

power to go to private sector employees and say: Your employees have to get vaccinated or you, Mr. Employer, have to fire them.

I think the President is going to lose that case in every court in America. So if you are a business leader, here is my respectful request: Hold off. Wait for the litigation to play out, and don't fire your employees because the President has told you to because they haven't gotten vaccinated before Christmas.

You know, we are already starting to see this. Some business leaders are taking a different approach, not this "Do what I said or you are fired." They are offering financial incentives, hiring medical advisers to talk to their employees. They are allowing medical and religious exemptions. They are offering testing as an alternative to forcing the vaccine on their workers. And I read about one today. I have had discussions with others who are saying: Look, it is not our intention to fire employees right before Christmas.

These are the leaders who are saying they value and trust their employees, like what we did last year. Here is significant relief, businesses in America, but don't fire your employees. As a matter of fact, you can't if you accept this aid—which they didn't.

So these are the leaders who value their employees. And, at the end of the day, this is the approach that is going to work. It is going to work better for all of us—for these businesses, their workers, their communities, and our country.

I wish the President would take note of this, but right now he seems hell-bent on doing a 180 from what we did last year, and that was encouraging businesses to work through the pandemic while keeping their employees, not ordering in an unconstitutional manner the firing of employees because Joe Biden said so.

I yield the floor.

The PRESIDING OFFICER. The majority leader.

#### LEGISLATIVE SESSION

Mr. SCHUMER. Mr. President, I move to proceed to legislative session.

The PRESIDING OFFICER. The question is on agreeing to the motion. The motion was agreed to.

#### EXECUTIVE SESSION

#### EXECUTIVE CALENDAR

Mr. SCHUMER. Mr. President, I move to proceed to executive session to consider Calendar No. 414.

The PRESIDING OFFICER. The question is on agreeing to the motion. The motion was agreed to.

The clerk will report the nomination. The senior assistant legislative clerk read the nomination of Catherine Elizabeth Lhamon, of California, to be Assistant Secretary for Civil Rights, Department of Education.

#### CLOTURE MOTION

Mr. SCHUMER. Mr. President, I send a cloture motion to the desk.

The PRESIDING OFFICER. The cloture motion having been presented under rule XXII, the Chair directs the clerk to read the motion.

The senior assistant legislative clerk read as follows:

#### CLOTURE MOTION

We, the undersigned Senators, in accordance with the provisions of rule XXII of the Standing Rules of the Senate, do hereby move to bring to a close debate on the nomination of Executive Calendar No. 414, Catherine Elizabeth Lhamon, of California, to be Assistant Secretary for Civil Rights, Department of Education.

Charles E. Schumer, Mazie Hirono, Tammy Duckworth, Martin Heinrich, Christopher A. Coons, Jack Reed, Benjamin L. Cardin, Angus S. King, Jr., Alex Padilla, Jeff Merkley, Christopher Murphy, Sheldon Whitehouse, Tina Smith, Jeanne Shaheen, Richard J. Durbin, Richard Blumenthal, Robert P. Casey, Jr.

#### LEGISLATIVE SESSION

Mr. SCHUMER. Mr. President, I move to proceed to legislative session.

The PRESIDING OFFICER. The question is on agreeing to the motion. The motion was agreed to.

#### FREEDOM TO VOTE ACT—MOTION TO PROCEED

Mr. SCHUMER. Mr. President, I move to proceed to Calendar No. 125, S. 2747.

The PRESIDING OFFICER. The clerk will report the motion.

The senior assistant legislative clerk read as follows:

Motion to proceed to Calendar No. 125, S. 2747, a bill to expand Americans' access to the ballot box and reduce the influence of big money in politics, and for other purposes.

#### CLOTURE MOTION

Mr. SCHUMER. Mr. President, I send a cloture motion to the desk.

The PRESIDING OFFICER. The cloture motion having been presented under rule XXII, the Chair directs the clerk to read the motion.

The senior assistant legislative clerk read as follows:

#### CLOTURE MOTION

We, the undersigned Senators, in accordance with the provisions of rule XXII of the Standing Rules of the Senate, do hereby move to bring to a close debate on the motion to proceed to Calendar No. 125, S. 2747, a bill to expand Americans' access to the ballot box and reduce the influence of big money in politics, and for other purpose.

Charles E. Schumer, Amy Klobuchar, Alex Padilla, Margaret Wood Hassan, Raphael G. Warnock, Ben Ray Lujan, Gary C. Peters, Elizabeth Warren, Christopher Murphy, Tammy Duckworth, Patrick J. Leahy, Sheldon Whitehouse, Michael F. Bennet, Tim Kaine, Tammy Baldwin, Cory A. Booker, Sherrod Brown.

Mr. SCHUMER. Finally, I ask unanimous consent that the mandatory quorum calls for the cloture motions filed today, October 18, be waived.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### RELATING TO THE DEATH OF THE HONORABLE ADLAI EWING STEVENSON III, FORMER SENATOR FOR THE STATE OF ILLINOIS

Mr. SCHUMER. Mr. President, I ask unanimous consent that the Senate proceed to the consideration of S. Res. 420, submitted earlier today.

The PRESIDING OFFICER. The clerk will report the resolution by title.

The senior assistant legislative clerk read as follows:

A resolution (S. Res. 420) relating to the death of the Honorable Adlai Ewing Stevenson III, former Senator for the State of Illinois.

There being no objection, the Senate proceeded to consider the resolution.

Mr. SCHUMER. I ask unanimous consent the resolution be agreed to; that the preamble be agreed to; and that the motions to reconsider be considered made and laid upon the table with no intervening action or debate.

The PRESIDING OFFICER. Without objection, it is so ordered.

The resolution (S. Res. 420) was agreed to.

The preamble was agreed to.

(The resolution, with its preamble, is printed in today's RECORD under "Submitted Resolutions.")

#### RECOGNIZING HISPANIC HERITAGE MONTH AND CELEBRATING THE HERITAGE AND CULTURE OF LATINOS IN THE UNITED STATES AND THE IMMENSE CONTRIBUTIONS OF LATINOS TO THE UNITED STATES

Mr. SCHUMER. Mr. President, I ask unanimous consent that the Committee on the Judiciary be discharged from further consideration and the Senate now proceed to S. Res. 417.

The PRESIDING OFFICER. The clerk will report the resolution by title.

The senior assistant legislative clerk read as follows:

A resolution (S. Res. 417) recognizing Hispanic Heritage Month and celebrating the heritage and culture of Latinos in the United States and the immense contributions of Latinos to the United States.

There being no objection, the committee was discharged, and the Senate proceeded to consider the resolution.

Mr. SCHUMER. I ask unanimous consent that the resolution be agreed to, the preamble be agreed to, and that the motions to reconsider be considered made and laid upon the table.

The PRESIDING OFFICER. Without objection, it is so ordered.

The resolution (S. Res. 417) was agreed to.

The preamble was agreed to.

(The resolution, with its preamble, is printed in the RECORD of October 7, 2021, under "Submitted Resolutions.")

# SUPPORTING THE GOALS AND IDEALS OF NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH

Mr. SCHUMER. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of S. Res. 421, submitted earlier today.

The PRESIDING OFFICER. The clerk will report the resolution by title.

The senior assistant legislative clerk read as follows:

A resolution (S. Res. 421) supporting the goals and ideals of National Domestic Violence Awareness Month.

There being no objection, the Senate proceeded to consider the resolution.

Mr. SCHUMER. I further ask the resolution be agreed to, the preamble be agreed to, and the motions to reconsider be considered made and laid upon the table with no intervening action or debate.

The PRESIDING OFFICER. Without objection, it is so ordered.

The resolution (S. Res. 421) was agreed to.

The preamble was agreed to.

(The resolution, with its preamble, is printed in today's RECORD under "Submitted Resolutions.")

## MORNING BUSINESS

### 125TH ANNIVERSARY OF THE CHICAGO FEDERATION OF LABOR

Mr. DURBIN. Mr. President, growing up in East St. Louis, both my mom and dad worked for the railroads. We weren't wealthy, but we had a comfortable life. I have come to learn how connected that was to our being a union family. I believe that more than any other force in American history, the American labor movement has created middle-class opportunity in America. Unions have won victories that have allowed American workers to buy homes, send their kids to college, and save for retirement. I know firsthand that none of this would be possible if workers did not have the freedom to advocate for fair working conditions for themselves and their families.

That is why I am proud to say that Chicago is the hometown of the American Labor Movement, the site of the Haymarket Affair, the Pullman railroad strike, and the Republic Steel Strike. Today, Chicago's union members continue to be students of history and recognize the struggles of those who fought for fairness, justice, and equality at work. Throughout its 125-year history, the Chicago Federation of Labor—CFL—has consistently fought for fair treatment of workers in Chicago, Cook County, and beyond. Though the people, challenges, and times may have changed, the CFL's mission has remained firm. Throughout its history, the CFL has organized workers across industries regardless of race, ethnicity, or nationality. Today,

we celebrate the great work of the Chicago Federation of Labor and congratulate its staff and supporters on its 125th anniversary.

The Chicago Federation of Labor was chartered in 1896 by the American Federation of Labor. Formed, in part, as an attempt to end corruption in Chicago's labor unions, the CFL focused its early efforts on strengthening a unified voice for the city's labor movements, upholding the labor rights of its union members, and mediating contract disputes on behalf of local unions. In 1906, Irish immigrant John Fitzpatrick was elected president of the CFL. An organizer and committed unionist, his innovation ushered in an era of stability and reform to the union community. During his 40-year tenure as president, Fitzpatrick created accessible news publications and established the labor party.

Upon Fitzpatrick's death, William Lee, president of Bakery Drivers Union Local 734 and vice president of the CFL, was elected president and would go on to serve for nearly 40 years. Lee continued Fitzpatrick's commitment to racial and social justice, as the CFL and other labor organizations supported Dr. Martin Luther King, Jr., in organizing his visits to and rallies in Chicago. In 1964, then-CFL President Lee celebrated the signing of the 1964 Civil Rights Act on the front page of the Federation News, writing, "[W]e have come closer to the ideal of the Declaration of independence with the Civil Rights Law."

In its fight for justice for all workers, the CFL has welcomed freedom fighters and labor leaders from around the world to Chicago, including Cesar Chavez, Lech Walesa, and Nelson Mandela. In 1994, under the leadership of President Don Turner, the CFL launched its Workers' Assistance Committee, now the CFL Workforce and Community Initiative, which provides job seekers, including veterans and low-income workers, with training and job search resources. In recent years, the CFL has worked to pass increases to the minimum wage, paid sick leave, protections to retirement security, and a host of other policies to protect workers.

While in Congress, I have had the pleasure of working with the CFL on a variety of issues. Just this year, I was honored to work with current CFL President Bob Reiter on the inclusion of a 100 percent coverage for COBRA health insurance premiums as part of the American Rescue Plan Act, helping millions of struggling workers to remain on their employer health plans.

The blueprint created 125 years ago has evolved, but the mission of the CFL has remained constant. Today, with nearly 300 affiliates and 500,000 union members in Chicago and Cook County, the CFL continues to embody the ethos of practical idealism and unrelenting determination for working people.

Congratulations to the Chicago Federation of Labor on 125 years of great

work, giving workers a support network to advocate for their rights.

(At the request of Mr. THUNE, the following statement was ordered to be printed in the RECORD.)

### MISSED VOTE EXPLANATION

• Mr. RUBIO. Mr. President, due to a mechanical issue on my scheduled flight, I will miss today's vote.●

### 51ST ANNIVERSARY OF THE EMERGENCY NURSES ASSOCIATION

Mr. MERKLEY. Mr. President, on behalf of myself and Mr. WICKER, I rise today to recognize and celebrate the 51st anniversary of the Emergency Nurses Association. Made up of 51,000 members from all across the globe, the Emergency Nurses Association, or ENA, is the only professional organization dedicated to advancing excellence in emergency nursing and is the world's premier organization for emergency nurses.

Founded in 1970, ENA has worked successfully to raise awareness and improve outcomes for the Nation's trauma patients. Traumatic injuries, including car crashes, falls, head injuries, burns, and firearm injuries, are currently the leading cause of death for Americans aged 44 or younger. Working to improve outcomes for those who have suffered a traumatic injury, ENA offers courses for emergency nurses that provide them with the knowledge, skills, and hands-on training needed to deliver high-quality trauma care. Since 1986, ENA's trauma nursing core course has been taken by more than 2 million emergency nurses and is now considered the gold standard for the education of nurses in lifesaving trauma care techniques. Alongside their outstanding educational courses, ENA has been a fearless advocate at all levels of government for safer work environments in medical facilities and has pushed for stronger criminal laws that hold those accountable for violence against medical employees.

Especially in times of crisis, ENA has been on the frontlines of our medical profession. During the COVID-19 pandemic, when emergency rooms have been turned into battle zones against this virus, ENA has worked time and time again to ensure that nurses across this country were prepared and equipped to deal with this unprecedented crisis. Their tireless dedication to protecting and saving lives, while risking their own, should be recognized and commended by this body.

On the occasion of the Emergency Nurses Association's 51st anniversary, we ask our colleagues to join us in extending our deepest gratitude to the ENA and all its members for their commitment to improving the quality of emergency care that has continued to save the lives of millions of Americans across our country.