

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 shutdown 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