It cuts down on lengthy litigation that could cause union formation to drag on for a year or more. It modernizes the election process. And, very importantly, it allows for the electronic filing and transmission of petitions for union elections. Believe it or not, previously all of it had been done by fax or mail—not exactly the latest or least expensive technology—and it ensures that unions and employees have enough information about each other so they can communicate in advance of the election.

It streamlines the NLRB's procedures, and with all due respect to the NLRB, what is needed there is practices that are uniform throughout the regional offices so that organizers can better interact with the agency. Its effect is not only on unions and businesses but also on the NLRB in speeding and streamlining and improving the way it works.

Its effects are seen in other areas too. The opponents of this measure forget to mention that these new rules apply equally to both elections seeking to certify a union and elections to decertify a union. These more efficient procedures will help not only workers who want to choose a union, it will help workers who want to get rid of an existing union. It is a level playing field, fairness, efficiency, less cost, and less time.

The rule still gives employers the opportunity to inform workers about the drawbacks of having a union so that workers have a fair opportunity to decide if they want union representation. This is the epitome of fair and balanced and more efficient kinds of rules.

The people in this body know that the simple fact is—and folks across America know it—the majority of American workers want representation. Fifty-three percent of workers want a union in their workplace, but because of the broken election process, fewer than 7 percent of workers are represented. That is a stark fact. As Ronald Reagan said, ''Facts are stubborn things.'' Thirty-five percent of the time that workers file a petition for a union election, they never even get to an election.

The current election process is full of delays and costs, and unfortunately in many cases litigation gives way to outright discrimination.

According to a 2011 University of California-Berkeley study, the longer the delay between the filing of a petition and the election date, the more likely it is that the NLRB will issue complaints charging employers with illegal activity. In other words, basically the election process is drawn out and leads to growing dissatisfaction and contempt and thereby damages everyone.

This rule is a necessity and will have a real impact on real people. In Connecticut, I have spoken to people and heard the stories of individuals who have been deprived or inhibited in exercising their right to vote in the election process. This process is broken.

The new NLRB will prevent frivolous litigation from delaying an election. I have spoken to workers who wanted the election to be held on a date that was beyond the allowed waiting period. They told me that they were told if they didn't back down, the employer would ''make sure the process would be lengthy and difficult.''

The new rule will itself push back on intimidation. In the face of these kinds of tactics, some have persevered, but only through tremendous resolve. They triumphed in a seriously flawed and failed NLRB election process.

In short, these rules are an important step in the right direction. They provide for free choice that is fair and will protect both sides. They will reduce costs and time and litigation.

I urge my colleagues to oppose this measure as ill-conceived and ill-considered, and I hope we will preserve the NLRB's new rule.

I thank the Presiding Officer, and I yield the floor.

ADJOURNMENT UNTIL 9:30 A.M. TOMORROW

The PRESIDING OFFICER. Under the previous order, the Senate stands adjourned until 9:30 a.m. tomorrow.

Thereupon, the Senate, at 7:25 p.m., adjourned until Wednesday, March 4, 2015, at 9:30 a.m.

CONFIRMATIONS

Executive nominations confirmed by the Senate March 3, 2015:

IN THE ARMY

THE FOLLOWING NAMED OFFICER FOR APPOINTMENT IN THE UNITED STATES ARMY TO THE GRADE INDICATED WHILE ASSIGNED TO A POSITION OF IMPORTANCE AND RESPONSIBILITY UNDER TITLE 10, U.S.C., SECTION 601:

To be lieutenant general

LT. GEN. KENNETH E. TOVO

IN THE AIR FORCE

AIR FORCE NOMINATION OF MARK E. HEATHERLY, TO BE COLONEL.

AIR FORCE NOMINATIONS BEGINNING WITH KARIS K. GRAHAM AND ENDING WITH MARVIN WILLIAMS, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

AIR FORCE NOMINATIONS BEGINNING WITH JESUS A. FLORES AND ENDING WITH ROBERT C. GOLDTRAP, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

AIR FORCE NOMINATIONS BEGINNING WITH ERICA R. AUSTIN AND ENDING WITH RICHARD G. STEPHENSON, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

AIR FORCE NOMINATIONS BEGINNING WITH GERARD IRVELT BAZILE AND ENDING WITH FREDERICK L. YOST, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

AIR FORCE NOMINATION OF STEPHEN L. NELSON, JR., TO BE COLONEL.

AIR FORCE NOMINATIONS BEGINNING WITH MARY J. ABERNETHY AND ENDING WITH KAREN B. STEINER, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

AIR FORCE NOMINATIONS BEGINNING WITH MICHAEL D. AYRES AND ENDING WITH MICHELLE L. WAGNER, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

AIR FORCE NOMINATIONS BEGINNING WITH LAURA J. MCWHIRTER AND ENDING WITH GREGG E. WENTWORTH, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

AIR FORCE NOMINATION OF NICHOLAS J. ZIMMERMAN, TO BE MAJOR.

AIR FORCE NOMINATION OF ERIC M. CHUMBLEY, TO BE LIEUTENANT COLONEL.

AIR FORCE NOMINATION OF SCOTT L. WILSON, TO BE MAJOR.

AIR FORCE NOMINATION OF KIRSTEN E. DELAMBO, TO BE MAJOR.

AIR FORCE NOMINATIONS BEGINNING WITH SALVATORE PELLIGRA AND ENDING WITH REBECCA A. BIRD, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 29, 2015.

AIR FORCE NOMINATION OF DELL P. DUNN, TO BE MAJOR.

AIR FORCE NOMINATION OF LATRISE P. SEARSON–NORRIS, TO BE MAJOR.

AIR FORCE NOMINATION OF JEFFREY B. KRUTOY, TO BE MAJOR.

IN THE ARMY

ARMY NOMINATION OF JOHN P. HARTKE, TO BE COLONEL.

ARMY NOMINATION OF FRED J. BURPO, TO BE COLONEL.

ARMY NOMINATION OF PAUL A. BRISSON, TO BE COLONEL.

ARMY NOMINATION OF MIKELLE J. ADAMCZYK, TO BE MAJOR.

ARMY NOMINATION OF ROBERT G. HALE, TO BE COLONEL.

ARMY NOMINATION OF JOHN M. GILLIS, TO BE MAJOR.

ARMY NOMINATION OF ANDRE M. TAKACS, TO BE MAJOR.

ARMY NOMINATION OF INES H. BERGER, TO BE LIEUTENANT COLONEL.

IN THE MARINE CORPS

MARINE CORPS NOMINATIONS BEGINNING WITH JERMAINE M. CADOGAN AND ENDING WITH AUSTIN E. WREN, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

MARINE CORPS NOMINATIONS BEGINNING WITH ANTHONY K. ALEJANDRE AND ENDING WITH JONATHAN R. RISSER, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

MARINE CORPS NOMINATIONS BEGINNING WITH PAUL M. HERRLE AND ENDING WITH ROBERT W. PUCKETT, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

MARINE CORPS NOMINATIONS BEGINNING WITH JAY B. DURHAM AND ENDING WITH ANDREW K. LAW, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

MARINE CORPS NOMINATIONS BEGINNING WITH DANIEL H. CUSINATO AND ENDING WITH WILLIAM C. VOLZ, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

MARINE CORPS NOMINATION OF RYAN M. CLEVELAND, TO BE MAJOR.

MARINE CORPS NOMINATIONS BEGINNING WITH NICHOLAS K. ELLIS AND ENDING WITH KOLLEEN L. YOUNG, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

MARINE CORPS NOMINATION OF JONATHAN L. RIGGS, TO BE LIEUTENANT COLONEL.

MARINE CORPS NOMINATIONS BEGINNING WITH BRETT D. ABBAMONTE AND ENDING WITH JASON E. ZELLEY, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

MARINE CORPS NOMINATION OF DAVID C. WALSH, TO BE COLONEL.

MARINE CORPS NOMINATION OF SCOTT W. ZIMMERMAN, TO BE LIEUTENANT COLONEL.

IN THE NAVY

NAVY NOMINATIONS BEGINNING WITH ALYSSA B. Y. ARMSTRONG AND ENDING WITH KARI E. YAKUBISIN, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.

NAVY NOMINATION OF RACHEL A. PASSMORE, TO BE LIEUTENANT COMMANDER.

NAVY NOMINATIONS BEGINNING WITH JUSTIN R. MILLER AND ENDING WITH JAMES R. SAULLO, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 29, 2015.

NAVY NOMINATION OF CANDIDA A. FERGUSON, TO BE LIEUTENANT COMMANDER.

NAVY NOMINATION OF RICHARD R. BARBER, TO BE COMMANDER.

NAVY NOMINATION OF BENIGNO T. RAZON, JR., TO BE LIEUTENANT COMMANDER.

NAVY NOMINATION OF DONNA L. SMOAK, TO BE LIEUTENANT COMMANDER.

NAVY NOMINATION OF FABIO O. AUSTRIA, TO BE LIEUTENANT COMMANDER.

NAVY NOMINATION OF SHAWN D. WILKERSON, JR., TO BE LIEUTENANT COMMANDER.

NAVY NOMINATION OF BUDD E. BERGLOFF, TO BE CAPTAIN.

IN THE COAST GUARD

COAST GUARD NOMINATIONS BEGINNING WITH GEORGE F. ADAMS AND ENDING WITH ANDREW H. ZUCKERMAN, WHICH NOMINATIONS WERE RECEIVED BY THE SENATE AND APPEARED IN THE CONGRESSIONAL RECORD ON JANUARY 26, 2015.