

(C) produce high-quality applicants;
 (D) support timely decisions;
 (E) uphold appointments based on merit system principles; and
 (F) promote competitive job offers.

(5) In implementing the “New Beginnings” performance management and workforce incentive system, section 1113 of the National Defense Authorization Act for Fiscal Year 2010 requires the Secretary to comply with veterans’ preference requirements.

(6) Among the criteria for the “New Beginnings” performance management and workforce incentive system authorized by section 1113 of the National Defense Authorization Act for Fiscal Year 2010, the Secretary is required to—

(A) adhere to merit principles;
 (B) include a means for ensuring employee involvement (for bargaining unit employees, through their exclusive representatives) in the design and implementation of the performance management and workforce incentive system;

(C) provide for adequate training and retraining for supervisors, managers, and employees in the implementation and operation of the performance management and workforce incentive system;

(D) develop a comprehensive management succession program to provide training to employees to develop managers for the Department and a program to provide training to supervisors on actions, options, and strategies a supervisor may use in administering the performance management and workforce incentive system;

(E) include effective transparency and accountability measures and safeguards to ensure that the management of the performance management and workforce incentive system is fair, credible, and equitable, including appropriate independent reasonableness reviews, internal assessments, and employee surveys;

(F) utilize the annual strategic workforce plan required by section 115b of title 10, United States Code; and

(G) ensure that adequate resources are allocated for the design, implementation, and administration of the performance management and workforce incentive system.

(7) Section 1113 of the National Defense Authorization Act for Fiscal Year 2010 also requires the Secretary to develop a program of training—to be completed by a supervisor every three years—on the actions, options, and strategies a supervisor may use in—

(A) developing and discussing relevant goals and objectives with employees, communicating and discussing progress relative to performance goals and objectives, and conducting performance appraisals;

(B) mentoring and motivating employees, and improving employee performance and productivity;

(C) fostering a work environment characterized by fairness, respect, equal opportunity, and attention to the quality of the work of employees;

(D) effectively managing employees with unacceptable performance;

(E) addressing reports of a hostile work environment, reprisal, or harassment of or by another supervisor or employee; and

(F) allowing experienced supervisors to mentor new supervisors by sharing knowledge and advice in areas such as communication, critical thinking, responsibility, flexibility, motivating employees, teamwork, leadership, and professional development, and pointing out strengths and areas of development.

(b) SENSE OF CONGRESS.—It is the sense of Congress that the Secretary of Defense should proceed with the collaborative work with employee representatives on the “New Beginnings” performance management and

workforce incentive system and begin implementation of the new system at the earliest possible date.

PRIVILEGES OF THE FLOOR

Mr. BLUMENTHAL. Mr. President, I ask unanimous consent that privileges of the floor be granted to Larry Babin, my military fellow, who is also a major in the Army, during the pendency of the National Defense Authorization Act.

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

ORDERS FOR TUESDAY, JUNE 9, 2015

Mr. MCCAIN. Mr. President, I ask unanimous consent that when the Senate completes its business today, it adjourn until 10 a.m., Tuesday, June 9; that following the prayer and pledge, the morning hour be deemed expired, the Journal of proceedings be approved to date, and the time for the two leaders be reserved for their use later in the day; that following leader remarks, the Senate be in a period of morning business for 1 hour, with Senators permitted to speak therein for up to 10 minutes each, and that the time be equally divided, with the majority controlling the first half and the Democrats controlling the final half; further, that following morning business, the Senate resume consideration of H.R. 1735; finally, that the Senate recess from 12:30 p.m. until 2:15 p.m. to allow for the weekly conference meetings.

The PRESIDING OFFICER. Is there objection?

Without objection, it is so ordered.

ORDER FOR ADJOURNMENT

Mr. MCCAIN. Mr. President, if there is no further business to come before the Senate, I ask unanimous consent that it stand adjourned, following the remarks of Senator BLUMENTHAL, who I am told will appear shortly.

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

Mr. MCCAIN. I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The senior assistant legislative clerk proceeded to call the roll.

Mr. BLUMENTHAL. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

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

NATIONAL DEFENSE AUTHORIZATION ACT

Mr. BLUMENTHAL. Mr. President, I appreciate the courtesy of the Presiding Officer in the Chamber in allowing me to speak this late in the day about issues that are vital to our national defense, which will be addressed tomorrow and during the course of the

week in votes on the National Defense Authorization Act.

The task before the Senate in the National Defense Authorization Act is nothing less than to craft a sustainable, long-term strategy to defend America. In fact, it is to sustain our global leadership in a time of shifting alliances, significant challenges, and emerging threats, while bringing a long-term balance and sustainability to our military.

This defense measure is a solid start, but it must be made stronger to better meet the needs of our military men and women and our Nation as we enter this supremely perilous time. The danger to America has never been greater. Our foes have never been more insidious and pernicious, and many of the States opposing us have never been more willing to take measures that fundamentally contravene not only our security but our sense of moral right and wrong.

I approach the National Defense Authorization Act with this principle in mind. Neither the United States nor our troops, nor anyone involved in our national defense should ever face a fair fight. Our men and women in uniform should never be challenged in the air, on the sea or on land with a fair fight. It should be one-sided and in our favor. That is the basic principle. We must be superior in our military Armed Forces.

I am grateful to the chairman of our committee, Senator MCCAIN of Arizona, an extraordinarily distinguished veteran and a partner in a number of amendments to this measure, and to the ranking member Senator JACK REED, also a public servant of extraordinary distinction and a veteran. I am grateful for their leadership in bringing us to this point on a bill that attracted bipartisan support—overwhelming support—on the Armed Services Committee, where I am privileged to serve.

The provisions in this bill will enable us to remain the strongest country militarily in the world. At the end of the day, our values, our way of life, and our democracy give us our real strength, but the military is necessary to defend those values and our quality and way of life. The military defends our values and traditions and our fundamental rights and liberties, which we worked hard last week to uphold in the USA FREEDOM Act.

I have filed a number of amendments that underscore the need for continuing improvement in this bill. They are forward-looking amendments. One of them would modernize the National Guard’s helicopter fleet by providing vital capabilities for the military as well as the sustainability and growth for Connecticut’s dedicated defense industry.

To protect our heroes in uniform, I have also proposed an amendment that would provide stronger legal tools against predatory lending and other abuses targeting our military men and women nearby the very bases they are stationed.