

TRIBUTE TO KAY HAGAN

Ms. HEITKAMP. Madam President, I rise today to honor my colleague from North Carolina, Senator KAY HAGAN, who is departing from the Senate at the end of this year. Senator HAGAN has been a strong voice for North Carolina's families, first during her decade in the North Carolina State Senate and during her service here in the United States Senate. Over the last two years, I have been consistently impressed with Senator HAGAN's compassion for and advocacy on behalf of her constituents and her willingness to forge the tough, bipartisan compromises that our country needs.

KAY actually first came to the Senate in the 1970s as an intern in the Capitol, where she operated the elevator that continues to carry Senators to and from the Chamber. After finishing her college education and pursuing her law degree, KAY became an attorney for North Carolina National Bank and eventually became a vice president in the estates and trust division.

Senator HAGAN's business and banking experience has been a tremendous asset during her time as a member of the banking committee, where we serve together. Senator HAGAN's understanding of the housing finance system and commitment to affordable housing was invaluable as she and I worked together with a bipartisan group of committee members to draft and advance legislation reforming the system to make sure the American taxpayer is protected and made whole. During the debate Senator HAGAN used her expert knowledge of the industry to craft a commonsense, bipartisan solution. Our proposal makes sure taxpayers are never left holding the bill again, while preserving the 30-year mortgage and supporting affordable housing—a huge accomplishment.

Senator HAGAN comes from a family and a State with a rich military history. Her father and brother both served in the Navy, and her husband, Chip, is a Navy Vietnam veteran. She has diligently supported and honored servicemembers and veterans as a member of the Armed Services Committee. She visited North Carolina troops in the Middle East to better understand their mission and needs, and she helped found the Military Family Caucus to raise awareness of the difficulties faced by those with loved ones abroad. In conjunction with her work on the small business committee, she introduced legislation to reduce veteran unemployment by providing employers a work opportunity tax credit for hiring a member of the National Guard.

As a member of the Health, Education, Labor, and Pensions Committee and Chair of the Subcommittee on Children and Families, Senator HAGAN has consistently fought to make sure America's children have the education, tools, and resources to build a better tomorrow. In fact, Senator HAGAN's first bill was on a subject very dear to

me—financial literacy. Far too many young Americans fall victim to financial scams or take out too many loans because they haven't been given an adequate education on personal finances. Senator HAGAN's legislation—which she has pressed every Congress—would have helped States integrate financial literacy into middle- and high school curriculums. That is the kind of commonsense legislation Senator HAGAN is known for and Congress should be passing.

Senator HAGAN has been an outstanding public servant for the people of North Carolina. Although I am saddened to see such a well-respected female colleague depart from the Senate, I know Kay will continue to be a champion for North Carolina's families in the years ahead, and I wish her all the best.

AMENDING CERTAIN PROVISIONS OF THE FAA MODERNIZATION AND REFORM ACT

Mr. BROWN. Madam President, I join my colleague Senator INHOFE in the passage of S. 2614. This legislation corrects a glitch in the law that was doing great harm to 100,000 American Airlines employees, including approximately 10,000 employees working out of or residing in Ohio. Ninety-five percent of these workers were unionized.

We are talking about pilots, flight attendants, mechanics, ramp workers, and dispatchers, all unionized. Part of the collective bargaining agreement was a defined benefit pension plan. These are plans where you earn benefits through your hard work, and those benefits provide you with annuitized income for life.

When American Airlines went bankrupt, these workers all received a single lump sum payment. For pilots, these payments were as much as \$162,000, but the average payment was \$120,000. For other workers, these payouts were much, much less.

Now, \$162,000 may sound like a lot of money, and it is a lot. But not when it is meant to take the place of your entire pension for what could easily be a 20- or 30-year retirement. What we have done in the past for employees at United, Delta, Northwest, and US Airways is allow them to roll this entire amount over into an Individual Retirement Account or IRA.

It is important to understand what this is. When you roll over, you generally do not pay tax on it until you withdraw it from the new plan. The assets in the account continue to grow tax deferred. Deferred is the operative word.

This does not mean that the employees do not pay taxes. It means they will pay them as they make withdrawals to finance their own retirement. This bill is needed to give the American Airlines' employees that same opportunity. It is a simple fix, and it is the least we can do for workers who work hard and play by the

rules, but lost their pensions through no fault of their own.

TRIBUTE TO BRIAN AHLBERG

Mr. HARKIN. Madam President, as I prepare to depart the Senate, I would like to take a few minutes to express my deep appreciation to Brian Ahlberg, my chief of staff for the last decade. Of course, every Senator knows that the title "chief of staff" encompasses a vast range of roles and responsibilities—counselor, confidant, kibitzer, trouble-shooter, day-to-day manager, strategic planner, and, in Brian's case, trusted friend. Brian has excelled in all of these critical roles, and I am very grateful to him.

Knute Rockne was fond of saying: "I've found that prayers work best when you have big players." As Senators, we know that it is not enough to be on the side of the angels; we have got to have big players. For me, that means big intellect, big work ethic, big heart. And those are qualities that Brian Ahlberg possesses in superabundance.

Brian originally joined my staff in 2003 as legislative director, after a decade of service in that role and others for my great friend Senator Paul Wellstone. In short order, I promoted him to chief of staff, and he has served in that role with enormous skill and professionalism ever since.

Staff directors on committees have the challenge of managing large staffs. As chief of staff, Brian has had what is arguably an even bigger challenge: managing me. He has done so with great loyalty, intelligence, tact, and consistently good judgment. He is the proverbial calm amidst every storm. When my Irish is up, Brian's Norwegian cool serves as a calming counterweight. He has never hesitated to speak up when he thinks I am wrong or misguided—an invaluable service. He has done a great job of allowing me, as Senator, to get into just enough trouble to be effective in my own job.

It has been said, perhaps only half jokingly, that Senators are a constitutional impediment to the smooth functioning of staff. I long ago learned to get out of Brian's way and let him manage my far-flung operation. We call ourselves Team Harkin—staffers on my Health, Education, Labor, and Pensions Committee, on my Appropriations Subcommittee on Labor, Health and Human Services, Education and Related Agencies, and on my personal staff, both in Washington and back in Iowa. Brian is the impresario who skillfully coordinates their work as a single, collaborative team, skillfully resolving conflicts and keeping people focused on the mission at hand. I believe that Brian's skill in this role is a major reason for Team Harkin's remarkable legislative productivity over the last decade.

Brian has a great way of keeping my staff and me focused on what is truly important and strategic, avoiding detours and sidetracks. In meetings and

one-on-one, he functions like a whetstone—his aim is to make things sharper, and to cut to the heart of an issue or task.

I also appreciate the way Brian interacts with staff. He helps me to hire seasoned professionals, and then he empowers them to do what they do best, giving them confidence that he will be there to back them up when the going gets tough. His authoritative but soft-spoken, even-tempered approach seems to bring out the best in people around him.

Brian's focus is always on the task, not his ego. Washington is to self-promotion what Iowa is to corn and soybeans; but self-promotion is the opposite of Brian's style. He is always quick to spread the credit around, especially if that is what it takes to strengthen the team or seal the deal.

The questions you can always count on Brian to ask are: "How does this help people in Iowa?" and "How does this give a hand up to people who truly need it and deserve it?"

Over the years, Brian Ahlberg has become a consummate Washington player. But he remains a Midwesterner through and through, a passionate progressive like his early mentor Paul Wellstone, with a passion for fairness and justice, a determination to make life better for ordinary working Americans.

Finally, I want to note that Brian has always been wonderfully attentive to my staff members' family needs, doing everything possible to accommodate them in times of sickness, bereavement, or emergency. Certainly, family comes first in Brian's own life. On that score, I realize that Brian's wife Jodi and sons Anders and Lucas have sacrificed because of his long hours at work, and for that I owe them a debt of gratitude.

Brian Ahlberg is my colleague, my confidant, my trusted friend. He is also a wonderful public servant. I will always be grateful to him for the personal sacrifices he has made to help me advance my agenda here in the Senate. Likewise, I will always be grateful to him for his extraordinary service to the people of Iowa and, more broadly, the people of the United States. I wish Brian and his family much happiness and success in the years ahead.

TRIBUTE TO DEREK MILLER

Mr. HARKIN. Madam President, as I prepare to relinquish the gavel as chair of the Committee on Health, Education, Labor, and Pensions, I would like to take a few minutes to express my deep gratitude to our staff director, Derek Miller, for his sterling service in one of the Senate's most demanding staff positions.

Knute Rockne was fond of saying: "I've found that prayers work best when you have big players." Successful committee chairs in the Senate have the same approach. We know that it is not enough to be on the side of the an-

gels; we have got to have big players. Here in the Senate, that means big intellect, work ethic, big heart. Those are qualities that Derek Miller possesses in superabundance.

Derek originally came to work for me in 2003, during my tenure as chair of the Committee on Agriculture, Nutrition, and Forestry, where he was the lead staffer in our efforts to address the childhood obesity epidemic by improving the nutritional content of foods available in schools. Derek's goal and mine, simply put, was to get junk food out of our schools and to get healthy foods in. Our efforts came to fruition with passage of the Healthy, Hunger-Free Kids Act of 2010, which reformed the school lunch program and established national nutrition standards for all foods sold in schools, including foods sold in vending machines, school snack bars, and à la carte cafeteria lines.

In addition, in the 2008 farm bill, Derek was instrumental in dramatically expanding a program I created in the 2002 farm bill to provide fresh produce free of charge to students in elementary schools that have a high proportion of children from low-income families. Also in that 2008 farm bill, he spearheaded important reforms to the Supplemental Nutrition Assistance Program, formerly known as the food stamp program.

In 2010, Derek moved to my personal office as legislative director, where he proved himself to be a gifted parliamentary strategist and where he combined equal measures of humor and commitment to progressive policy to successfully advance my agenda. It is my hope that his weekly email summations of the Senate floor activity live on in posterity.

Early this year I tapped him to lead the staff of the HELP Committee.

The "P" in the HELP Committee abbreviation stands for "pensions." But we also like to think it stands for "people." Traditionally, the HELP Committee has been a powerhouse of progressive legislation—legislation to give people a hand up, provide a ladder of opportunity, and expand access to health care and a secure retirement.

Under Derek's skilled leadership, the committee has been true to that great progressive tradition. He has played a critical role in passing important bipartisan legislation to meet the everyday needs of working Americans. Indeed, amidst a Senate too often mired in partisanship, I thank Derek for helping our committee to chart a very different course—a course of bipartisanship and accomplishment. In this 113th Congress, the HELP Committee has passed a remarkable 23 bills signed into law by the President, distinguishing our Committee as the Senate's most productive.

But beyond legislative accomplishments, I want to pay tribute to Derek's excellence as a manager, as not just staff director but a true staff leader. Derek's colleagues respect that he has

no ego, he has only a job to get done—and that is so rare here on the Hill, where empire-building and self-aggrandizement are all too common.

Derek is respected by staff because his approach is to empower those around him, to support them in every way, but to give them plenty of room to do what they do best.

He sees the professionals on the HELP Committee as people first, and as staffers second. If there is an illness, a pregnancy, or some other challenging circumstance, Derek will move heaven and earth to give the staffer the support he or she needs.

Derek is attentive to his colleagues' family needs because, in his own life, family comes first. Inevitably, Derek's wife Sun and his son Philip have paid a price because of Derek's long hours at work, and for that I owe them a debt of gratitude.

On behalf of my Senate colleagues, and in particular on behalf of members and staff on the HELP Committee, I thank Derek for his dedicated service to the people of the United States. I wish him much happiness and success in the years ahead.

TRIBUTE TO ZACHARY SCHECHTER-STEINBERG

Mr. HARKIN. Madam President. I wish to pay tribute and to extend my thanks to one of my smartest and most passionate staff members Zachary Schechter Steinberg. A native of Iowa City, IA, Zach started with the office as an intern in the summer of 2007. He became an official staff member immediately upon his graduation from Wesleyan University in 2008. Just 6 years later he serves as the Economic Policy Adviser for the Senate Committee on Health, Education, Labor and Pensions and my most trusted advisor on tax, budget and banking issues. Zach is perhaps the strongest and most knowledgeable staff voice in the Senate on effectively preserving Social Security and on the critical importance of maintaining and strengthening the Social Security Disability Insurance program.

Zach has the ability to quickly develop a full understanding of very complicated issues and to work with other staff to forge policy solutions. This is perhaps best illustrated with his work on the Dodd-Frank Wall Street Reform and Consumer Protection Act. Although newly promoted to legislative assistant, when I was appointed to the conference committee to resolve differences between the House and Senate bills, he advised me on many narrow convoluted issues. He not only performed well, but won the respect of many of the committee's professional staff for his ideas. Zach also understands that passage of provisions into law is but one step, and has remained a stalwart advocate of successful implementation of the bill.

As many of you here in the Senate know last year saw the retirement of Richard Bender, my longest serving