minutes ago, that Senator BIDEN made everybody feel comfortable. Although we were born in the same year, as I indicated, he certainly got here at an early age, and it has allowed him to spend most of his adult life in the Senate.

America got to know JOE pretty well over the course of the last year. They got a chance to witness his humor, his compassion, and, yes, his extraordinary decency. They learned firsthand his not entirely undeserved reputation for loquaciousness. They met his wonderful family. Barack Obama decided he liked what he saw in JOE BIDEN as well and invited him to be his running mate in what turned out to be a spirited Presidential campaign.

So next week, after the peaceful transition of power from one political party to another that has distinguished our democracy since 1801, JOE BIDEN will become the 47th Vice President of the United States. This inauguration marks the first time in almost 50 years that two Senators moved directly into

the offices of President and Vice President. So no matter what outcome some of us may have hoped for in the election, I think my colleagues and I can feel a little institutional pride at that accomplishment—the fact that two Senators will be sworn in as President and Vice President.

Everyone knows by now JOE's famous loyalty to his beloved Amtrak and his regular commute by rail 80 minutes each day from his home in Wilmington to the Capitol. We know of his commitment to being home with his family every night.

I am sure every single one of my friends in this Chamber has a story to tell of working with JOE. For my part, one of several efforts JOE and I worked together on is the Palestinian Anti-Terrorism Act passed in 2006. After the election of the Hamas-dominated government in Gaza, JOE recognized, as I and others did, the threat that situation posed—and continues to pose as we have seen up close over the last weeks—the threat it poses to peace in the region. Thanks to his efforts, we were able to pass and have signed into law this important bill which restricts U.S. and foreign assistance to the Hamas-led government unless and until it takes serious steps to renounce terror and publicly recognizes Israel's right to exist. That bill was the right thing to do to confront terrorism. I am proud of my work with JOE BIDEN on it, and I know he is too.

I have also worked with JOE on tightening sanctions on the dictatorial, illegitimate regime currently ruling in Burma. Among other efforts, the Tom Lantos Block Burmese JADE Act, which we collaborated on, restricts the importation of Burmese Jade into America through other countries. That takes a large bite out of every lucrative source of profit for the Burmese regime.

JOE is well versed in these issues and many others, thanks to his years on the Senate Foreign Relations Committee, with much of that time as either chairman or ranking member. I know he is particularly proud of his role in pushing for NATO expansion in Central and Eastern Europe in 1998 and in 2003.

We will all certainly miss JOE's presence as 1 of 100. It will take some getting used to, to have a Senate without him, but the good news is he is not going very far. Obviously, Senator BIDEN's election as Vice President is a great honor and a fitting tribute to his 36 years of public service. I look forward to working with him as a key player in the incoming administration, as Congress and the new President work together to tackle the many difficult issues this Nation faces.

Let me say, on a personal basis: JOE, it has been a pleasure knowing you and working with you over the years. Elaine and I wish you and Jill the very best in the coming years.

I yield the floor.

RESERVATION OF LEADER TIME

The ACTING PRESIDENT pro tempore. Under the previous order, leadership time is reserved.

MORNING BUSINESS

The ACTING PRESIDENT pro tempore. Under the previous order, the Senate will proceed to a period of morning business until 12 noon.

The Senator from Delaware is recognized.

FAREWELL TO THE SENATE

Mr. BIDEN. Mr. President, let me begin by thanking the leaders for their kind comments. It is true that I have been here a long time, I say to my friend from Kentucky. As a matter of fact, I say to my friend from Hawaii, I remember the first time I stood on the floor as a Senator of the United States. It was the desk directly to your left, Senator, the top row, second in. It was temporarily my desk. I remember standing and being told that the desk on my right was the desk of Henry Clay and on my left Daniel Webster because the senior Senators from the respective States got those desks. I say to my friend from California, it was the only time I can remember being speechless when I stood there, as a 30-year-old kid, thinking: Oh, my God.

Well, I never thought I would be standing here today. I never believed serving in this Chamber was my destiny, but it always was a big part of my dreams.

I remember vividly the first time I walked in this Chamber, I walked through those doors, but I walked through those doors as a 21-year-old tourist. I had been down visiting some of my friends at Georgetown University. I went to the University of Delaware. I had a blind date with a young lady from a school they used to call Visi Visitation—which is now part of Georgetown. My good friend, a guy named Dave Walsh, was there. After the evening, staying at his apartment, I got up and—I shouldn't say this probably, but I will—I don't drink. Not for moral reasons, I just never had a drink. There is nothing worse than being a sober guy with a bunch of college guys who have a hangover the next morning.

So I got up and decided to get in the car—this is a true story, Senator CARPER—and I drove up to the Capitol. I had always been fascinated with it. In those days, you could literally drive right up to the front steps. I was 21 years old. This was 1963. I say to my friend from Iowa, I drove up to the steps and there had been a rare Saturday session. It had just ended. So I walked up the steps, found myself in front of what we call the elevators, and I walked to the right to the Reception Room. There was no one there. The glass doors, those French doors that lead behind the Chamber, were open. There were no signs then. I just walked