

There are so many people of color in Vermont who are making important contributions to our community. Now is the time to begin recognizing them.

LABAN HILL,

#### TRIBUTE TO LORENZO GOCO

Mrs. FEINSTEIN. Mr. President, I wish to pay tribute and thank a dedicated and capable individual, Lorenzo Goco, who retired from the Senate on Friday after 20 years of expert service.

For the past 6 years, Lorenzo has served as the deputy staff director of the Senate Select Committee on Intelligence, SSCI. He has worked on the committee since 1995, when he was brought over by Senator Bob Kerrey. He has seen the highs and the lows of Senate life, and has made a valued contribution to the committee, to the Senate, and to the national security of the United States.

Since the beginning of my chairmanship of the committee in 2009, Lorenzo has been the heart of the Democratic staff. Without drawing attention to himself, he has gotten things done—whether it meant setting the schedule and wrangling agency witnesses to attend on short notice, assisting the intelligence community to see the wisdom of the committee's approach, or bridging the divide between the majority and minority in the rare case of disagreement, Lorenzo kept the committee on track and headed in the right direction.

As the deputy staff director, Lorenzo is responsible for everything but gets the credit for nothing. He has represented the SSCI at the weekly meeting of Democratic staff directors more often than the actual staff director, and he has had my full faith in representing the committee and me countless times. Often, a line of committee staffers will build in front of his door as people seek his advice on how to handle an issue or ask a question about a program.

Classification prevents me from relating on the Senate floor most of the projects that Lorenzo has contributed to or overseen in his time on the committee staff. But they include numerous reviews of CIA covert actions, reviews of acquisition programs by the National Security Agency and the National Reconnaissance Office, and the budget review of the Defense Intelligence Agency.

Due to CIA's declassification of the underlying information, I can say that Lorenzo was part of the committee's excellent work in investigating CIA's role in a shootdown of a missionary plane in Peru. He was instrumental in the committee's report on the prewar intelligence assessments of Iraq's weapons of mass destruction, and a constant force behind the staff's work on the Study of CIA's Detention and Interrogation Program.

The committee's success in enacting six intelligence authorization bills in the past 6 years is in good measure a

result of Lorenzo's work in drafting the legislation and the classified annexes the contain, working with other committees in the Senate and the House, and negotiating provisions with the executive branch.

There are plenty of congressional staff that are passionate advocates for aggressive action for this cause or that. Other staff focus on protecting their boss and as a result are more judicious and deliberate. Some are experts on process; some are experts on substance. Lorenzo is all of the above. His depth of experience on intelligence matters is unparalleled today in the Senate. He fights strongly for what he believes in, and has at times pushed me to be stronger on a cause than I might otherwise be. But he is always cool, calm, and collected, and manages to navigate the buffeting winds and tempestuous times that we face all too often.

I am sorry to see a key part of my team go, but I wish Lorenzo the best of luck. I have no doubt that he will have more time to spend with his wonderful wife Audrey and his three boys, whom I know are the source of unending pride, and perhaps the occasional bout of parental frustration. With any luck, they'll grow up like their father.

Thank you, Lorenzo, for your steadfast service.

#### RESTORING FULL TIME TO FORTY HOURS

Mr. ALEXANDER. Mr. President, I ask unanimous consent that a copy of my remarks from last week's Senate Health, Education, Labor and Pensions Committee hearing be printed in the RECORD.

There being no objection, the material was ordered to be printed in the RECORD, as follows:

##### RESTORING FULL-TIME TO FORTY HOURS

Let me start by telling some stories of what's happening in Tennessee:

In Murfreesboro, Tennessee, Middle Tennessee State University has started limiting hours for part-time workers. This means students can no longer accept multiple on-campus work assignments. And graduate assistants might have to wait tables instead of picking up extra on-campus grant-funded research projects that would better further their careers.

From its headquarters in Knoxville, Regal Entertainment Group, the nation's largest movie theatre chain, announced last year that it was cutting employee hours from 40 to below 30 in order to comply with Obamacare. According to a news report, "One Regal theatre manager [said] the move has sparked a wave of resignations from full-time managers who have seen their hours cut by 25 percent or more."

In Johnson City, Pam Cox, the director of finance for Johnson City Public Schools, told a local news outlet about a year ago that her district will have to hire more people to work fewer hours. She said, "It'll be challenging to find people and it'll also hurt the employees because where they've been able to work as much as they wanted in these types of positions with no benefits attached to it now we're going to be saying, 'we can't let you work . . . even though you want to

and you're good at your job, we can't give you the hours, give you the pay, because we can't afford to give you the insurance.'"

So why are these things happening in Tennessee—and in every other state across the nation?

Obamacare requires businesses with 50 or more full-time employees to provide health insurance to those employees or pay a penalty at tax time. That penalty is \$2,000 for each employee whom the government says should have been covered by an employer plan and \$3,000 for every employee who receives a subsidy in the exchange.

The law, passed without any Republican support, defined full-time as an employee who works more than 30 hours a week. It is a strange definition—one that sounds more like France than the United States.

The average American between the ages of 25–49 works 8.8 hours per day, or 44 hours per week, according to the American Time of Use Survey published by the Bureau of Labor Statistics.

The Obamacare definition of full-time is nearly one-third lower.

Many businesses can't afford Obamacare's mandate and must reduce their number of full-time employees.

The result of all this is that thousands of workers are getting a pay cut. Their work schedules are being reduced to 29 hours a week and below.

This is not enough money for these workers to earn a living. Many must take second jobs.

A Hoover Institution study found the 30-hour definition puts 2.6 million working-age Americans with a median income under \$14,333 for individuals and \$30,000 for families at risk of losing jobs and hours. The study found:

89 percent of those affected don't have a college degree.

60 percent are between the ages of 19 and 34.

63 percent of those most at risk of lost hours are women, of which half have a high school diploma or less.

These are Americans who are often working one of their first jobs, trying to work their way up the economic ladder. You have to start with a lower-paying job, a job that doesn't require as many skills, and hope that someday your hard work will lead to a higher-paying one.

Many of these Americans are working in service industries, such as hospitality, retail and restaurants. But the Obamacare provision is affecting all kinds of employers.

In September 2014, Investor's Business Daily reported that at least 451 employers, county governments, public schools, community colleges and universities across the country have laid off staff or reduced employee work hours to comply with the new Obamacare definition of full time.

Our public schools can't charge higher prices to cover these mandates. They have to cut services like special education, coaches and bus drivers.

Three surveys published by Federal Reserve Banks in August found employers are increasing their proportion of part-time workers.

The Federal Reserve Banks of New York and Philadelphia specifically asked manufacturers what changes they had made because of Obamacare, and in both cities, nearly 1 in 5 respondents reported that they had increased their proportion of part-time workers.

The Federal Reserve Bank of Atlanta also surveyed businesses about changes in part-time employment and found that 25 percent of respondents currently have a higher share of part-time workers primarily because "full-time employee compensation costs

have increased relative to those of part-time employees." More troubling is that 31 percent of respondents believe they will have more part-time workers 2 years from now.

There is bipartisan support for repealing this provision. This bill has 34 cosponsors—mostly Republicans, including every Republican member of this committee—but Senator DONNELLY and Senator MANCHIN of West Virginia, also a Democrat, support it.

Republicans have talked a lot about wanting to repair the damage of Obamacare. We have also talked about wanting to get results.

This bipartisan bill should be an important step to doing both.

In fact, this reminds me of why so many of us like being on this committee—because the issues we work on affect so many Americans.

When we talk about fixing No Child Left Behind, we're talking about 50 million children in 100,000 public schools.

When we talk about making it simpler to apply for a Pell Grant to go to college, we're talking about simplifying a form that 20 million families fill out each year.

When we talk about modernizing the Food and Drug Administration and making it easier for Americans to access lifesaving drugs, we're talking about something that affects nearly every American.

But today we are focused on 2.6 million Americans who are mostly low-income and at risk of losing jobs and hours.

I look forward to hearing what our witnesses have to say.

#### TRIBUTE TO COMMEMORATE THE ANNIVERSARY OF THE RELEASE OF THE IRAN HOSTAGES

Mr. ISAKSON. Mr. President, I wish to commemorate in the RECORD the anniversary of the release of the Iran hostages on this date in 1981.

Soon the Senate will be consumed by a great debate regarding the proper strategic approach our Nation must take to ensure that Iran does not develop a nuclear weapons capability. Tomorrow, the Senate Foreign Relations Committee will hear testimony from both State Department and the U.S. Treasury about the current state of play in negotiations with Iran. Next week, the Senate Banking Committee is meeting to consider perspectives on the strategic necessity of Iran sanctions that will further the debate. I, for one, welcome that important discussion, although I recognize that some of my colleagues hold views that are different from my own on how best to contain Iran.

There is, however, yet another important policy matter related to Iran that not only deserves but also demands the unified, bipartisan support of every Senator. Thirty-four years ago today, January 20, 1981, 52 of our fellow American citizens returned home after a harrowing 444-day ordeal of being illegally held hostage in Iran. We sent these diplomats, Foreign Service personnel, along with officers and enlisted members of our Armed Forces, to Iran in service to our Nation as they were seeking only to strengthen ties between our two countries. There was even an American businessman involved. Nevertheless, they all paid dearly for this service by being forced

to endure humiliating treatment, brutal interrogations, mental and physical torture, and even mock firing squad executions while their families suffered endless waiting and genuine fear of their loved ones' imminent demise.

Although their return was a joyous occasion for our entire Nation and we celebrated as one people honoring our heroes, those 444 days took a toll not only on the hostages but also on their family members—a toll that continues for many to this day. Unfortunately, we failed to recognize both the long-term impact their incarceration experience and ill treatment would have on many of them and the support they would need. In many instances, the results have been tragic. Among the former hostages and their families, there have been suicides, advanced PTSD-type depression, divorces, alcoholism, and drug dependency. Unfortunately, Phil Ward, a communications officer from Virginia who committed suicide in the fall of 2012, was one who never fully recovered from the cruelty of those events.

We must help to ease this burden and provide these brave Americans with the same measure of justice and healing our courts have already awarded to other hostage victims and their families. While the Algiers Accords, the document which secured the release, bars the former hostages and their families from legal action against Iran for the brutality they endured, to this day they remain not only the first victims of modern hostage-taking but the only Americans barred from seeking justice from Iran. The former hostages and their families have already waited more than three decades to experience the full support of the government they so heroically served and to see some accountability by their captors. Therefore, I will soon introduce legislation to compensate the hostages and their families by assessing penalties on those who continue to do business with Iran in violation of U.S. sanctions policy. This legislation, however, represents but one solution to an issue that is three decades overdue. Another or perhaps an additional option would be to strongly recommend that as a condition of the ongoing nuclear negotiations, such compensation come directly from "frozen" assets that for more than a year now have been released to Iran at the rate of \$700 million a month.

Accordingly, I look forward to righting this injustice by working with any or all of my colleagues as we stand united in support of the former hostages and their families.

#### PENN STATE UNIVERSITY WOMEN'S VOLLEYBALL

Mr. TOOMEY. Mr. President, I wish to recognize the Penn State University Nittany Lions Women's Volleyball program for winning the 2014 National Collegiate Athletic Association, NCAA Championship.

Led by four returning starters and legendary coach Russ Rose, the Penn State University Nittany Lions concluded the 2014 season by defeating the Brigham Young University Cougars in straight sets to win the NCAA Championship. The Nittany Lions finished with a record of 36 wins and only 3 losses.

With the 2014 championship, the Nittany Lions have claimed six of the last eight NCAA Championships and seven overall in women's volleyball, setting the record for the most women's volleyball championships by a single program in history.

The 2014 Nittany Lions Women's Volleyball team brought together a group of student-athletes who excelled both on the court and in the classroom. For their efforts on the court, four Nittany Lions were selected to the AVCA Division I All-America team, with Senior Micha Hancock earning both First-Team All-American honors and becoming the fourth Nittany Lion in program history to earn AVCA DI National Player of the Year honors.

Special congratulations go to Junior Megan Courtney who was selected as the 2014 NCAA Tournament Most Outstanding Player and to Freshman Ali Frantti, who earned AVCA DI National Freshman of the Year honors.

Not to be outdone in the classroom, six Nittany Lions earned spots on the Fall Academic All-Big Ten list for their academic performances this season.

Today I want to recognize the significant contributions that the Penn State University Women's Volleyball team has made to collegiate athletics and to the Commonwealth of Pennsylvania with Coach Russ Rose at the helm. I wish them all the best as they continue to lead by example for student-athletes everywhere and set the stage for the program's continued success into the future.

Mr. KAINE. Mr. President, today the United States ranks 12th in the world in the percentage of 25-34 year olds achieving post-high school degrees. We need to make changes that help keep students engaged in their futures while also ensuring our educational programs are adequately preparing students for the jobs of the 21st century.

Career and technical education, CTE, programs are proven to help keep students more engaged in the classroom and less likely to drop out of high school, and to help meet the needs of high-growth, skill-intensive industries looking for the next generation of workers. The U.S. Department of Education announced that the average U.S. high school graduation rate is 80 percent, while the graduation rate for students in CTE concentrations is higher than 90 percent. 81 percent of high school dropouts say real-world learning opportunities would have kept them in school.

The Carl D. Perkins Career and Technical Education Act is a major source of Federal support for the development