

NLWJC - KAGAN

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[01/12/1998 - 01/13/1998]

Withdrawal/Redaction Sheet

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Bruce Reed to Christa Robinson et al. re: Seating (2 pages)	01/13/1998	P6/b(6)

COLLECTION:

Clinton Presidential Records
Automated Records Management System [Email]
OPD ([Kagan])
OA/Box Number: 250000

FOLDER TITLE:

[01/12/1998-01/13/1998]

2009-1006-F

bm106

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 20:30:25.00

SUBJECT: International Tobacco -- Draft Legislation

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

FYI. Some international tobacco bills in Congress.
----- Forwarded by Thomas L. Freedman/OPD/EOP on 01/12/98
08:29 PM -----

Sherman G. Boone
01/12/98 07:54:23 PM

Record Type: Record

To: Thomas L. Freedman/OPD/EOP
cc: Jerold R. Mande/OSTP/EOP
Subject: International Tobacco -- Draft Legislation

I have received from the "bipartisan international tobacco issues working group" on the Hill copies of discussion drafts for several pieces of possible legislation:

Prohibitions on official USG promotion of exports of "tobacco and tobacco products" (Doggett & Durbin) -- an "expanded" version of the Doggett Amendment to the FY98 State/Commerce/Justice Appropriations bill: normal business facilitation would be allowed (it is anticipated that the legislative history would incorporate State/Commerce Department Guidelines to Embassies), but any exceptions on the trade front (e.g., to cease discriminatory practices or remove barriers) would require certifications to Congress that there are no negative public health ramifications.

Smuggling (Lautenberg & Waxman) -- would generally treat tobacco like distilled spirits to ensure the integrity of the custody chain, control of sales, etc.; the prospective changes in the way that tobacco would have to be sold at the retail level are huge.

Creation of an American Center for Global Health and Tobacco (Lugar & Harkin) -- an NGO to fund (\$150 million per annum) major public information campaigns; does not provide monies for bilateral and multilateral science-based public health activities to control tobacco.

I hope to receive additional drafts this week, including legislation relating to an international code of conduct (Doggett & Waxman) that, like the framework convention, would seek to promote cigarette labelling and advertising requirements at least as rigorous as those in effect in the U.S.

The report from the National Cancer Policy Board does indeed have quite a substantial section on international issues.

I hope to collar an intern to put together a quick summary of these various materials.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 15:31:09.00

SUBJECT: Re: Ed Opp Zones

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

I don't think we should release a figure on this yet. Bruce told me on Friday that Zones would be announced in SOTU (though it wasn't mentioned in the draft he shared this morning). If for some reason we don't include it in SOTU, I know there is interest in the VP's office in having him do some kind of urban ed event shortly after SOTU. If the Zones have been announced by then, he package all of the other initiatives that have a particular urban impact (e.g., increase\$ for Title 1, the mentoring initiative, school construction, class size, etc.) to show the Administration's total effort to help kids in urban schools. If the Zones haven't been formally announced by then, we might want the VP to do that as well, and let him release the numbers.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Sean P. Maloney (CN=Sean P. Maloney/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:12-JAN-1998 10:51:01.00

SUBJECT: Change in Directive

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Phillip Caplan (CN=Phillip Caplan/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: G. Timothy Saunders (CN=G. Timothy Saunders/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

So there's no confusion, please take note that after speaking with Jose, I've had the clerks change the words "moves towards enacting" to "requires States to enact" in the Directive's last sentence. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 10:54:02.00

SUBJECT: Workforce preparation

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Thought you might be interested in this note from Steven Levy in light of the story in the Post this morning about helping to prepare people for high tech jobs. He's with the Center for Continuing Study of the California Economy. He is promoting the idea that we need to look at workforce policy in an integrated way, i.e. by finding ways to help move people into jobs at the upper end of the ladder, we also create opportunities for welfare recipients and others at the entry level. I have his 8/97 briefing report called "The California Economy and Developing Annual Goals for Moving Welfare Recipients into the Workforce" if anyone wants to see it.

----- Forwarded by Andrea Kane/OPD/EOP on 01/12/98 10:49 AM -----

CALECON @ aol.com
12/22/97 10:47:00 PM

Record Type: Record

To: Andrea kane
cc:
Subject: NGA forum followup

Dear Andrea,

I am writing in the hopes of starting a dialogue on workforce preparation strategies as a continuation to the discussions at the NGA Forum.

Our organization is working with The California Wellness Foundation on a multi-year effort on the future of work and health in California. We also participated in the Rockefeller Foundation supported study which I sent you and will be addressing a much larger multi-foundation conference in California in February on these issues.

Our general hypothesis is that the fortunes of all groups in the workforce are linked and that effective workforce preparation and economic development strategies must address all labor force groups simultaneously (i.e.,

universal workforce policies) for both technical and constituency building reasons. In California's polciy debate that led to the idea that funding training for existing workers to move up to fill shortages identified by businesses was, ipart of the policy mix to help welfare recipients and the working poor.

Also, as we said in the paper that I sent you, we believe that the real debate about welfare reform will start when the next economic slowdown occurs and taht the issue will be revisitied by Congress.

I would love to get your insights to help our Wellness work, particularly on where in the country states or people are recognizing this "connectedness" point in developing workforce strategies.

Steve Levy

=====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879) id <01IRHP0AXIZK00127Q@PMDF.EOP.GOV> for "Andrea kane"@oa.eop.gov; Mon, 22 Dec 1997 22:47:48 -0500 (EST)

Received: from storm.eop.gov (storm.eop.gov) by PMDF.EOP.GOV (PMDF V5.0-4 #6879) id <01IRHP08YJ1S0043Z9@PMDF.EOP.GOV> for Andrea_kane@oa.eop.gov; Mon, 22 Dec 1997 22:47:45 -0500 (EST)

Received: from imo01.mx.aol.com ([198.81.11.113]) by STORM.EOP.GOV (PMDF V5.1-7 #6879) with ESMTTP id <01IRHOZIJFSO003ZMU@STORM.EOP.GOV> for Andrea_kane@oa.eop.gov; Mon, 22 Dec 1997 22:47:11 -0500 (EST)

Organization: AOL (<http://www.aol.com>)

X-Mailer: Inet_Mail_Out (IMOV11)

=====
END ATTACHMENT 1

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 15:37:11.00

SUBJECT: Sorry; topic of my prior message should have read "Definition of federal p

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

----- Forwarded by Diana Fortuna/OPD/EOP on 01/12/98
03:36 PM -----

Diana Fortuna

01/12/98 03:34:52 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP

cc: Cynthia A. Rice/OPD/EOP, Cathy R. Mays/OPD/EOP, Laura Emmett/WHO/EOP,

Julie A. Fernandes/OPD/EOP

Subject:

Elena, I need to speak to you about this. I had thought HHS had gone back to the drawing board on this issue, but now I hear Kevin may call Bruce to request a meeting on it. (We may need a meeting, although not necessarily with Bruce.)

(This is the welfare reform law's requirement that illegal (non-qualified) aliens not get federal public benefits, and HHS is trying to determine where programs like community health centers fit in.)

MEMORANDUM FOR ???

FROM: DPC
NEC
OIA
COMMUNICATIONS
????

SUBJECT: White House Conference on Strengthening Public Education and related events

We are proposing four high visibility education events, to be implemented between the State of the Union Address and the end of the school year in June, that will provide a number of opportunities for the President to highlight and demonstrate broad support for his education agenda. As a package, these events will underscore the President's commitment to strengthening public education by raising standards, promoting public school choice, investing in quality and promoting accountability, and draw a contrast with the Republican agenda of promoting vouchers and abandoning public schools.

The proposed events, listed in the order in which they should occur, are:

- A roundtable discussion with business leaders showcasing employer efforts to support high standards.
- A Mayor's Conference on Public Schools, with Presidential participation
- A conference on effective approaches to increasing high school graduation rates, with a special emphasis on Hispanics
- A White House Conference on Strengthening Public Schools, featuring local success stories that reflect the Administration's agenda.

These events are described in more detail below.

1. Roundtable Discussion on Business Community "Transcript Project"

Background: The Business Roundtable, the U.S. Chamber of Commerce, and the National Alliance of Business have endorsed the President's proposal for voluntary national tests. They have also each endorsed a common policy statement on the importance of high standards in education, one key part of which calls on employers to underscore the importance of both setting and meeting standards by examining the high school transcripts or other evidence of academic achievement of prospective employees. This builds on a commitment business leaders made at the 1996 National Education Summit, to implement hiring practices that will require entry-level job applicants to demonstrate high school academic achievement, and to send a powerful message to students that performance in school counts.

More than 500 employers around the country have already begun to implement this initiative, as part of broader business/education partnerships working in collaboration with local school

systems to raise standards and strengthen public schools. Nationally, IBM, Bell South, Eastman Chemical and Eastman Kodak are the leading companies implementing and promoting this idea.

BRT, NAB and the Chamber, along with ACHIEVE (led by Lou Gerstner of IBM) have asked for the President to endorse their efforts (know as the "Transcript Project") and give them additional visibility.

The Event: A roundtable discussion involving the President, key national business leaders (including Lou Gerstner), education leaders, and local employers, educators and current and former students, focused on business efforts locally and around the country to send kids the message that academic performance counts.

The business groups have identified a number of communities/states where this initiative is working especially well, and which could serve as ideal sites for an event. These include Orange County CA, Rochester NY, Berks County PA, and Kingsport TN.

Key news hooks would be an announcement of the 500+ businesses already signed on and a President challenge to other employers; a strong call from the business groups for Congress and states to support the national tests; and, possibly, support from the business community for the President's Education Opportunity Zones initiative.

With sufficient advanced notice, the business groups would be willing to help amplify the event by using the Chamber of Commerce's satellite capability to transmit the event to local business/education partnership events they would organize throughout the country.

Time frame: February - mid March.

2. U.S. Conference of Mayors Conference on Public Education

Background: Earlier this year the U.S. Conference of Mayors approached us about a possible joint White House/USCM Conference on Public Education, as a vehicle to highlight the emerging leadership role of mayors in education, to encourage additional mayors to play important leadership roles in local education issues, and to give the mayors a greater voice in the national education discussion.

Heightened involvement of mayors in education is good for education, and mayors are an important source of support for our education initiatives, ranging from America Reads to the national tests. DPC, NEC, OIA, [other offices?] believe it is important to find a way to respond positively to the USCM request. However, there has also been concern that a joint conference with the Mayors alone could alienate much of the education community and lead to conflicts with governors.

OIA and DPC staff have met with representatives of USCM and its chair, Mayor Daley in order to better understand the USCM objectives and proposal. After several discussions, we have

tentative agreement with them on an approach we believe is workable.

The Event: The President would host a 1-2 hour meeting (pool spray, then closed press) with mayors to discuss public education. This meeting would occur the morning after a day-long Mayors Conference on Public Education, organized by the U.S. Conference of Mayors.. The participants will be mayors, though local education leaders, school board members and teachers' organizations will be invited to participate as well. The White House and Education Department will work closely with USCM on the development of the program, to ensure that the agenda reflects Administration priorities to the maximum extent possible. As appropriate, Administration officials will participate in the conference.

This arrangement enables us to strengthen our ties with the mayors over education issues, without precipitating needless conflict with either the education community or other state and local officials. The conference should be another opportunity to build and highlight support for the President's overall education agenda, and we can help structure the conference agenda so that it features those issues in which we and the mayors and most in agreement. USCM believes this approach furthers its objective of promoting mayoral involvement in education, and Mayor Daley's office believes this would meet the Mayor's particular objective as well.

Time frame: April???

3. Hispanic Dropout Conference

Background: NEC has been working closely with the Hispanic Caucus on the development of a Hispanic Education Initiative. In this context, a high priority for the Caucus is a White House Conference on Hispanic Dropouts, in order to focus national attention on the need for steps to combat the extremely high Hispanic high school dropout rate.

While this topic is probably too narrow in scope for a full White House Conference, it is important to find a way to respond positively to this request. At present, NEC is considering some Presidential and Administration involvement in a conference to share solutions to the dropout problem (Hispanic and others). The conference would highlight lessons from successful efforts to reduce dropout rates and to provide youth with alternatives to traditional high schools. The conference would also be a vehicle for highlighting the Administration's College/School Partnership initiative.

The event: [check with NEC]

Time frame: [check with NEC]

4. White House Conference on Strengthening Public Education

Purpose: To highlight and build support for the Administration's elementary and secondary

education agenda by featuring successful local and state examples of the practices, policies and investments we are promoting to strengthen public education. The point is to show that the Administration's approach to strengthening public education -- raising standards, expanding choice, investing in quality and strengthening accountability -- is already paying off in communities throughout the nation, and, if expanded and sustained can and will lead to improved achievement for all students.

The event: The conference would be organized around 4-5 sessions, each featuring a mix of local educators, state and local officials, parents, kids, employers, community groups, etc. The topic of each session would reflect a specific set of education challenges (e.g., Preparing Students to Meet Challenging Standards; Providing Families with Choice; Increasing Participation in College; Turning Around Failing Schools; Ensuring all Kids Can Read Independently by Grade 3) and would highlight success stories that reflect Administration priorities and initiatives (e.g., National Tests, Charter Schools, College/School Partnerships; Class Size Reduction, etc.)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 21:10:12.00

SUBJECT: Suggested State of the Union edits

TO: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

A speechwriter I'm not, but Bruce, I took a shot at making edits as you suggested. Tom/Jose -- I took the liberty of creating a proposed sex offender/statutory rape/domestic violence paragraph -- any comments or additions? As usual, underline denotes additions, etc.

Suggested Changes to State of the Union

Page 8-9

Now we must press on. For there is still far too much crime. Drug use among young people is still too high. Far too many children are raising themselves on the streets. We cannot go strong into the 21st Century in children are killing children...if children are selling drugs to children...if children are having children. We have a moral obligation to take the guns out of their hands and teach them right from wrong.

Here's what we must do next.

Congress should finally pass the juvenile justice crime bill.

[description to come]

We also must do more to protect juveniles from crime. Protecting our children is our most sacred calling -- and, we now know, is one of the best ways to prevent innocent young people from becoming hardened criminals. First, we should abolish parole and establish lifetime criminal penalties for child sex offenders. [more on sex offender policy] To protect teenagers from adults who prey upon them, we should establish tough, uniform criminal penalties for statutory rape -- and tonight I direct Attorney General Reno to develop model legislation for every state to adopt. And we must do all that we can to protect children and their

mothers from domestic violence [more on domestic violence policy.]

...[graph on crime and drugs and alcohol-- keep the same]...

...[graph on judicial vacancies-- keep the same]...

And we have acted to apply our oldest most fundamental values to perhaps our most stubborn social problem. In 1996, we ended a welfare system that had trapped generations of Americans in a cycle of dependency, and replaced it with a new system based on work and personal responsibility. Last year, from this podium, I challenged our nation to take the next step, and move two million more Americans off of welfare by the year 2000. Well I am pleased to report that we,ve met that goal has been met -- not in three years, but in one year two years ahead of schedule.

Think about what that means. Think of those the children who now have working role models, whose mothers now go to work, and the families who now have the dignity of a paycheck instead of the indignity of a welfare check. We are joined here tonight by one family who last year made this momentous journey from welfare to work. [Name] represents millions of others like her who are now connected to mainstream America and the world of work. We salute them all. [Name] could you please stand? Think of the neighborhoods where hope is replacing despair.

To create more success stories like [Name] we must do even more to promote work and personal responsibility.-- increasing child support collections even further, We,ve increased child support collections by 63 percent, but we must ensure that all parents take responsibility for the children they bring into this world. We should start by establishing new penalties for states that have failed to put in place systems to crack down on deadbeat parents. providing vouchers to help families move closer to where the jobs are. We,ve already re-written the welfare rules so that young mothers must live at home and finish school, but we must do more to stop the alarming increase in children born outside of marriage. Tonight I am pleased to announce a nationwide competition that will reward state efforts to reduce out of wedlock births.

We must help those on welfare get to where the jobs are -- through new funds for welfare to work transportation and new portable housing vouchers. Families could use these housing vouchers to move closer to a new job, to reduce a long commute, or eliminate housing emergencies that interfere with getting to work every day on time. And the private sector must do its part. -- And above all Tonight I challenge 10,000 more businesses must to join the [x,000] companies in our welfare-to-work partnership, now nearly 3,000 strong, to give a chance to someone who is willing to work their way off welfare.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 13:11:38.00

SUBJECT: MARTIN LUTHER KING DAY -- A DAY OF SERVICE

TO: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Christa Robinson (CN=Christa Robinson/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Christopher C. Jennings (CN=Christopher C. Jennings/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Sarah A. Bianchi (CN=Sarah A. Bianchi/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Essence P. Washington (CN=Essence P. Washington/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Tanya E. Martin (CN=Tanya E. Martin/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: William R. Kincaid (CN=William R. Kincaid/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ: UNKNOWN

TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP @ EOP [OPD])
READ: UNKNOWN

TO: Allison Balderston (CN=Allison Balderston/OU=OPD/O=EOP @ EOP [OPD])
READ: UNKNOWN

TEXT:

FYI. If you are interested in participating in any of the MLK Day service events, just contact Andrew Mayock or Kevin Moran. Thanks.

jf

----- Forwarded by Julie A. Fernandes/OPD/EOP on 01/12/98
01:13 PM -----

Kevin S. Moran
01/12/98 09:40:46 AM
Record Type: Record

To: See the distribution list at the bottom of this message
cc:
Subject: MARTIN LUTHER KING DAY -- A DAY OF SERVICE

This year, President Clinton is challenging Americans to make Martin Luther King Day (January 19) a day of national service - a "Day On", not a day off. On January 19, the President, Vice President, Cabinet and other Administration officials will be joining communities across the country in a wide variety of service activities. We are working to give White House staff members opportunities to join local, MLK Day service projects.

Attached is a flyer (mlk-day.wpd) that informs staff of opportunities around the D.C. area. Please review and let me know if you are interested in serving as soon as possible. Capacity for volunteers is limited. Also, in some situations, there may be more capacity that can be added, but the sites need to know asap so that more supplies can be ordered.

For more information, contact me (x6-2640), Andrew Mayock (x6-7492) or Elizabeth Newman (x6-2580).

THANK YOU!

Message Sent

To: _____
Julie A. Fernandes/OPD/EOP
Brooks E. Scoville/WHO/EOP
Christopher J. Lavery/WHO/EOP
Mary Morrison/WHO/EOP
ALTER_M @ A1 @ CD @ LNGTWY
Peter A. Weissman/OPD/EOP
Elizabeth Harrington/OVP @ OVP
Ruby Shamir/WHO/EOP

MARTIN LUTHER KING, JR. DAY - A "DAY ON"

*"Everybody can be great because anybody can serve --
you only need a heart full of grace and a soul generated by love."*

- Dr. Martin Luther King, Jr.

President Clinton has challenged Americans to make Martin Luther King Day a day of national service - a day on, not a day off. On January 19, the President, Vice President, Cabinet and other Administration officials will participate in service activities throughout the country. On that day, you, your spouses and friends are invited to join us at one of the following locations. Please sign up early as capacity for volunteers is limited and supplies will be ordered according to volunteer interest. Volunteers will be accommodated on a "first come first serve" basis.

CARDOZO HIGH SCHOOL RENOVATION - Join over 65 AmeriCorps participants, 50 Cardozo students, and 100 other volunteers from local churches, D.C. Cares, and the Potomac School to renovate classrooms at Cardozo High School in the Shaw neighborhood in Northwest Washington. Up to 50 more volunteers can be accommodated. Volunteers report to Cardozo High School, 13th & Clifton Street, NW, at 8:30 am and work from 8:30am - 4:00pm. Volunteers will do light scraping of old paint, priming and painting of classrooms (50 classrooms need to be painted). If you cannot make the full shift, you may come for a minimum of 4 hours. If you are interested, please tell your staff contact or call Elizabeth Newman 6-2790; Kevin Moran 6-5681 or Andrew Mayock 6-7492.

HORTON'S KIDS - Join children from the Horton's Kids mentoring/tutoring program as they serve their community. Children from the Horton's Kids program will celebrate MLK Day by preparing food for the homeless at Martha's Table. Horton's Kids is a volunteer-run, non-profit organization that provides tutoring, mentoring and other support to roughly 200 children living in the Wellington Park housing project in the Anacostia section of Washington, D.C. Two opportunities: 1) Up to 15 WH staff volunteers can join children from Horton's Kids to prepare food for the homeless at Martha's Table. Volunteers can join the Horton's Kids children from 10:00am-12:00pm or from 1:00pm-3:00pm. 2) Up to 30 WH staff volunteers also can join the younger children from Horton's Kids for a "scavenger hunt" at the Museum of Natural History from 1:00-4:00PM. Each volunteer will be responsible for helping 2 children (ages 4-9) find answers to questions about dinosaurs, bugs and animals. If you're interested, please contact Michele Jolin 5-5084.

MCI CENTER & DC READS/AMERICORPS EVENT - Join AmeriCorps and DC Reads volunteers, children and parents in an the event that will focus on MLK and greater access to reading. Volunteers will build book shelves, and children will receive a backpack containing ten books, including one on MLK. Library cards will be issued to children and there will be reading circles with short history lessons on MLK's life and philosophy. Up to 30 more volunteers can be accommodated at the MCI Center. Volunteers report to the 7th & G Street entrance of the MCI Center and work from 11:00am - 3:00pm. Volunteers serve lunch to the students, parents and tutors, and staff the literacy activities in the arena. Some will be escorts for children who are not with their tutor, others will staff stations/tables at the event. If you are interested, please tell your staff contact or call Elizabeth Newman 6-2790; Kevin Moran 6-5681 or Andrew Mayock 6-7492.

CAPITOL AREA COMMUNITY FOOD BANK - Join other volunteers sorting food that will be distributed to area shelters. Up to 15 more volunteers can be accommodated at the Capitol Area Community Food Bank. Volunteers report to Capitol Area Community Food Bank in NE Washington and work from 9:00am - 11:00am. Volunteers sort gleaned and donated food for distribution to area homeless shelters and soup kitchens. If you are interested, please tell your staff contact or call Elizabeth Newman 6-2790; Kevin Moran 6-5681 or Andrew Mayock 6-7492.

(Also, please inform us of any other opportunities in the D.C. area.)

Automated Records Management System
Hex-Dump Conversion

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Sara M. Latham (CN=Sara M. Latham/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:12-JAN-1998 10:43:42.00

SUBJECT: 12:30 today 757-2100, 5043

TO: Michelle Crisci (CN=Michelle Crisci/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Peter A. Weissman (CN=Peter A. Weissman/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Christopher J. Lavery (CN=Christopher J. Lavery/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Jake Siewert (CN=Jake Siewert/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Sarah A. Bianchi (CN=Sarah A. Bianchi/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Virginia N. Rustique (CN=Virginia N. Rustique/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Dan J. Taylor (CN=Dan J. Taylor/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Terri J. Tingen (CN=Terri J. Tingen/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Eleanor S. Parker (CN=Eleanor S. Parker/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

Podesta et al, will hold a conf. call w/Joel Johnson/Steve Elmendorf to discuss substance for Wednesday Dem. Unity WH event (this is not to be confused with the Laura Schwartz 1:00p call - which is event logisitics) pls have your boss call in, or come to Podesta's ofc to participate in call:

Jake Seiwert

Elena and/or Bruce, Chris Jennings

Gene (if he can..)

Rahm

Hilley

Klain (or one of his deputies)

Craig

Sosnik

Begala

thanks

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 17:23:15.00

SUBJECT: April Pres. Event

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

Elena,

I just spoke with Paul Yandura from the Fair Housing office at HUD. They may be interested in doing an event in April with the Secy and the Pres. to commemorate the 30th anniversary of the Fair Housing Act. HUD is putting on a series of events in April, but is interested in doing one big one that focuses on equal opportunity; fair lending; anti-discrimination, etc. This is still just a nugget of an idea, but I wanted to get your initial reaction. The event could be the President's April race event, but would be broader to include the whole housing opportunity agenda. What do you think?

Julie

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 14:26:41.00

SUBJECT: Phoenix and me

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

Elena,

I have made plans to attend the Advisory Board meeting in Phoenix tomorrow and Wednesday (though, b/c of the distance and flight times, I will not be back in the office until Friday). As I mentioned in an e-mail yesterday, both folks at the PIR and Lynn Cutler (b/c of the Native American meeting Wed. night) have urged my attendance. Please let me know if you think this isn't a good idea. Thanks.

Julie

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 20:44:58.00

SUBJECT: Re: Tradeable Work Opportunity Tax Credits

TO: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

You asked what the business would get for trading the credit to the intermediary: Essentially, it would give the hiring business the ability to increase the amount it would pay the intermediary for the finding and training of the new employee. If Company A would have been willing to hire WTW employee Ralph who had been through Intermediary B's training and placement but would have paid B only \$2,000, this would supplement the amount A would be able to pay B, making it more likely B would take a chance on Ralph in the first place because B can get more \$'s from A. Company A would pay B only after Ralph has stayed at Company A for 6 months.

It encourages intermediaries to train WTW employees. An economist would say except for lowering the transaction costs, this probably has no different effect than the employer tax credit, but I bet in the real world intermediaries would figure out the paperwork and be more efficient at using this tax credit.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:12-JAN-1998 17:11:59.00

SUBJECT: Crop Insurance Ideas

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

In response to inquiries about crop insurance from Senator Conrad, we met with the folks from Agriculture. There are two promising ideas on the crop insurance front, both of which USDA is working on. One idea is whole farm insurance, which would insure about 50% of revenues from entire farm operations. These revenues would be determined by Schedule F tax filings. The other idea is a farm IRA, which would not be tax deferred, and would allow farmers to put up to 20% of their receipts in an account. Money could only be withdrawn from these accounts if farm income falls below a certain level.

We are going to follow up on these ideas in the farm working group meetings that Tom is having. We are going to have the first meeting this week with Greg Frazier (COS to Glickman), Dave Carlin (legis affairs), Carl Whillock, and Barbara Wooley . Thanks, Mary

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:13-JAN-1998 11:33:44.00

SUBJECT: FLOTUS Race Event

TO: edley (edley @ law.harvard.edu @ INET @ LNGTWY [UNKNOWN])
READ:UNKNOWN

TO: Audrey M. Hutchinson (CN=Audrey M. Hutchinson/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TO: Maria Echaveste (CN=Maria Echaveste/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Sylvia M. Mathews (CN=Sylvia M. Mathews/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Richard Socarides (CN=Richard Socarides/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Judith A. Winston (CN=Judith A. Winston/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TO: Ann F. Lewis (CN=Ann F. Lewis/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Douglas B. Sosnik (CN=Douglas B. Sosnik/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

On Wednesday January 21, the First Lady will address students at Gaucher College in Baltimore, Maryland with Taylor Branch. The speech will be on race.

Is there something that we could add to this speech - policy, promising practice in Baltimore,

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 11:59:51.00

SUBJECT: Re: new republic article

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Thanks. I'll talk to him. I've talked to him once or twice before. He occasionally writes for The American Prospect, so he's another big-spender we've revived from the dead.

We did a little prep for the President's interviews with Brownstein and with TIME. In the pre-brief, he gave a marvelous defense of the child care initiative and why it wasn't big govt. Begala has a good line we should use: the child care initiative doesn't add a dime to the deficit or a bureaucrat to the payroll.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 11:55:32.00

SUBJECT: Re: ed numbers

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

I don't know. I guess it depends on what you're counting as new initiatives. "Shockingly accurate" was not the kind of non-confirmation we were looking for.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 14:00:16.00

SUBJECT: Re: Suggested State of the Union edits

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

I think it is a goal of a total of 10,000 WTW companies, not 10,000 above 3,000. What about saying "a year ago I challenged the business community, and they are comng forward..."

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jill M. Pizzuto (CN=Jill M. Pizzuto/OU=OMB/O=EOP [OMB])

CREATION DATE/TIME:13-JAN-1998 12:45:42.00

SUBJECT: URGENT: PROPOSED ADMINISTRATION POSITION ON DOMESTIC/INTERNATIONAL ABORTIO

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP@EOP [OPD])

READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP@EOP [WHO])

READ:UNKNOWN

TEXT:

here is the document again, in 6.1 -- we renamed it too.

let me know if there are still problems and if so, I'll just print & fax.

----- Forwarded by Jill M. Pizzuto/OMB/EOP on 01/13/98
12:44 PM -----

Laura Emmett
01/13/98 12:08:47 PM
Record Type: Record

To: Joshua Gotbaum/OMB/EOP@EOP
cc: Jill M. Pizzuto/OMB/EOP@EOP
Subject: URGENT: PROPOSED ADMINISTRATION POSITION ON
DOMESTIC/INTERNATIONAL ABORTION/FAMILY PLANNING FOR FY99 BUDGET

Can you please save this in a 6.1 version so I can open it? Thanks.

----- Forwarded by Laura Emmett/WHO/EOP on 01/13/98 12:08
PM -----

Elena Kagan
01/13/98 12:02:46 PM
Record Type: Record

To: Laura Emmett/WHO/EOP
cc:
Subject: URGENT: PROPOSED ADMINISTRATION POSITION ON
DOMESTIC/INTERNATIONAL ABORTION/FAMILY PLANNING FOR FY99 BUDGET

please print the insert

----- Forwarded by Elena Kagan/OPD/EOP on 01/13/98 12:02
PM -----

JOSHUA
GOTBAUM
01/12/98 11:11:05 PM

Clinton Presidential Records Automated Records Management System [EMAIL]

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

Hex Dump file is not in a recognizable format, has been incorrectly decoded or is damaged.

File Name: p_j1248822_opd_html_1.msoff

Attachment Number: [ATTACH.D82]MAIL42288421K.026

“Side-by-Side” Comparison for Abortion Provisions

Appropriations Bill/Provision	FY 97 Enacted	FY 98 President’s Budget	FY 98 Enacted	Recommended FY 99 Language
<p>DC</p> <p>Ban on Use of Funds for Abortion</p>	<p>Sec. 129. No funds appropriated under this Act shall be expended for any abortion except where the life of the mother would be endangered if the fetus were carried to term or where the pregnancy is the result of an act of rape or incest.</p>	<p>The Administration proposed deleting this provision and added a footnote that the Administration would work with Congress on this issue.</p>	<p>Sec. 132. Repeated FY 1997 Enacted language.</p>	<p>Repeat the FY 1998 Budget, i.e., the Administration proposes to delete this provision and add the footnote that the Administration will work with Congress on this issue.</p>
<p>C/J/S</p> <p>Ban on Use of Justice Funds for Abortion</p>	<p>Sec. 103. None of the funds appropriated by this title shall be available to pay for an abortion, except where the life of the mother would be endangered if the fetus were carried to term, or in the case of rape: Provided, That should this prohibition be declared unconstitutional by a court of competent jurisdiction, this section shall be null and void.</p>	<p>The Administration proposed deleting this provision and added a footnote that the Administration would work with Congress to address this issue.</p>	<p>Sec. 103. Repeated FY 1997 Enacted language</p>	<p>Repeat the FY 1998 Budget i.e., the Administration proposes to delete this provision and add a footnote that the Administration will work with Congress on this issue.</p>
<p>C/J/S</p> <p>Ban on the Use of Justice Funds for Performing Abortion</p>	<p>Sec. 104. None of the funds appropriated under this title shall be used to require any person to perform, or facilitate in any way the performance of any abortion.</p>	<p>Repeat same provision as enacted in FY 1997.</p>	<p>Sec. 104. Repeated FY 1997 Enacted language</p>	<p>Repeat FY 1998 Enacted Language.</p>
<p>C/J/S</p> <p>Bureau of Prisons duty to provide escort services for female inmates seeking a privately funded abortion.</p>	<p>Sec. 105. Nothing in the preceding section shall remove the obligation of the Director of the Bureau of Prisons to provide escort services necessary for a female inmate to receive such service outside the Federal facility: Provided, That nothing in this section in any way diminishes the effect of section 104 intended to address the philosophical beliefs of individuals employees of the Bureau of Prisons.</p>	<p>Repeat same provision as enacted in FY 1997.</p>	<p>Sec. 105. Repeated FY 1997 Enacted language</p>	<p>Repeat FY 1998 Enacted Language.</p>
<p>L/HHS/Ed</p> <p>Hyde Amendment</p>	<p>Sec. 508. None of the funds appropriated under this Act shall be expended for any abortion except when it is made known to the Federal entity or official to which funds are appropriated under this Act that such procedure is necessary</p>	<p>Proposed deletion with a footnote that the Administration will work</p>	<p>Sec. 509. (a) None of the funds appropriated under this Act shall be expended for any abortion. (b) None of the funds appropriated under this Act shall be expended for health benefits coverage that includes</p>	<p>Repeat FY 1998 Budget, i.e., propose deletion and add</p>

Appropriations Bill/Provision	FY 97 Enacted	FY 98 President's Budget	FY 98 Enacted	Recommended FY 99 Language
	to save the life of the mother or that the pregnancy is the result of an act of rape or incest.	with Congress to address this issue.	coverage of abortion. (c) The term "health benefits coverage" means the package of services covered by a managed care provider or organization pursuant to a contract or other arrangement.	footnote: "The Administration proposes to delete this footnote and will work with Congress to address this issue."
<p>L/HHS/Ed</p> <p>Hyde Amendment</p>			<p>(New Provision)</p> <p>Sec. 510. (a) The limitations established in the preceding section shall not apply to an abortion-(1) if the pregnancy is the result of an act of rape or incest; or (2) in the case where a woman suffers from a physical disorder, physical injury, or physical illness, including a life-endangering physical condition caused by or arising from the pregnancy itself, that would, as certified by a physician, place the woman in danger of death unless an abortion is performed. (b) Nothing in the preceding section shall be construed as prohibiting the expenditure by a State, locality, entity, or private person of State, local, or private funds (other than a State's or locality's contribution of Medicaid matching funds). (c) Nothing in the preceding section shall be construed as restricting the ability of any managed care provider from offering abortion coverage or the ability of a State or locality to contract separately with such a provider for such coverage with State funds (other than a State's or locality's contribution of Medicaid matching funds).</p>	Delete provision and add footnote: "The Administration proposes to delete this provision and will work with Congress to address this issue."
<p>Foreign Ops</p>	<p>Sec. 518. None of the funds made available to carry out part I of the Foreign Assistance Act of 1961, as amended, may be used to pay for the performance of abortions as a method of family planning or to motivate or coerce any person to practice abortions. None of the funds made available to carry out part I of the Foreign Assistance Act of 1961, as amended, may be used to pay for the performance of involuntary sterilization as a method of family planning or to coerce or provide any financial incentive to any person to undergo sterilizations. None of the funds made available to carry out part I of the Foreign Assistance Act of 1961, as amended, may be used to pay for any biomedical research which relates in whole or in part, to methods of, or the performance of, abortions or involuntary sterilization as a means of family planning. None of the funds made available to carry out part I of the Foreign Assistance Act of 1961, as amended, may be obligated or expended for any country or organization if the President certifies that the use of these funds by any such country or organization would violate any of the above provisions related to abortions and involuntary sterilizations: Provided, That none of the funds made available under this Act may be used to lobby for or against abortion.</p>	Repeat FY 1997 Enacted.	Sec. 518. Same as FY 1997 Enacted language.	Repeat FY 1998 Enacted language.

Appropriations Bill/Provision	FY 97 Enacted	FY 98 President's Budget	FY 98 Enacted	Recommended FY 99 Language
Foreign Ops	Sec. 518A. Authorization for Population Planning. This section (too lengthy to print here) limited population and family planning funding to \$385 million, required monthly apportioning for this funding, did not allow obligations to begin until July 1997, authorized a Presidential certification and a Congressional vote in February to allow obligations to begin in March rather than July (the Administration, narrowly won the vote).	The Administration proposed to delete this provision.	Sec. 592. (a) Not to exceed \$385,000,000 of the funds appropriated in title II of this Act may be available for population planning activities or other population assistance. (b) Such funds may be apportioned only on a monthly basis, and such monthly apportionments may not exceed 8.34 percent of the total available for such activities.	The Administration proposes to delete this provision.
Foreign Ops	Agency for International Development Appropriation Language: For necessary expenses to carry out ... Provided further, That of the funds appropriated under title II of this Act that are administered by the Agency for International Development and made available for family planning assistance, not less than 65 percent shall be made available directly to the agency's central Office of Population and shall be programmed by that office for family planning activities: Provided further, ... Provided further, That none of the funds made available in this Act nor any unobligated balances from prior appropriations may be made available to any organization or program which, as determined by the President of the United States, supports or participates in the management of a program of coercive abortion or involuntary sterilization: Provided further, That none of the funds made available under this heading may be used to pay for the performance of abortion as a method of family planning or to motivate or coerce any person to practice abortions; and that in order to reduce reliance on abortion in developing nations, funds shall be available only to voluntary family planning projects which offer, either directly or through referral to, or information about access to, a broad range of family planning methods and services: Provided further, That in awarding grants for natural family planning under section 104 of the Foreign Assistance Act of 1961 no applicant shall be discriminated against because of such applicant's religious or conscientious commitment to offer only natural family planning; and, additionally, all such applicants shall comply with the requirements of the previous proviso: Provided further, That for purposes of this or any other Act authorizing or appropriating funds for foreign operations, export financing, and related programs, the term "motivate", as it relates to family planning assistance, shall not be construed to prohibit the provision, consistent with local law, of information or counseling about all pregnancy options: Provided further, That nothing in this paragraph shall be construed to alter any existing statutory prohibitions against abortion under section 104 of the Foreign Assistance Act of 1961: Provided further, ... "	The Administration proposed to delete this language.	"For necessary expenses to carry out ... Provided further, That none of the funds made available in this Act nor any unobligated balances from prior appropriations may be made available to any organization or program which, as determined by the President of the United States, supports or participates in the management of a program of coercive abortion or involuntary sterilization: Provided further, That none of the funds made available under this heading may be used to pay for the performance of abortion as a method of family planning or to motivate or coerce any person to practice abortions; and that in order to reduce reliance on abortion in developing nations, funds shall be available only to voluntary family planning projects which offer, either directly or through referral to, or information about access to, a broad range of family planning methods and services; Provided further, That in awarding grants for natural family planning under section 104 of the Foreign Assistance Act of 1961 no applicant shall be discriminated against because of such applicant's religious or conscientious commitment to offer only natural family planning; and additionally, all such applicants shall comply with the requirements of the previous proviso: Provided further, That for purposes of this or any other Act authorizing or appropriations funds for foreign operations, export financing, and related programs, the term "motivate", as it relates to family planning assistance, shall not be construed to prohibit the provision, consistent with local law, of information or counseling about all pregnancy options: Provided further, That nothing in this paragraph shall be construed to alter any existing statutory prohibitions against abortion under section 104 of the Foreign Assistance Act of 1961; Provided further ..."	The Administration does not propose to delete this language in the FY 1999 Budget.
Foreign Ops	Assistance for the New Independent States of the Former Soviet Union: (r) Of the funds appropriated under this heading, not less than \$15,000,000 should be available only for a family planning program for	The Administration proposed to delete this language.	Deleted.	

Appropriations Bill/Provision	FY 97 Enacted	FY 98 President's Budget	FY 98 Enacted	Recommended FY 99 Language
	the New Independent States of the former Soviet Union comparable to the family planning program currently administered by the Agency for International Development in the Central Asian Republics and focusing on population assistance which provides an alternative to abortion.			
Treasury/ General Government FEHB Prohibition	Sec.518. No funds appropriated by this Act shall be available to pay for an abortion, or the administrative expenses in connection with any health plan under the Federal employees health benefit program which provides any benefits or coverage for abortion.	The Administration proposed deleting this provision.	Sec. 513. Same as FY 1997 Enacted language.	The Administration proposes deleting this provision.
Treasury/ General Government FEHB Prohibition	Sec. 519. The provision of section 518 shall not apply where the life of the mother would be endangered if the fetus were carried to term, or the pregnancy is the result of an act of rape or incest.	The Administration proposed deleting this provision.	Sec. 514. Same as FY 1997 Enacted language.	The Administration proposes deleting this provision.
DoD	None		None	

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 13:02:47.00

SUBJECT: Harris's proposal for restarting President's Youth Service Awards

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Ann F. Lewis (CN=Ann F. Lewis/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Stephen B. Silverman (CN=Stephen B. Silverman/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Katherine Hubbard (CN=Katherine Hubbard/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: D. Stephen Goodin (CN=D. Stephen Goodin/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

I think this is an easy call, but let me know asap if the following raises any red flags.

Harris sent a Dec. 31 memo to the President in which he says the Corporation will relaunch the President's Youth Service Awards. These awards are essentially a certificate similar to the President's Physical Fitness Award, and would go to any youngster who could demonstrate that they completed 100 hours or more of service in a year (part of the summit's goal 5). There is no cost. The program has bipartisan support. But it was suspended in March 1994 after a negative IG report on how it was being administered.

Apparently Gomperts told Melanne about the idea, and my second-hand information is that she liked it very much and the First Lady is seriously considering mentioning it in this week's column, which has a deadline of Thursday. So if there are any problems, we should surface them now.

(The other obvious question is whether we should hold this for him to announce at the service event on MLK Day, but this doesn't seem so appealing, and it's not clear we want an announcement.)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 12:13:58.00

SUBJECT: Re: new republic article

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

No transcript of the briefing, but if he says the same in the interview, we can get a transcript of that. Erskine asked Waldman to try to write up what BC said.

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Bruce Reed to Christa Robinson et al. re: Seating (2 pages)	01/13/1998	P6/b(6)

COLLECTION:

Clinton Presidential Records
Automated Records Management System [Email]
OPD ([Kagan])
OA/Box Number: 250000

FOLDER TITLE:

[01/12/1998-01/13/1998]

2009-1006-F
bm106

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 14:36:33.00

SUBJECT: Hill Mtg (DAILY ENTRY)

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TEXT:

They want are help with New Democrats. Looks like Superfund isn't going anywhere with this strategy.

----- Forwarded by Paul J. Weinstein Jr./OPD/EOP on
01/13/98 02:36 PM -----

Bradley M. Campbell

01/13/98 02:16:04 PM

Record Type: Record

To: Paul J. Weinstein Jr./OPD/EOP

cc:

Subject: Hill Mtg (DAILY ENTRY)

here's my own summary. 90 percent of the meeting was about Superfund.

----- Forwarded by Bradley M. Campbell/CEQ/EOP on
01/13/98 02:15 PM -----

Bradley M. Campbell

01/12/98 07:54:19 PM

Record Type: Record

To: Kathleen A. McGinty/CEQ/EOP

cc: Robert S. Kapla/CEQ/EOP, Wesley P. Warren/CEQ/EOP, Shelley N. Fidler/CEQ/EOP

Subject: Hill Mtg (DAILY ENTRY)

Katie: Janet Murguia and I met this afternoon with staff for Gephardt and ranking committee Democrats on the House side concerning the environmental agenda for the coming Congress. Superfund consumed most of the meeting, but we did cover discussion of overall message/agenda.

* First, there is strong interest in a common Democratic message on the environment. In particular, we discussed a "Democratic Clean Communities Agenda," which would largely mirror the President's priorities while avoiding issues that threaten to divide documents. Initial ideas for the legislative agenda would include Clean water (focused on full funding for the President's initiative and possibly on the Pallone beach water quality/ right to know bill); the President's environmental crimes bill (announced at Kalamazoo and introduced this Congress by Schumer) , the Dingell brownfields bill, (water quality and right to know), possibly a

children's health bill (codifying the President's Executive order), and full funding to preserve our parks and great places. Climate is bracketed, in the sense that there may be united Dem support for climate incentives, but the treaty issue is likely to be divisive. All of these individual items are in preliminary and negotiable, the idea is to get a unifying slate of items that exemplify a message, hopefully to include the major jurisdictional committees.

* Second, on Superfund, there seems to be a consensus among House Democrats that it is not helpful to pump up Superfund reform as a priority -- at least not unless we are placing heavy emphasis on how bad the Republican proposals on Superfund are at the same time. Instead, there is a preference for emphasizing how much site cleanups have progressed, and the need for brownfields legislation. All House Committee Democrats agree that there is a zero likelihood of an acceptable Superfund bill getting to the President in this Congress. Even if the Committees move forward with one bill or rival bills, it is a near certainty that Archer will kill it in Ways and Means rather than reinstate the Superfund taxes on the oil industry. Because of these circumstances, there is lingering resentment among House Democrats about the May 15 reauthorization deadline that was established as a condition of the advanced appropriation of funding commitments that the President made at Kalamazoo. There is also lingering and strong concern about the President's continued emphasis on the need for Superfund legislation, as evidenced in his preholiday interview with the New York Times.

With EPA's help, Committee Democrats are currently working on an alternative/substitute Superfund bill that would be consistent with the Administration's reform principles. We expect to be able to support this bill, and we hope to use it as a basis for unifying Democrats on Superfund. The Committee Dems have asked for our immediate help in getting the "new Democrat" coalition to sign onto this bill, and to help stem the efforts of some in the caucus to develop rival proposals (e.g. Barcia and Dooley introduced a bill at the end of the first session that was closer to the Republican bill than to the Administration's proposals).

We are continuing to confer with EPA and to elicit views on how to respond to this state of affairs. You should convene a deputies meeting on Superfund to unify the agencies once we've had a chance to confer further with EPA,

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: William R. Kincaid (CN=William R. Kincaid/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 11:23:13.00

SUBJECT: fyi...

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

This week Missy started work in the First Lady's office. She basically has Capricia Marshall's old job. You may bump into her from time to time...

-- Bill

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 16:49:02.00

SUBJECT: ap story

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Mike, you should tell Kennedy's people to stop saying we're doing their bill. See quote below.

Clinton Seeks to Boost Education

By Robert Greene
AP Education Writer
Tuesday, January 13, 1998; 3:54 p.m. EST

billions of
and build or
areas.

WASHINGTON (AP) -- Emphasizing education for the second straight year, President Clinton will seek

dollars to hire tens of thousands of new teachers repair schools, with a focus on poor and rural

least \$5 billion
that. Clinton also
spending for bilingual
colleges with
numbers for
ressional and

The school construction proposal would cost at and the teacher proposal easily in excess of will request at least \$200 million to boost education, education aid for migrant children and high enrollments of Hispanic students. The programs over the next five years come from congressional administration sources.

need for new
already

Congressional Republicans, while recognizing the teachers because of growing enrollments, are concerned about the cost.

spokesman for the
are they
fight for it? ...
have a message

``This is quite a list,''' said Jay Diskey, House Education and Workforce Committee. ``How going to pay for it? And how are they going to You will see us join with him on some but also

budget surpluses
available from a
over smoking
100,000
said it was unclear
started
legislative proposals.
Edward M.
week by Rep.
teachers over
cost by taking
education
Endowment
teachers a
oppose.
administration
and
much to
two years was
many urban
that money to
to defray the
projects. Another
Sens. Carol

of, 'Where's this money going to come from?''

There are questions about the size of future
and how much will money, if any, might be
proposed settlement with the tobacco industry
related health-care costs.

A Senate Democratic aide, speaking on condition of
anonymity, said the administration was aiming for
teachers a year over five years. But the aide
how they would be paid for.

Congressional Republicans and Democrats already
taking up the issue late last year with

In a National Press Club speech last month, Sen.
Kennedy, D-Mass., proposed recruiting 100,000 new
teachers a year for 10 years. A bill offered last
Bill Paxon, R-N.Y., calls for hiring 100,000 new
five years. However, it would pay the \$8 billion
money from Clinton's prized Americorps, an
program known as Goals 2000 and the National
for the Arts. Paxon's bill also calls for denying
chance a tenure, something teacher unions would

Trying to keep a 1996 campaign promise, the
will propose at least \$5 billion on school repair
construction. A proposal last year to spend that
stimulate \$20 billion worth of construction over
shelved during balanced-budget talks, angering
Democrats.

The administration has been debating how to use
help school districts. One possibility would be
cost of borrowing money for construction
possibility, contained in legislation proposed by

\$1 billion
construction
districts less for

significant because
the 1998

million
centers in rural and
Century
other help,
school and

support the
experimental public
regulations.
year for the
previous year.

tried to link
subsidies for

million for
new teachers
classrooms.

education
go to 15 to 25
such as

Moseley-Braun, D-Ill., and Kennedy, would provide
a year in tax credits for companies doing the
projects so they would charge the local school
the work.

The Hispanic aid proposal is politically
Democrats and Republicans are courting Latinos in
congressional elections.

Among other proposals:

--The administration wants support beyond the \$40
provided this year for after-school learning
inner-city public schools. The so-called 21st
Community Learning Centers provide tutoring and
as well as a safe place for children to be after
before parents return home from work.

--On another front, the administration plans to
creation of even more charter schools,
schools that operate independently of usual
Bipartisan legislation provided \$80 million this
schools, an increase from \$51 million the

Republicans support charter schools, but have
support for them with support for vouchers,
private and church-run schools.

The administration adamantly opposes vouchers.

--Clinton already has said he wants to spend \$350
scholarships and other aid to colleges for 35,000
willing to serve in poor urban and rural

--The president also has announced plans for
opportunity zones." Financial incentives would
poor school districts that adopt dramatic reforms

closing bad schools and firing bad teachers.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 10:22:14.00

SUBJECT: HHS & International Framework Convention

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Sherman says HHS is moving ahead with the framework convention.
----- Forwarded by Thomas L. Freedman/OPD/EOP on 01/13/98
10:21 AM -----

Sherman G. Boone
01/13/98 09:32:24 AM

Record Type: Record

To: Daniel K. Tarullo/OPD/EOP, Thomas L. Freedman/OPD/EOP
cc: Jerold R. Mande/OSTP/EOP
Subject: HHS & International Framework Convention

We soon should be hearing "officially" that HHS (Kevin Thurm) has decided to proceed with drafting request for Circular 175 negotiating authority for the International Framework Convention on Tobacco Control. HHS will be searching internally for \$100,000 as the U.S. contribution towards a planning meeting to be convened by WHO (10-15 nations to participate).

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Kevin S. Moran (CN=Kevin S. Moran/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:13-JAN-1998 10:31:42.00

SUBJECT: Daily Talk Points: Strengthening Communities for America's Families

TO: Judith A. Winston (CN=Judith A. Winston/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Robert Wexler (CN=Robert Wexler/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Michael Wenger (CN=Michael Wenger/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Brenda Toineeta (CN=Brenda Toineeta/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Chandler G. Spaulding (CN=Chandler G. Spaulding/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Maria E. Soto (CN=Maria E. Soto/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Michael J. Sorrell (CN=Michael J. Sorrell/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Katherine D. Shekells (CN=Katherine D. Shekells/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Lydia Sermons (CN=Lydia Sermons/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Scott R. Palmer (CN=Scott R. Palmer/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Evelina Mosby (CN=Evelina Mosby/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Tamara Monosoff (CN=Tamara Monosoff/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Jacinta Ma (CN=Jacinta Ma/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Ana Lopez (CN=Ana Lopez/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Lin Liu (CN=Lin Liu/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Allison J. King (CN=Allison J. King/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Diana Kappner (CN=Diana Kappner/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Audrey M. Hutchinson (CN=Audrey M. Hutchinson/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Wanda Habash (CN=Wanda Habash/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Linda C. Gray (CN=Linda C. Gray/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Claire Gonzales (CN=Claire Gonzales/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: John M. Goering (CN=John M. Goering/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Danielle B. Glosser (CN=Danielle B. Glosser/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Grace A. Garcia (CN=Grace A. Garcia/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Cedra D. Eaton (CN=Cedra D. Eaton/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Jennifer A. Dolan (CN=Jennifer A. Dolan/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: David K. Chai (CN=David K. Chai/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Michele Cavataio (CN=Michele Cavataio/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Elizabeth A. Castle (CN=Elizabeth A. Castle/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Rhonda Carney (CN=Rhonda Carney/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: David Campt (CN=David Campt/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Lacreacia Cade (CN=Lacreacia Cade/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Alexander L. Boyle (CN=Alexander L. Boyle/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Marjorie A. Black (CN=Marjorie A. Black/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Patrick Aylward (CN=Patrick Aylward/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Randy D. Ayers (CN=Randy D. Ayers/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Hector X. Zuniga (CN=Hector X. Zuniga/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ian A. Zakrocki (CN=Ian A. Zakrocki/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Fumihiko Yashiro (CN=Fumihiko Yashiro/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jonathan R. Yarowsky (CN=Jonathan R. Yarowsky/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lucia A. Wyman (CN=Lucia A. Wyman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carolyn T. Wu (CN=Carolyn T. Wu/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ronald L. Wright (CN=Ronald L. Wright/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Barbara D. Woolley (CN=Barbara D. Woolley/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dawn V. Woollen (CN=Dawn V. Woollen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Debra S. Wood (CN=Debra S. Wood/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Vivian C. Wong (CN=Vivian C. Wong/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Woyneab M. Wondwossen (CN=Woyneab M. Wondwossen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia Wilson (CN=Patricia Wilson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eileen A. Wilson (CN=Eileen A. Wilson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Courtland L. Willman (CN=Courtland L. Willman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sherman A. Williams (CN=Sherman A. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia Williams (CN=Patricia Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael W. Williams (CN=Michael W. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lisa M. Williams (CN=Lisa M. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cecily C. Williams (CN=Cecily C. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kim B. Widdess (CN=Kim B. Widdess/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William H. White Jr. (CN=William H. White Jr./OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Daniel Wexler (CN=Daniel Wexler/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Howard R. Westray (CN=Howard R. Westray/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Maria A. Westfried (CN=Maria A. Westfried/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lowell A. Weiss (CN=Lowell A. Weiss/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Philip L. Weintraub (CN=Philip L. Weintraub/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robert N. Weiner (CN=Robert N. Weiner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Glen M. Weiner (CN=Glen M. Weiner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dorian V. Weaver (CN=Dorian V. Weaver/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christopher Wayne (CN=Christopher Wayne/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Setti D. Warren (CN=Setti D. Warren/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christopher F. Walker (CN=Christopher F. Walker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ann F. Walker (CN=Ann F. Walker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael Waldman (CN=Michael Waldman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael B. Waitzkin (CN=Michael B. Waitzkin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Janice H. Vranich (CN=Janice H. Vranich/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Miriam H. Vogel (CN=Miriam H. Vogel/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Amandeep S. Viridi (CN=Amandeep S. Viridi/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Thomas J. Vellenga (CN=Thomas J. Vellenga/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ilia V. Velez (CN=Ilia V. Velez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dag Vega (CN=Dag Vega/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Terry Vasquez (CN=Terry Vasquez/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Suzanna A. Valdez (CN=Suzanna A. Valdez/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Eileen M. Upperman (CN=Eileen M. Upperman/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: June G. Turner (CN=June G. Turner/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Phyllis J. Tucker (CN=Phyllis J. Tucker/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Paul A. Tuchmann (CN=Paul A. Tuchmann/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Clare E. Treanor (CN=Clare E. Treanor/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Karen Tramontano (CN=Karen Tramontano/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Gregory T. Trainor (CN=Gregory T. Trainor/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Serena C. Torrey (CN=Serena C. Torrey/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Barry J. Toiv (CN=Barry J. Toiv/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Amy W. Tobe (CN=Amy W. Tobe/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Terri J. Tingen (CN=Terri J. Tingen/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Tracey E. Thornton (CN=Tracey E. Thornton/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Patsy L. Thomasson (CN=Patsy L. Thomasson/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Edwin R. Thomas III (CN=Edwin R. Thomas III/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Theresa A. Thibadeau (CN=Theresa A. Thibadeau/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Ora Theard (CN=Ora Theard/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: James M. Teague (CN=James M. Teague/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Marjorie Tarmey (CN=Marjorie Tarmey/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Neera Tanden (CN=Neera Tanden/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael J. Sullivan (CN=Michael J. Sullivan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Alan P. Sullivan (CN=Alan P. Sullivan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carrie A. Street (CN=Carrie A. Street/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stephanie S. Streett (CN=Stephanie S. Streett/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dana C. Strand (CN=Dana C. Strand/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Darby E. Stott (CN=Darby E. Stott/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cheri L. Stockham (CN=Cheri L. Stockham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Annie Stewart (CN=Annie Stewart/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Todd Stern (CN=Todd Stern/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Aviva Steinberg (CN=Aviva Steinberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Helen M. Stefanopoulos (CN=Helen M. Stefanopoulos/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elisabeth Steele (CN=Elisabeth Steele/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christine A. Stanek (CN=Christine A. Stanek/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Samantha T. Speight (CN=Samantha T. Speight/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stacie Spector (CN=Stacie Spector/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Douglas B. Sosnik (CN=Douglas B. Sosnik/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia Solis-Doyle (CN=Patricia Solis-Doyle/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Samuel B. Sokol (CN=Samuel B. Sokol/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Richard Socarides (CN=Richard Socarides/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Jonathan E. Smith (CN=Jonathan E. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dorotha S. Smith (CN=Dorotha S. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Craig T. Smith (CN=Craig T. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brigham C. Smith (CN=Brigham C. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brian E. Smith (CN=Brian E. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brian D. Smith (CN=Brian D. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Bernice W. Smith (CN=Bernice W. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dawn L. Smalls (CN=Dawn L. Smalls/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: C. Wayne Skinner (CN=C. Wayne Skinner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen E. Skelton (CN=Karen E. Skelton/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tracy F. Sisser (CN=Tracy F. Sisser/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sherry L. Singer (CN=Sherry L. Singer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Wandra E. Simpson (CN=Wandra E. Simpson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Bryan Simmons (CN=Bryan Simmons/OU=WHO/O=EOP [WHO])
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TO: Stephen B. Silverman (CN=Stephen B. Silverman/OU=WHO/O=EOP [WHO])
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TO: Joshua Silverman (CN=Joshua Silverman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael A. Siegel (CN=Michael A. Siegel/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Wendy W. Showers (CN=Wendy W. Showers/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cynthia L. Shourds (CN=Cynthia L. Shourds/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: June Shih (CN=June Shih/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Steve A. Sherman (CN=Steve A. Sherman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Douglas S. Sheorn (CN=Douglas S. Sheorn/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Melanie L. Shender (CN=Melanie L. Shender/OU=WHO/O=EOP [WHO])
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TO: Thomas A. Shea (CN=Thomas A. Shea/OU=WHO/O=EOP [WHO])
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TO: Maureen T. Shea (CN=Maureen T. Shea/OU=WHO/O=EOP [WHO])
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TO: Ruby Shamir (CN=Ruby Shamir/OU=WHO/O=EOP [WHO])
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TO: Jennifer C. Self (CN=Jennifer C. Self/OU=WHO/O=EOP [WHO])
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TO: Sondra L. Seba (CN=Sondra L. Seba/OU=WHO/O=EOP [WHO])
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TO: Evan Ryan (CN=Evan Ryan/OU=WHO/O=EOP [WHO])
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TO: Steven J. Ronnel (CN=Steven J. Ronnel/OU=WHO/O=EOP [WHO])
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TO: Geronimo M. Rodriguez Jr (CN=Geronimo M. Rodriguez Jr/OU=WHO/O=EOP [WHO])
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TO: Gertrude A. Roddick (CN=Gertrude A. Roddick/OU=WHO/O=EOP [WHO])
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TO: Maritza Rivera (CN=Maritza Rivera/OU=WHO/O=EOP [WHO])
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TO: Jonathan Right (CN=Jonathan Right/OU=WHO/O=EOP [WHO])
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TO: Earlene F. Rick (CN=Earlene F. Rick/OU=WHO/O=EOP [WHO])
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TO: Abigail Rezneck (CN=Abigail Rezneck/OU=WHO/O=EOP [WHO])
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TO: Mary M. Ratliff (CN=Mary M. Ratliff/OU=WHO/O=EOP [WHO])
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TO: Alice J. Pushkar (CN=Alice J. Pushkar/OU=WHO/O=EOP [WHO])
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TO: Dawn Puestow (CN=Dawn Puestow/OU=WHO/O=EOP [WHO])
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TO: Jaycee A. Pribulsky (CN=Jaycee A. Pribulsky/OU=WHO/O=EOP [WHO])

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TO: Shawnrick S. Polk (CN=Shawnrick S. Polk/OU=WHO/O=EOP [WHO])
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TO: John Podesta (CN=John Podesta/OU=WHO/O=EOP [WHO])
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TO: Angelique Pirozzi (CN=Angelique Pirozzi/OU=WHO/O=EOP [WHO])
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TO: Darren D. Peters (CN=Darren D. Peters/OU=WHO/O=EOP [WHO])
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TO: Michelle Peterson (CN=Michelle Peterson/OU=WHO/O=EOP [WHO])
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TO: Karen W. Peterson (CN=Karen W. Peterson/OU=WHO/O=EOP [WHO])
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TO: Mei Mei Peng (CN=Mei Mei Peng/OU=WHO/O=EOP [WHO])
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TO: Julia M. Payne (CN=Julia M. Payne/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

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TO: Aaron P. Patterson (CN=Aaron P. Patterson/OU=WHO/O=EOP [WHO])
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TO: Simeona F. Pasquil (CN=Simeona F. Pasquil/OU=WHO/O=EOP [WHO])
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TO: Carole A. Parmelee (CN=Carole A. Parmelee/OU=WHO/O=EOP [WHO])
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TO: Eleanor S. Parker (CN=Eleanor S. Parker/OU=WHO/O=EOP [WHO])
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TO: Doris Parker (CN=Doris Parker/OU=WHO/O=EOP [WHO])
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TO: Jennifer M. Palmieri (CN=Jennifer M. Palmieri/OU=WHO/O=EOP [WHO])
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READ:UNKNOWN

TO: Catherine R. Pacific (CN=Catherine R. Pacific/OU=WHO/O=EOP [WHO])

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TO: Rosemary B. O'Shea (CN=Rosemary B. O'Shea/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Peter O'Keefe (CN=Peter O'Keefe/OU=WHO/O=EOP [WHO])
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TO: Dimitri J. Nionakis (CN=Dimitri J. Nionakis/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elizabeth R. Newman (CN=Elizabeth R. Newman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Timothy L. Newell (CN=Timothy L. Newell/OU=WHO/O=EOP [WHO])
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TO: Kathleen Neumann (CN=Kathleen Neumann/OU=WHO/O=EOP [WHO])
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TO: David W. Neslen (CN=David W. Neslen/OU=WHO/O=EOP [WHO])
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TO: Mark D. Neschis (CN=Mark D. Neschis/OU=WHO/O=EOP [WHO])
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TO: Robert W. Nelson (CN=Robert W. Nelson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charles B. Nash (CN=Charles B. Nash/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Bob J. Nash (CN=Bob J. Nash/OU=WHO/O=EOP [WHO])
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TO: Alex G. Nagy (CN=Alex G. Nagy/OU=WHO/O=EOP [WHO])
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TO: Sam Myers (CN=Sam Myers/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Reuben L. Musgrave Jr. (CN=Reuben L. Musgrave Jr./OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Alison Muscatine (CN=Alison Muscatine/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Melissa M. Murray (CN=Melissa M. Murray/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Janet Murguia (CN=Janet Murguia/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jonathan Murchinson (CN=Jonathan Murchinson/OU=WHO/O=EOP [WHO])
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TO: Scott Mulhauser (CN=Scott Mulhauser/OU=WHO/O=EOP [WHO])
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TO: Mary Morrison (CN=Mary Morrison/OU=WHO/O=EOP [WHO])

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TO: Kevin S. Moran (CN=Kevin S. Moran/OU=WHO/O=EOP [WHO])
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TO: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Linda L. Moore (CN=Linda L. Moore/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Megan C. Moloney (CN=Megan C. Moloney/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Deborah B. Mohile (CN=Deborah B. Mohile/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mona G. Mohib (CN=Mona G. Mohib/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Rajiv Y. Mody (CN=Rajiv Y. Mody/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cheryl D. Mills (CN=Cheryl D. Mills/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elisa Millsap (CN=Elisa Millsap/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Matthew R. Millikin (CN=Matthew R. Millikin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tanya L. Miller (CN=Tanya L. Miller/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Timothy O. Milbrath (CN=Timothy O. Milbrath/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: R. Scott Michaud (CN=R. Scott Michaud/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Noa A. Meyer (CN=Noa A. Meyer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Manuel A. Mendoza (CN=Manuel A. Mendoza/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Estela Mendoza (CN=Estela Mendoza/OU=WHO/O=EOP [WHO])
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TO: Susan McNay (CN=Susan McNay/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nancy E. McNamara (CN=Nancy E. McNamara/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Myron L. McMullen Sr. (CN=Myron L. McMullen Sr./OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia A. McHugh (CN=Patricia A. McHugh/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Anne E. McGuire (CN=Anne E. McGuire/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Scott B. McGee (CN=Scott B. McGee/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael D. McCurry (CN=Michael D. McCurry/OU=WHO/O=EOP [WHO])
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TO: Ann A. McCoy (CN=Ann A. McCoy/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kelli R. McClure (CN=Kelli R. McClure/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William W. McCathran (CN=William W. McCathran/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ellen W. McCathran (CN=Ellen W. McCathran/OU=WHO/O=EOP [WHO])
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TO: Stacey S. McArdle (CN=Stacey S. McArdle/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Emory L. Mayfield (CN=Emory L. Mayfield/OU=WHO/O=EOP [WHO])
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TO: Douglas Matties (CN=Douglas Matties/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Doris O. Matsui (CN=Doris O. Matsui/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sylvia M. Mathews (CN=Sylvia M. Mathews/OU=WHO/O=EOP [WHO])
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TO: Julie E. Mason (CN=Julie E. Mason/OU=WHO/O=EOP [WHO])
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TO: Nonila Masmela (CN=Nonila Masmela/OU=WHO/O=EOP [WHO])
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TO: Demond T. Martin (CN=Demond T. Martin/OU=WHO/O=EOP [WHO])
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TO: William P. Marshall (CN=William P. Marshall/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Capricia P. Marshall (CN=Capricia P. Marshall/OU=WHO/O=EOP [WHO])
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TO: Thurgood Marshall Jr (CN=Thurgood Marshall Jr/OU=WHO/O=EOP [WHO])
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TO: Laura S. Marcus (CN=Laura S. Marcus/OU=WHO/O=EOP [WHO])

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TO: Christy M. Manso (CN=Christy M. Manso/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

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TO: Alphonse J. Maldon (CN=Alphonse J. Maldon/OU=WHO/O=EOP [WHO])
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TO: Maria E. Mahfood (CN=Maria E. Mahfood/OU=WHO/O=EOP [WHO])
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TO: Kristin J. Madigan (CN=Kristin J. Madigan/OU=WHO/O=EOP [WHO])
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TO: Richard Lum (CN=Richard Lum/OU=WHO/O=EOP [WHO])
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TO: Russel F. Loiselle (CN=Russel F. Loiselle/OU=WHO/O=EOP [WHO])
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TO: Daniel Lesmez (CN=Daniel Lesmez/OU=WHO/O=EOP [WHO])

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TO: Christopher J. Lavery (CN=Christopher J. Lavery/OU=WHO/O=EOP [WHO])
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TO: Sara M. Latham (CN=Sara M. Latham/OU=WHO/O=EOP [WHO])
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TO: Karin Kullman (CN=Karin Kullman/OU=WHO/O=EOP [WHO])
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TO: Karen C. Kucik (CN=Karen C. Kucik/OU=WHO/O=EOP [WHO])
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TO: Sarah S. Knight (CN=Sarah S. Knight/OU=WHO/O=EOP [WHO])
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TO: Catherine T. Kitchen (CN=Catherine T. Kitchen/OU=WHO/O=EOP [WHO])
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TO: Joshua A. King (CN=Joshua A. King/OU=WHO/O=EOP [WHO])
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TO: Jordan D. Kaplan (CN=Jordan D. Kaplan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jody J. Kaplan (CN=Jody J. Kaplan/OU=WHO/O=EOP [WHO])
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TO: Cyril Jones (CN=Cyril Jones/OU=WHO/O=EOP [WHO])
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TO: Rochester M. Johnson (CN=Rochester M. Johnson/OU=WHO/O=EOP [WHO])

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TO: Lee R. Johnson (CN=Lee R. Johnson/OU=WHO/O=EOP [WHO])
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TO: Leanne I. Johnson (CN=Leanne I. Johnson/OU=WHO/O=EOP [WHO])
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TO: Aimee C. Jimenez (CN=Aimee C. Jimenez/OU=WHO/O=EOP [WHO])
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TO: Jon P. Jennings (CN=Jon P. Jennings/OU=WHO/O=EOP [WHO])
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TO: Cynthia M. Jasso-Rotunno (CN=Cynthia M. Jasso-Rotunno/OU=WHO/O=EOP [WHO])
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TO: Thomas D. Janenda (CN=Thomas D. Janenda/OU=WHO/O=EOP [WHO])
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TO: Peter G. Jacoby (CN=Peter G. Jacoby/OU=WHO/O=EOP [WHO])
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TO: Amanda R. Jackson (CN=Amanda R. Jackson/OU=WHO/O=EOP [WHO])
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TO: Marilyn R. Jacanin (CN=Marilyn R. Jacanin/OU=WHO/O=EOP [WHO])
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TO: Alicia C. Insley (CN=Alicia C. Insley/OU=WHO/O=EOP [WHO])
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TO: Michael X. Imbroscio (CN=Michael X. Imbroscio/OU=WHO/O=EOP [WHO])
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TO: Diane Ikemiyashiro (CN=Diane Ikemiyashiro/OU=WHO/O=EOP [WHO])
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TO: Mickey Ibarra (CN=Mickey Ibarra/OU=WHO/O=EOP [WHO])
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TO: Phu D. Huynh (CN=Phu D. Huynh/OU=WHO/O=EOP [WHO])
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TO: Rebecca Hunter (CN=Rebecca Hunter/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mark Hunker (CN=Mark Hunker/OU=WHO/O=EOP [WHO])
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TO: Edward F. Hughes (CN=Edward F. Hughes/OU=WHO/O=EOP [WHO])
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TO: David E. Hughes (CN=David E. Hughes/OU=WHO/O=EOP [WHO])
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TO: Julie O. Huffman (CN=Julie O. Huffman/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Maureen A. Hudson (CN=Maureen A. Hudson/OU=WHO/O=EOP [WHO])
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TO: Carolyn Huber (CN=Carolyn Huber/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Katherine Hubbard (CN=Katherine Hubbard/OU=WHO/O=EOP [WHO])
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TO: Deborah Ho (CN=Deborah Ho/OU=WHO/O=EOP [WHO])
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TO: Robert C. Houser (CN=Robert C. Houser/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Everett D. Houser (CN=Everett D. Houser/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eric P. Hothem (CN=Eric P. Hothem/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stephen K. Horn (CN=Stephen K. Horn/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Holly H. Holt (CN=Holly H. Holt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Daniel S. Holt (CN=Daniel S. Holt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: James C. Hoffman (CN=James C. Hoffman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marc A. Hoberman (CN=Marc A. Hoberman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Shannon M. Hinderliter (CN=Shannon M. Hinderliter/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: John L. Hilley (CN=John L. Hilley/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Evelyn Hildebrand (CN=Evelyn Hildebrand/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lisa A. Hertzner (CN=Lisa A. Hertzner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nancy V. Hernreich (CN=Nancy V. Hernreich/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eunice C. Hendrix (CN=Eunice C. Hendrix/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lori A. Hendricks (CN=Lori A. Hendricks/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura A. Helmke (CN=Laura A. Helmke/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: James T. Heimbach (CN=James T. Heimbach/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura A. Heflin (CN=Laura A. Heflin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Susan L. Hazard (CN=Susan L. Hazard/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Audrey T. Haynes (CN=Audrey T. Haynes/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Richard L. Hayes (CN=Richard L. Hayes/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kirk T. Hanlin (CN=Kirk T. Hanlin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marjorie S. Hankins (CN=Marjorie S. Hankins/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Franklin P. Hall Jr. (CN=Franklin P. Hall Jr./OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sanjay Gupta (CN=Sanjay Gupta/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karyn Grey (CN=Karyn Grey/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Erin E. Green (CN=Erin E. Green/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Roberta W. Greene (CN=Roberta W. Greene/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Peter D. Greenberger (CN=Peter D. Greenberger/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christian M. Grantham (CN=Christian M. Grantham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Theresa F. Granger (CN=Theresa F. Granger/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura A. Graham (CN=Laura A. Graham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Terry W. Good (CN=Terry W. Good/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Donald R. Goodwin (CN=Donald R. Goodwin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: D. Stephen Goodin (CN=D. Stephen Goodin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dario J. Gomez (CN=Dario J. Gomez/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Michael A. Gollust (CN=Michael A. Gollust/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jeremy S. Gold (CN=Jeremy S. Gold/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Andrew G. Goldenbaum (CN=Andrew G. Goldenbaum/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jason S. Goldberg (CN=Jason S. Goldberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Donald Goldberg (CN=Donald Goldberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Adam W. Goldberg (CN=Adam W. Goldberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eric N. Gioia (CN=Eric N. Gioia/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jessica L. Gibson (CN=Jessica L. Gibson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ray P. Gibbs (CN=Ray P. Gibbs/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dianna M. Gerwitz (CN=Dianna M. Gerwitz/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kara Gerhardt (CN=Kara Gerhardt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lorrان N. Garrison (CN=Lorrان N. Garrison/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Barbara J. Garner (CN=Barbara J. Garner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William L. Garcia (CN=William L. Garcia/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Catherine Garbacz (CN=Catherine Garbacz/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sky Gallegos (CN=Sky Gallegos/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen K. Gaines (CN=Karen K. Gaines/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jeremy M. Gaines (CN=Jeremy M. Gaines/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Andrew Friendly (CN=Andrew Friendly/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ben A. Freeland (CN=Ben A. Freeland/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Carmen B. Fowler (CN=Carmen B. Fowler/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tom Forgue (CN=Tom Forgue/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jeffrey A. Forbes (CN=Jeffrey A. Forbes/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: James E. Foglesong (CN=James E. Foglesong/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jacqueline P. Flug (CN=Jacqueline P. Flug/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen E. Finney (CN=Karen E. Finney/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carrie L. Fenstermaker (CN=Carrie L. Fenstermaker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sheelah A. Feinberg (CN=Sheelah A. Feinberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Amara S. Faulkner (CN=Amara S. Faulkner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jeffrey L. Farrow (CN=Jeffrey L. Farrow/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sarah Farnsworth (CN=Sarah Farnsworth/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eric Farnsworth (CN=Eric Farnsworth/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Deborah Falk (CN=Deborah Falk/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carmella T. Fairbanks (CN=Carmella T. Fairbanks/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen C. Fahle (CN=Karen C. Fahle/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Matthew B. Ezzell (CN=Matthew B. Ezzell/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Wanda M. Evans (CN=Wanda M. Evans/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Madalene E. Evans (CN=Madalene E. Evans/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lizette V. Espinosa (CN=Lizette V. Espinosa/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Silvia J. Esparza (CN=Silvia J. Esparza/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Janelle E. Erickson (CN=Janelle E. Erickson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Paul K. Engskov (CN=Paul K. Engskov/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Rahm I. Emanuel (CN=Rahm I. Emanuel/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Anne M. Edwards (CN=Anne M. Edwards/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Maria Echaveste (CN=Maria Echaveste/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ruth A. Eaglin (CN=Ruth A. Eaglin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Fred DuVal (CN=Fred DuVal/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ana M. Duque (CN=Ana M. Duque/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jason M. Dunn (CN=Jason M. Dunn/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charles N. Duncan (CN=Charles N. Duncan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Shannon M. Duling (CN=Shannon M. Duling/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Philip C. Droege (CN=Philip C. Droege/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dorothy Drengler (CN=Dorothy Drengler/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dimitra Doufekias (CN=Dimitra Doufekias/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Raymond E. Donnelly III (CN=Raymond E. Donnelly III/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marie-Therese Dominguez (CN=Marie-Therese Dominguez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jacquelyn Dinwiddie (CN=Jacquelyn Dinwiddie/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lana Dickey (CN=Lana Dickey/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura K. Demeo (CN=Laura K. Demeo/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Sarah J. Delaney (CN=Sarah J. Delaney/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Gino J. Del Sesto (CN=Gino J. Del Sesto/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Suzanne M. De Grace (CN=Suzanne M. De Grace/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lanny J. Davis (CN=Lanny J. Davis/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lisa R. Dass (CN=Lisa R. Dass/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: John Dankowski (CN=John Dankowski/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Suzanne Dale (CN=Suzanne Dale/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lynn G. Cutler (CN=Lynn G. Cutler/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Anne D. Cutler (CN=Anne D. Cutler/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Anna E. Cushing (CN=Anna E. Cushing/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Betty W. Currie (CN=Betty W. Currie/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nelson W. Cunningham (CN=Nelson W. Cunningham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Caroline J. Croft (CN=Caroline J. Croft/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michelle Crisci (CN=Michelle Crisci/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kelly Craighead (CN=Kelly Craighead/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lynn A. Crable (CN=Lynn A. Crable/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charlene C. Cozart (CN=Charlene C. Cozart/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kelly Courtney (CN=Kelly Courtney/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brenda B. Costello (CN=Brenda B. Costello/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: John H. Corcoran III (CN=John H. Corcoran III/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Julianne B. Corbett (CN=Julianne B. Corbett/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mary R. Conroy (CN=Mary R. Conroy/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mary E. Conk (CN=Mary E. Conk/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charles H. Cole (CN=Charles H. Cole/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Justin L. Coleman (CN=Justin L. Coleman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eileen Colbert (CN=Eileen Colbert/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Steven A. Cohen (CN=Steven A. Cohen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Joshua A. Cohen-Peyrot (CN=Joshua A. Cohen-Peyrot/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: C Patti Cogdell (CN=C Patti Cogdell/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cameron L. Cobden (CN=Cameron L. Cobden/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carolyn E. Cleveland (CN=Carolyn E. Cleveland/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nanda Chitre (CN=Nanda Chitre/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dawn M. Chirwa (CN=Dawn M. Chirwa/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cherilyn T. Cepriano (CN=Cherilyn T. Cepriano/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cheryl M. Carter (CN=Cheryl M. Carter/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura K. Capps (CN=Laura K. Capps/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Phillip Caplan (CN=Phillip Caplan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Virginia R. Canter (CN=Virginia R. Canter/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dominique L. Cano (CN=Dominique L. Cano/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Frances L. Campbell (CN=Frances L. Campbell/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Rebecca A. Cameron (CN=Rebecca A. Cameron/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sharonda W. Callender (CN=Sharonda W. Callender/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marjorie Caldwell (CN=Marjorie Caldwell/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Meredith E. Cabe (CN=Meredith E. Cabe/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Katharine Button (CN=Katharine Button/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Daniel W. Burkhardt (CN=Daniel W. Burkhardt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Maxine Burkett (CN=Maxine Burkett/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jason L. Buckner (CN=Jason L. Buckner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mary F. Buckley (CN=Mary F. Buckley/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Margueritte B. Brown (CN=Margueritte B. Brown/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Alissa K. Brown (CN=Alissa K. Brown/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lyndsey Browning (CN=Lyndsey Browning/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stephen K. Brown II (CN=Stephen K. Brown II/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Susan A. Brophy (CN=Susan A. Brophy/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Emily Bromberg (CN=Emily Bromberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patrick E. Briggs (CN=Patrick E. Briggs/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lanny A. Breuer (CN=Lanny A. Breuer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Joan Brenner (CN=Joan Brenner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Graham Brandt (CN=Graham Brandt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Erskine B. Bowles (CN=Erskine B. Bowles/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Emily Bourque (CN=Emily Bourque/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elizabeth A. Borod (CN=Elizabeth A. Borod/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Andre A. Borgeas (CN=Andre A. Borgeas/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: George H. Bohrer (CN=George H. Bohrer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tracy A. Bobowick (CN=Tracy A. Bobowick/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Shenna C. Blunt (CN=Shenna C. Blunt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sidney Blumenthal (CN=Sidney Blumenthal/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ananias Blocker III (CN=Ananias Blocker III/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kevin H. Blake (CN=Kevin H. Blake/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eugenie Bisulco (CN=Eugenie Bisulco/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Debra D. Bird (CN=Debra D. Bird/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mary U. Binns (CN=Mary U. Binns/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carl-Emile P. Bezout (CN=Carl-Emile P. Bezout/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Susan Beveridge (CN=Susan Beveridge/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marsha E. Berry (CN=Marsha E. Berry/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Anthony R. Bernal (CN=Anthony R. Bernal/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jacquelyn J. Bennett (CN=Jacquelyn J. Bennett/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: David Belsky (CN=David Belsky/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jacqueline R. Bellanti (CN=Jacqueline R. Bellanti/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Paul E. Begala (CN=Paul E. Begala/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Jonathan Becker (CN=Jonathan Becker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: David S. Beaubaire (CN=David S. Beaubaire/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Melinda N. Bates (CN=Melinda N. Bates/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Walker F. Bass (CN=Walker F. Bass/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kathleen A. Barry (CN=Kathleen A. Barry/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Beverly J. Barnes (CN=Beverly J. Barnes/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Antoinette Barksdale (CN=Antoinette Barksdale/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Barbara A. Barclay (CN=Barbara A. Barclay/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Douglas J. Band (CN=Douglas J. Band/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nicholas R. Baldick (CN=Nicholas R. Baldick/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kris M Balderston (CN=Kris M Balderston/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kyle M. Baker (CN=Kyle M. Baker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Joan C. Baker (CN=Joan C. Baker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christine K. Baer (CN=Christine K. Baer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robin J. Bachman (CN=Robin J. Bachman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Paul Arendal (CN=Paul Arendal/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Claudia L. Aranda (CN=Claudia L. Aranda/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Virginia Apuzzo (CN=Virginia Apuzzo/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Melody A. Andreola (CN=Melody A. Andreola/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brenda M. Anders (CN=Brenda M. Anders/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Lori L. Anderson (CN=Lori L. Anderson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: One America (CN=One America/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia I. Amador (CN=Patricia I. Amador/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mildred C. Alston (CN=Mildred C. Alston/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Susan D. Allen (CN=Susan D. Allen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jeannetta P. Allen (CN=Jeannetta P. Allen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brian A. Alcorn (CN=Brian A. Alcorn/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jonathan H. Adashek (CN=Jonathan H. Adashek/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lori E. Abrams (CN=Lori E. Abrams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Huma M. Abedin (CN=Huma M. Abedin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Irene Yeh (CN=Irene Yeh/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Peter A. Weissman (CN=Peter A. Weissman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Essence P. Washington (CN=Essence P. Washington/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Alex Wagner (CN=Alex Wagner/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sandra Thurman (CN=Sandra Thurman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Aaron J. Thoryk (CN=Aaron J. Thoryk/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Daniel K. Tarullo (CN=Daniel K. Tarullo/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Todd A. Summers (CN=Todd A. Summers/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Gene B. Sperling (CN=Gene B. Sperling/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TO: Robert Soliz (CN=Robert Soliz/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Marc A. Silverman (CN=Marc A. Silverman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jake Siewert (CN=Jake Siewert/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Robert M. Shireman (CN=Robert M. Shireman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Surya Sen (CN=Surya Sen/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Dorothy Robyn (CN=Dorothy Robyn/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Christa Robinson (CN=Christa Robinson/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: David E. Pearah (CN=David E. Pearah/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Emil E. Parker (CN=Emil E. Parker/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Kristen E. Panerali (CN=Kristen E. Panerali/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: John P. Overbay (CN=John P. Overbay/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Peter R. Orszag (CN=Peter R. Orszag/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jonathan Orszag (CN=Jonathan Orszag/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Michael A. O'Mary (CN=Michael A. O'Mary/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Betty Nhan (CN=Betty Nhan/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Brian S. Nelson (CN=Brian S. Nelson/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TO: Matthew Murguia (CN=Matthew Murguia/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Daniel C. Montoya (CN=Daniel C. Montoya/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Julie Mikuta (CN=Julie Mikuta/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sonyia Matthews (CN=Sonyia Matthews/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Mia V. Masten (CN=Mia V. Masten/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Tanya E. Martin (CN=Tanya E. Martin/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Charles R. Marr (CN=Charles R. Marr/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Ira C. Magaziner (CN=Ira C. Magaziner/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Anne H. Lewis (CN=Anne H. Lewis/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Malcolm R. Lee (CN=Malcolm R. Lee/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jeanne Lambrew (CN=Jeanne Lambrew/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: William R. Kincaid (CN=William R. Kincaid/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jonathan A. Kaplan (CN=Jonathan A. Kaplan/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Thomas A. Kalil (CN=Thomas A. Kalil/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Gay L. Joshlyn (CN=Gay L. Joshlyn/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Christopher C. Jennings (CN=Christopher C. Jennings/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TO: Russell W. Horwitz (CN=Russell W. Horwitz/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sarah T. Holewinski (CN=Sarah T. Holewinski/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: John C. Gilmore (CN=John C. Gilmore/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Donna L. Geisbert (CN=Donna L. Geisbert/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Carolyn A. Filak (CN=Carolyn A. Filak/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Paul R. Dimond (CN=Paul R. Dimond/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Pamela Cicetti (CN=Pamela Cicetti/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Antonio Castaneda (CN=Antonio Castaneda/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sandra L. Bublick Max (CN=Sandra L. Bublick Max/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Kevin C. Brown (CN=Kevin C. Brown/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Courtney L. Brockman (CN=Courtney L. Brockman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sherman G. Boone (CN=Sherman G. Boone/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sarah A. Bianchi (CN=Sarah A. Bianchi/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Brian A. Barreto (CN=Brian A. Barreto/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Allison Balderston (CN=Allison Balderston/OU=OPD/O=EOP [OPD])

PRESIDENT CLINTON AND VICE PRESIDENT GORE: STRENGTHENING COMMUNITIES FOR AMERICA'S FAMILIES

January 13, 1998

"We now have two-thirds of the American people in their own homes for the first time in the history of the country, and we want to do better and we can... One of the things that has helped achieve this level of housing is the low-income housing tax credit. It gets people to invest for a tax credit to make housing more affordable and more available than it would otherwise be."

President Bill Clinton
December 10, 1997

Today, Vice-President Gore announces that the Administration's FY99 budget includes a major expansion of the Low-Income Housing Tax Credit to help spur private-sector development of more affordable rental housing for low-income Americans. The President's budget proposal will ask Congress to approve a 40% increase in the value of the tax credit, helping finance the development of an additional 150,000 - 180,000 units over the next five years.

EMPOWERING COMMUNITIES AND EXPANDING AFFORDABLE HOUSING. President Clinton and Vice President Gore's proposal to expand the Low-Income Housing Tax Credit (LIHTC) builds on their successful work to make the credit permanent in 1993, and is a key part of their agenda to empower communities, encourage the development of more affordable housing, and help provide the spark of private enterprise to distressed areas. The LIHTC:

- **Expands affordable housing.** Estimates suggest that the LIHTC currently helps develop 75,000-90,000 affordable housing units each year. The proposed increase in LIHTC's cap will mean an additional 150,000-180,000 quality rental housing units for low-income American families during the next five years.
- **Provides new opportunity to low-income Americans.** An estimated 5 million American families live in inadequate housing. Expanding the LIHTC helps address the housing needs of America's neediest families by helping create more low-income housing and lowering the cost of rent.
- **Invests in America's communities.** This proposal -- costing \$1.6 billion over five years and fully funded in the President's FY99 budget -- will help start an economic cycle providing new hope and opportunity for millions of Americans in communities across the nation.

MAKING AFFORDABLE HOUSING A REALITY FOR ALL AMERICANS. The Clinton Administration has helped increase the homeownership rate to an *all-time high* of 66 percent. As a result, 67.6 million Americans own their homes. These gains are broadly distributed among minorities, women-owned households and families with less than median income. The President is also working to make housing affordable to all Americans. This proposal builds on the success of the President's other policies to make housing affordable and accessible, including:

- **HOME Investments Partnership Program.** To date, the Administration has provided almost 310,000 families with housing assistance through the HOME program. Since 1993, the funding for the HOME program has increased by 50% --to \$1.5 billion in FY98.
- **Homeless Assistance.** Funding for homeless assistance has increased from \$571 million in 1993 to \$823 million today. The President and Vice-President's next budget will include a 40-percent increase in homeless assistance, bringing the funding level to \$1.15 billion.

Automated Records Management System
Hex-Dump Conversion

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 18:17:08.00

SUBJECT: Proposed Agenda -- Does this work for everyone?

TO: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Michelle Crisci (CN=Michelle Crisci/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Meeting on Clinton COPS Initiative
January 14, 1998

I. Introduction (Emanuel/Reed)

II. Update on Status of 100,000 Goal and COPS Initiative (Brann/Hart)

III. Policy Issues (Cerda)

-Targeting Resources

IV. Communications Strategy (Emanuel/Cerda)

- Proposed Schedule of Events
- Congressional Outreach

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 20:51:58.00

SUBJECT: Issues for Workplace Rel. Mtng.

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Agenda
RELIGION IN THE WORKPLACE
1/14/98

I. LEGISLATION

* Status: DPC, WH Counsel, OPL, DOJ, EEOC, SBA, Labor, Commerce have met many times. DOJ/EEOC has produced draft legislation.

* Draft bill does not currently satisfy constituency group. (Marshall memo on outstanding issues.)

II. STATUS: EXTERNAL VETTING

* Have met with religious groups led by Folton. If we can work out issues with them, should vet with other non-coalition member groups. Including:

* Labor (some vetting required-- premium pay issue remains).

* Business (Chamber Commerce etc. have been alerted but complete vetting needed).

* Legislative (Leg. Affairs has waited to contact Coates/Kerry-- thinks they will be very interested if groups sign on.)

III. OPTIONS

* Get everyone to agree to Administration bill. (Best choice)

* Get close enough to endorse common principles with Senators and constituency groups.

IV. NEXT STEPS AND TIMING

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 18:23:16.00

SUBJECT: Tobacco Slot

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TEXT:

Virginia Appuzzo wants to have a proposal for a tobacco person from us by tomorrow. She is meeting with Sylvia Mathews and John Podesta on Thursday and wants to push for the slot now. Virginia is optimistic she can get us a slot. The following is my attempt at a description:

Proposal

Provide the Domestic Policy Council (DPC) with a slot to hire a mid-level tobacco policy staffer until the passage of the settlement which we would expect to happen late next Fall. We would recommend that the slot expire next December, to allow for an effective transition and shut down of operations on the tobacco settlement.

Rationale

The staffer would takeover the tobacco issue which is currently shared by several DPC staffers. Until last August, the DPC did have one individual working on the tobacco issue (Elizabeth Drye). Because of the importance of the issue to the President and the amount of time and work that must be dedicated to this matter, we need to have one individual who can devote their complete attention to the tobacco settlement.

Responsibilities

The staffer would be responsible for developing Administration positions on the more than \$300 billion tobacco issue as it moves through the legislative process. Some of the responsibilities of the job include: developing specific Administration positions on spending the hundreds of billions of dollars of tobacco revenues; analyzing and proposing effective tobacco cessation and media campaigns; crafting a White House position on civil liability issues as they effect the tobacco industry; negotiating a position acceptable to state governments on the allocation of over \$100 billion involved in legislative proposals and involving Medicare settlements; and developing an internal and external strategy for resolving issues of concern to tobacco farmers and their political representatives who feel the legislation may devastate their states. The issue will be of great importance to this Administration because involves the health of millions of people, the intense interest to the leadership of Congress, Governors, and state attorney generals, it provides the funding for several major spending initiatives the administration will support during the upcoming year; and it will test the ability of the Administration to coordinate the efforts of every major cabinet-level agency.

This individual would report to myself, my Deputy Elena Kagan, and Tom Freedman, director of the Policy Planning office in the DPC.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:13-JAN-1998 12:09:02.00

SUBJECT: Resend on FLOTUS race event

TO: Michael Wenger (CN=Michael Wenger/OU=PIR/O=EOP @ EOP [PIR])

READ:UNKNOWN

TO: edley (edley @ law.harvard.edu @ INET @ LNWTWY [UNKNOWN])

READ:UNKNOWN

TO: Audrey M. Hutchinson (CN=Audrey M. Hutchinson/OU=PIR/O=EOP @ EOP [PIR])

READ:UNKNOWN

TO: Maria Echaveste (CN=Maria Echaveste/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Sylvia M. Mathews (CN=Sylvia M. Mathews/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Richard Socarides (CN=Richard Socarides/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Lin Liu (CN=Lin Liu/OU=PIR/O=EOP @ EOP [PIR])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Judith A. Winston (CN=Judith A. Winston/OU=PIR/O=EOP @ EOP [PIR])

READ:UNKNOWN

TO: Ann F. Lewis (CN=Ann F. Lewis/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Douglas B. Sosnik (CN=Douglas B. Sosnik/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Michael A. O'Mary (CN=Michael A. O'Mary/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Please ignore the first FLOTUS Race Event e-mail, it was sent prematurely. Sorry.

On Wednesday, January 21, the First Lady will address students at Gaucher College in Baltimore, Maryland with Taylor Branch. The speech will be on race. The First Lady's office is drafting a speech and would like to know if we have any suggestions for that day.

Please consider the following: Is there policy that we could add to this speech (Elena)? Is there a new promising practice to highlight in Baltimore (Peter/Lin)? Should she offer a challenge to the students (Minyon/Mike)? Should she launch the PSA (Ann)? AND/OR Should she also do

a "Conversation?"

Please respond with any recommendations that you have and stay tuned for a possible meeting on this event. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 15:31:57.00

SUBJECT: Child Nutrition program.

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

Erskine asked Bruce to follow up on a child nutrition idea put together by coalition of groups. Here are a few points:

1. In essence, the proposal is for universal access to school breakfasts for kids.

2. The proposal is the same as the one Glickman pitched to us, pitched to Chow at OMB yesterday, and supposedly to the President.

3. None of us (Bruce, OMB and the President who Barbara Chow says hasn't asked for follow-up) have found it compelling. Mary and I followed up on the statistics, which seem to indicate that kids rate of having breakfast wouldn't increase much with the proposal (most eat at home if not at school) and it is costly.

4. Along with OMB we are looking for some pro-school breakfast nutrition program that makes sense and is feasible. We are hoping to get it done within 3 weeks, we're particularly interested in food safety.

We've talked to OMB, OPL, the leader of the group writing Erskine, and USDA .

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 11:08:40.00

SUBJECT: Child Support Computer Systems Update

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

fyi

----- Forwarded by Cynthia A. Rice/OPD/EOP on 01/13/98
11:12 AM -----

Cynthia A. Rice

01/13/98 11:07:29 AM

Record Type: Record

To: See the distribution list at the bottom of this message

cc: Diana Fortuna/OPD/EOP, Andrea Kane/OPD/EOP

Subject: Child Support Computer Systems Update

On Thursday, Ron Haskins has asked HHS to a meeting in which he will give them legislative language for us to review which contains:

- 1) Revised computer systems penalties language
- 2) House passed incentives bill language, revised to make it cost neutral
- 3) A proposal on state-wideness
- 4) Proposal re: IVE penalties regarding inter-jurisdictional adoptions

HHS will get one copy each to me, to Emil and to Keith/Edwin. My assistant Donna will schedule a meeting for us to discuss on Tuesday 1/20 (probably 3:00).

Haskins' planned schedule is as follows:

Jan. 29th hearing -- inviting Judge Ross to testify
Feb 3rd 4:30 subcommittee markup
Feb 25th full committee markup
1st week of March -- House floor

Message Sent

To:

Emil E. Parker/OPD/EOP

Keith J. Fontenot/OMB/EOP

Edwin Lau/OMB/EOP

Emily Bromberg/WHO/EOP

Sky Gallegos/WHO/EOP

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 19:15:43.00

SUBJECT: Goodling testing hearing and mark-up

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Janet Murguia (CN=Janet Murguia/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Tom_Kelley (Tom_Kelley @ ed.gov @ inet [UNKNOWN])

READ:UNKNOWN

CC: Scott_Fleming (Scott_Fleming @ ed.gov @ inet [UNKNOWN])

READ:UNKNOWN

TEXT:

Marc Zuckerman in Clay's office called with the following regarding Goodling and our testing initiative:

1. The relatively good news: Neither Becera nor Waters nor Pete Wilson has agreed to testify at the 1/21 hearing to be held in California. However, George Miller might go in order to hold up our end.

2. The bad news we already knew: Goodling will mark up a bill on the 28th that will codify the appropriations report language, and explicitly prohibit any additional work on test development or administration from taking place without specific authorization.

Among other things, this does appear counter to the spirit of the agreement Goodling worked out with Hilley and discussed with the President. The assumption there was that we would fight this out again in the context of the NAEP reauthorization, after we got the results of the National Academy of Sciences study and learned whether other tests could be used, etc. We didn't exactly build an enforcement mechanism into that agreement, and Goodling undoubtedly thinks our public victory statements have gone well beyond anything he believes the agreement supports. Nonetheless, is there any way Hilley or someone else could call him for breaking the deal?

3. The other unsurprising news: If and when his proposal comes to a vote, we lose--all the Republicans and the members of the caucuses.

Marc asked if I could come over to meet with he and Gail Weiss later this week, to talk about this, the Opportunity Zones and other pieces of our new education package. They are hoping to get our help in figuring out if there is anything we can do to change the dynamics for the caucuses, and more generally to help them develop a strategy that would at least have the caucus members and other Dem's attacking Goodling at least as much as they attack us.

I think I ought to go ahead and meet with them, preferably with Janet or Scott. I don't think we can give out much information yet on all of our

spending initiatives, but might use this meeting to try to get a reading from them about what kind of information, delivered when, would be the most useful.

What do you think?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 17:39:55.00

SUBJECT: 100,000 Cops Mtg

TO: Michelle Crisci (CN=Michelle Crisci/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Rajiv Y. Mody (CN=Rajiv Y. Mody/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Rahm, Bruce, Elena:

Just a quick note on tomorrow's COPS meeting. While one part of the meeting will be an update on the program from Joe Brann and John Hart, there are 4 things we need to cover. They are:

1. Stick by the 100,000 goal (semper fidelis). Rahm and Bruce, I need you to do a brief introduction that makes clear to everybody that we haven't backed off of this goal. As you know, Justice was planning an "exit strategy" for 75,000, and we need to make sure that the new Associate AG (Ray Fisher) gets this message.
2. Work Out Policy Issues. Bruce and Elena, we need to make sure that Justice and OMB understand the need to generate some fresh options on some of the outstanding policy issues (retention, waivers, targeting, etc.). COPS isn't doing enough innovative thinking on how to keep demand up...OMB doesn't want to change the program guidelines if it screws up the 100,000 count...and Main Justice is more beholden to its appropriators than us when considering some "tweeks" to the program. We need to push Justice and OMB to solve these problems to our satisfaction -- not theirs or the Hill's. I suggest that we commission a WH-OMB-DOJ group work to do some trouble shooting.
3. Draft A Communications Plan. Lastly, Rahm, we need to get Justice and COPS to think strategically and suggest 8 to 10 events over the next year to promote the COPS program. Having 2 to 3 days notice when the next set of grants is coming out is not enough. We should look for major law enforcement forums and milestones to do events.

Many thanks -- and please don't forget to attend,

Jose'

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 17:26:23.00

SUBJECT: Re: Suggested State of the Union edits

TO: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

The Partnership is comfortable with a challenge to grow from 3,000 to 10,000 companies in the next year (but not 10,000 more). They also made a pitch for praise of 'the 22 governors of both parties who have joined them in this effort...' which might be a nice bipartisan note. Not sure if we have room.

Also, the Partnership has four fully vetted welfare to work success stories they would recommend for the gallery -- they are profiled in the new edition of their Business Blueprint. I'm getting their bios faxed.

Cynthia A. Rice
01/13/98 02:38:12 PM
Record Type: Record

To: Thomas L. Freedman/OPD/EOP
cc: See the distribution list at the bottom of this message
bcc: Records Management
Subject: Re: Suggested State of the Union edits

I was originally thinking a total of 10,000, but "10,000 more" was easier to write --- not that that's a good reason to pick that as a goal. How about something like:

And above all A year ago I challenged the business community to create jobs so that people can move from welfare to work and already nearly 3,000 have come forward. Tonight I challenge more businesses must join the [x,000] companies in our welfare-to-work partnership to grow to 10,000

Suggested Changes to State of the Union

Page 8-9

Now we must press on. For there is still far too much crime. Drug use among young people is still too high. Far too many children are raising themselves on the streets. We cannot go strong into the 21st Century in children are killing children...if children are selling drugs to children...if children are having children. We have a moral obligation to take the guns out of their hands and teach them right from wrong.

Here's what we must do next.

Congress should finally pass the juvenile justice crime bill. [description to come]

We also must do more to protect juveniles from crime. Protecting our children is our most sacred calling -- and, we now know, is one of the best ways to prevent innocent young people from becoming hardened criminals. First, we should abolish parole and establish lifetime criminal penalties for child sex offenders. [more on sex offender policy] To protect teenagers from adults who prey upon them, we should establish tough, uniform criminal penalties for statutory rape -- and tonight I direct Attorney General Reno to develop model legislation for every state to adopt. And we must do all that we can to protect children and their mothers from domestic violence [more on domestic violence policy.]

...[graph on crime and drugs and alcohol-- keep the same]...

...[graph on judicial vacancies-- keep the same]...

And we have acted to apply our ~~oldest~~ most fundamental values to perhaps our most stubborn social problem. In 1996, we ended a welfare system that had trapped generations of Americans in a cycle of dependency, and replaced it with a new system based on work and personal responsibility. Last year, from this podium, I challenged our nation to take the next step, and move two million more Americans off of welfare by the year 2000. Well I am pleased to report that we've met that goal ~~has been met-- not in three years, but in one year~~ two years ahead of schedule.

Think about what that means. Think of ~~those~~ the children who now have working role models, whose mothers now go to work, and the families who now have the dignity of a paycheck instead of the indignity of a welfare check. We are joined here tonight by one family who last year made this momentous journey from welfare to work. [Name] represents millions of others like her who are now connected to mainstream America and the world of work. We salute them all. [Name] could you please stand? Think of the neighborhoods where hope is replacing despair.

To create more success stories like [Name] we must do even more to promote work and personal responsibility.-- increasing child support collections even further, We've increased child

support collections by 63 percent, but we must ensure that all parents take responsibility for the children they bring into this world. We should start by passing the Shaw-Levin child support bill, which establishes tough new penalties for states that have failed to put systems in place to crack down on deadbeat parents and creates new incentives for states to increase child support collections. ~~—providing vouchers to help families move closer to where the jobs are.~~ **We've already re-written the welfare rules so that young mothers must live at home and finish school, but we must do more to stop the alarming increase in children born outside of marriage. Tonight I am pleased to announce a nationwide competition that will reward state efforts to reduce out of wedlock births.**

We must help those on welfare get to where the jobs are -- through new funds for welfare to work transportation and new portable housing vouchers. Families could use these housing vouchers to move closer to a new job, to reduce a long commute, or eliminate housing emergencies that interfere with getting to work every day on time. ~~And above all~~ **A** year ago I challenged the business community to create jobs so that people can move from welfare to work and already nearly 3,000 have come forward. ~~Tonight I challenge more-~~ **businesses must join the [x,000] companies in our welfare-to-work partnership to grow to 10,000 strong to give more people a chance to someone who is willing to work their way off welfare.**

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 20:01:44.00

SUBJECT: Attached Draft of Chapter 12: Civil Rights Enforcement Funding of Analytic

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

FYI. OMB's draft chapter in Analytical Perspectives on Civil Rights Enforcement.

----- Forwarded by Thomas L. Freedman/OPD/EOP on 01/13/98
07:58 PM -----

Susan M. Carr

01/13/98 05:28:31 PM
Record Type: Record

To: See the distribution list at the bottom of this message
cc: See the distribution list at the bottom of this message
Subject: Attached Draft of Chapter 12: Civil Rights Enforcement Funding of Analytical Perspectives

Attached for your review and comment is a draft of Chapter 12: "Civil Rights Enforcement Funding" of Analytical Perspectives.

Please return your comments to me on the draft by noon Thursday, January 15th. Please bring me (9201) or fax me (5-6889) marked-up hard copy, or E-mail the information, whatever is easier.

Thank you.

Message Sent

To: _____
John E. Thompson/OMB/EOP
Debra J. Bond/OMB/EOP
Lori Schack/OMB/EOP
Leslie S. Mustain/OMB/EOP
Noah Engelberg/OMB/EOP
Melany Nakagiri/OMB/EOP
Jonathan C. Ball/OMB/EOP
Thomas L. Freedman/OPD/EOP
Mary L. Smith/OPD/EOP

12. CIVIL RIGHTS ENFORCEMENT FUNDING

Federal civil rights enforcement agencies are responsible for strengthening Federal guarantees of equal opportunity and enforcing our laws against discrimination. To prevent and eliminate discrimination, Federal efforts require both a proactive effort to promote equality of opportunity and an effective mechanism for enforcement. Adequate funding is essential to meaningful enforcement of legal protections afforded all Americans, and the FY 1999 Budget provides the resources necessary to support vigorous enforcement of Federal civil rights laws.

The FY 1999 Budget proposes \$602 million for civil rights enforcement agencies, \$86 million or 14 percent greater than the FY 1998 enacted level of \$516 million, as shown in Table 12-1. Increased funding is provided for agencies to place a new emphasis on prevention and non-litigation remedies for discrimination while also strengthening their ability to bring enforcement actions for violations of anti-discrimination law. The budgets proposed for the civil rights enforcement agencies emphasize the use of tools other than enforcement and litigation to increase compliance, including the expansion of Alternative Dispute Resolution (ADR) programs in [all]_____ agencies. Additionally, many civil rights agencies have not received sufficient increase in resources to make use of technology and improve efficiency, which includes their ability to improve statistical methods of measurement.

Initiatives for each of the principal enforcement agencies highlighted in the following table are discussed in more detail below.

Table 12-1. CIVIL RIGHTS ENFORCEMENT FUNDING
(Budget authority, in millions of dollars)^{1/}

	1997 Actual	Estimate	
		1998	1999
Equal Employment Opportunity Commission.....	240	242	279
Dept. of Housing and Urban Development, Fair Housing Activities	30	30	52
Dept. of Justice, Civil Rights Division	62	65	72
Dept. Of Labor - Office of Federal Contractor Compliance Efforts	59	62	68
Dept. Of Education Office of Civil Rights	55	62	68
Dept of Health and Human Services, OCR ^{2/}	20	20	21
Dept. of Agriculture	10	15	19
U.S. Commission on Civil Rights	9	9	11
Dept. of Transportation, Office of Civil Rights	6	6	7
Dept. of Labor, Office of Civil Rights	5	5	5
Total:	496	516	602

^{1/} Numbers may not add due to rounding.
^{2/} Includes Medicare Trust Fund transfers.

Equal Employment Opportunity Commission (EEOC). The EEOC is charged with promoting equal opportunity through administrative and judicial enforcement of Federal civil rights laws and through education and technical assistance. Established by Title VII of the Civil Rights Act of 1964, the EEOC enforces the principal Federal statutes prohibiting employment discrimination, including: Title VII of the Civil Rights Act of 1964 as amended; the Age Discrimination in Employment Act (ADEA) of 1967 as amended; the Equal Pay Act (EPA) of 1963; Title I of the Americans with Disabilities Act of 1990 (ADA); and Section 501 of the Rehabilitation Act of 1973, as amended. Taken as a whole, these laws protect workers from illegal discrimination based on race, color, religion, gender, national origin, age, and disability.

For the past several years, Congress has denied the Administration's full requests for funding the Equal Employment Opportunity Commission (EEOC) and has provided marginal or no increases - from \$233 million in FY 1996 to \$240 million in FY 1997 and \$242 million in FY 1998. Because 90 percent of the agency's budget is salaries, benefits and overhead, these small increases have barely provided the funding necessary to maintain current staffing levels (at the lowest level in 20 years), and have been insufficient to support upgrades to technology and investment in alternative methods of enforcing the law. Furthermore, increased enforcement responsibilities resulted in a 47 percent rise in private sector complaints received by the agency during the first half of the decade, from 62,000 in 1990 to 91,000 in 1994. Consequently, the backlog of private sector complaints rose from 73,124 charges at the end of FY 1993 (the highest level of the previous 10 years), to an all-time high of 111,000 in FY 1995.

EEOC has addressed Congressional concerns about the pending backlog and the lack of alternative dispute resolution methods. Despite relatively flat appropriations and increasing Congressional mandates, the agency has, in the past three years, made a fundamental shift in its approach to its business by developing a clear statement of its mission and implementing several major changes: the elimination of its full investigation and litigation policies; the implementation of its targeted and prioritized charge processing system for private sector cases; and the development of its National Enforcement Plan and Local Enforcement Plans. Two years after implementing the priority charge handling procedures, EEOC has reduced its charge inventory 35 percent - - from 111,000 pending charges at the end of the third quarter of FY 1995 (just prior to implementation) to 72,000 pending charges at the end of the third quarter of FY 1997. However, under EEOC's new charge prioritization system, it is now faced with a caseload that is approximately 70 percent category "B" charges (those needing further investigation to determine whether they have merit) and 20 percent "A" charges (those with potential merit requiring extensive investigation). Without additional resources to continue procedural reforms, implement greater use of mediation, and invest in technology, the Commission is unlikely to make further progress toward its goal of reducing the average time it takes to resolve private sector complaints from over 9.4 months to 6 months by 2001. The FY 1999 Budget requests \$279 million to meet the President's commitment to providing the

EEOC with the resources necessary to enforce employment discrimination laws. At \$279 million, EEOC would reduce its private sector charge inventory to 6 months by FY 2001 through a combination of investments in information technology capabilities, increased use of mediation, and an increase in staffing.

Funding for the Alternative Dispute Resolution Program. The budget proposes \$13 million for an enhanced mediation program that would double the number of complaints eligible for the ADR program in FY 1999. Voluntary mediation is an effective method of complaint resolution that can be used in enforcement efforts. EEOC currently uses some of its trained investigators to mediate, but this diverts scarce investigative resources from the majority of cases that do not lend themselves to mediation. While volunteers have also been used since the program's inception in FY 1996, EEOC will need to use more experienced and credible mediators in the future. Through the use of contract mediators, EEOC would encourage employer participation by addressing employers' concerns about bias by EEOC staff, and would encourage claimants to elect mediation by addressing claimant concerns about the competency of volunteers.

Funding for Information Technology. The FY 1999 request of \$10 million for information technology improvements would provide a basic communication infrastructure that would allow EEOC to complete the development and procurement of new information systems capabilities. These upgrades will enhance intra- and inter-office communication, eliminate redundant data entry procedures, and provide for greater operational efficiency through the sharing of information and enhanced research capabilities for investigators and attorneys.

Department of Housing and Urban Development, Fair Housing Activities. HUD has overall responsibility for the promotion of fair housing and enforcement of the Fair Housing Act of 1968, as amended. Reducing racial barriers requires both a proactive effort on behalf of the Department to take the lead in signaling its commitment to housing choice, and a consistent and aggressive mechanism for enforcement against discrimination in both the private and public sectors. HUD's fair housing activities are designed to ensure citizens the freedom and dignity of choosing where to live.

The Office of Fair Housing and Equal Opportunity (FHEO) administers two grant programs: the *Fair Housing Assistance Program (FHAP)*, which provides financial assistance to supplement enforcement activities of States and localities which have passed laws substantially equivalent to Federal fair housing laws; and the *Fair Housing Initiatives Program (FHIP)*, which is a competitive grant program that provides funding to private fair housing groups to carry out activities that assist in enforcement and furthering compliance with the Fair Housing Act. The FY 1999 Budget proposes \$52 million to enable HUD to meet its goals of reducing discrimination and ensuring equal opportunity in housing, and assist the President in his recently announced Federal crackdown on housing discrimination.

FY 1999 funding for the FHAP program is proposed at \$23 million, an \$8 million increase over the FY 1998 level. This increase will support the creation of additional State and local fair housing organizations to meet the needs of currently underserved populations and will be used for joint investigations and enforcement activities. It is estimated that the number of new State

and local agencies with laws equivalent to the Fair Housing Act will increase from 78 in 1997 to 85 in 1999, and the number of cases processed by these agencies will increase from 3,797 in 1997 to 6,100 in 1999. Increased funding for this program strengthens the Administration's crackdown on housing discrimination by engaging the States and localities more effectively.

FY 1999 funding for the FHIP program is proposed at \$29 million, a \$14 million increase over the FY 1998 level. \$10 million is proposed for a targeted, audit-based enforcement initiative that would raise the Nation's and communities' awareness of the extent of discrimination through focused and publicly released audit results and subsequent enforcement actions. Paired testing, in which otherwise identical white and minority testers approach realtors or landlords, is a particularly effective method of detecting housing discrimination. This initiative provides for non-profit housing organizations to undertake audit-based fair housing enforcement in 20 areas nationwide to develop local indices of discrimination, to identify and pursue violations of fair housing laws, and to promote new community fair housing enforcement initiatives. The Administration believes that this systematic and focused strategy, replicated across the country, could substantially aid in detecting and reducing level so housing discrimination.

The FY 1999 budget also includes a \$4 million increase in flexible funding for the FHIP program, to strengthen Secretary Cuomo's "One America" initiative, including his pledge to, in the second term, double the number of enforcement actions taken by HUD with regard to housing discrimination complaints (relative to the number for the first term).

Department of Justice, Civil Rights Division. The Civil Rights Division serves as the chief civil rights enforcement agency of the Federal government. It not only has primary responsibility for Federal civil rights litigation, but also is charged with coordinating Federal civil rights policy. The Division enforces a number of laws providing civil and criminal protections from discrimination on the basis of race, color, religion, gender, national origin, disability, age, familial status, citizenship status, marital status, and source of income, in such areas as employment, education, public accommodations, housing, lending, and programs receiving Federal assistance.

The Attorney General has delegated to the Civil Rights Division primary litigation authority for enforcement of the Civil Rights Act of 1964, the Fair Housing Act, the Equal Credit Opportunity Act, the Americans with Disabilities Act, the Freedom of Access to Clinic Entrances Act, and a number of criminal and civil statutes, including laws prohibiting police misconduct. The Division also enforces Federal constitutional and statutory rights in institutions covered by the Civil Rights of Institutionalized Persons Act. The Division has instituted a successful mediation program in its Disability Rights Section (the one area where the Division handles initial complaints, rather than referrals from other government agencies).

The President's 1999 budget provides \$71.6 million, more than a 10 percent increase over the 1998 level of \$64.7 million. In addition to providing continued funding for the enforcement efforts described above, the proposed level will allow the Civil Rights Division to significantly expand investigation and prosecutions of police brutality and misconduct, including pattern and practice cases, as well as violations of the Americans with Disabilities Act. The Budget

includes a \$1 million increase to enhance the Division's coordination of Federal civil rights enforcement, and \$1.5 million for improvements in information technology, trial preparation, and courtroom presentations.

Office of Federal Contract Compliance Programs. The Office of Federal Contract Compliance Programs (OFCCP) is part of the Employment Standards Administration at the U.S. Department of Labor. OFCCP is responsible for ensuring nondiscrimination in employment based on race, sex, religion, color, national origin, disability or veteran status by more than 200,000 Federal contractors and subcontractors with a total workforce of approximately 22 million people. It assures that Federal contractors and subcontractors take affirmative action in hiring and the advancement of minorities and women under the authority of Executive Orders 11246 and 11375. It also enforces the affirmative action and nondiscrimination provisions of the Rehabilitation Act of 1973 and, as an agent of the Equal Employment Opportunity Commission, the Americans With Disabilities Act of 1990. It ensures that contractors comply with the provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974 providing affirmative action by Federal contractors to employ, and advance in employment, special disabled and Vietnam era veterans.

The FY 1999 Budget includes funds to continue OFCCP's Fair Enforcement Initiative which began in FY 1998. The Fair Enforcement Initiative includes a streamlined tiered compliance review process which reduces contractor burden while enabling the agency to target the most serious violations. The tiered review process also will enable OFCCP to reach more of the contractor universe, resulting in a 10% increase in FY 1999 in the number of compliance reviews conducted. In addition, through the completion of various regulatory changes, OFCCP will reduce contractor burden by at least 30%. OFCCP will modernize its computer systems in order to streamline internal procedures permitting the agency, for example, to accept electronically submitted reports from contractors.

OFCCP will continue to provide compliance assistance targeted at helping Federal contractors in understanding the regulatory requirements for providing equal employment opportunity and affirmative action. This initiative will strengthen the agency's activities in educating employers and constituency groups on non-discriminatory employment practices; provide technical assistance to contractors in the formulation of affirmative action plans and compliance with regulations, especially for small and emerging contractors unfamiliar with their responsibilities; publicize and honor best practices in affirmative action and non-discrimination in employment; and identify and resolve systemic discrimination. In addition, OFCCP staff will provide grassroots seminars and technical assistance training sessions for contractors, contracting agencies, and constituency groups.

The Fair Enforcement Initiative, which includes technical compliance assistance, will increase the effectiveness and efficiency of the agency while addressing the persistent problem of systemic discrimination in the workplace.

Department of Education, Office for Civil Rights. Education's Office for Civil Rights' (OCR) mission is to ensure equal access to education and to promote educational excellence

throughout the Nation through vigorous enforcement of civil rights laws and regulations. These laws are: Title VI of the Civil Rights Act of 1964 (prohibiting race, color and national origin discrimination); Title IX of the Education Amendments of 1972 (prohibiting sex discrimination); Section 504 of the Rehabilitation Act of 1972 (prohibiting disability discrimination); Age Discrimination Act of 1975); and Title II of the Americans with Disabilities Act of 1990 (prohibiting disability discrimination in State and local government services). Also, OCR enforces civil rights provisions in Title V, Part A, of the Elementary and Secondary Education Act (the Magnet Schools Assistance program), and provides technical assistance to Federal award recipients and beneficiaries, the public and other organizations in an attempt to obtain voluntary compliance with civil rights laws.

OCR's purview currently encompasses a range of issues: over-representation of minorities in special education and remedial courses, under-representation of minorities in math and science and other advanced placement courses; disability discrimination; access to programs for limited English proficient (LEP) students; racial and sexual harassment; affirmative action and fairness in testing/assessment; gender equity in athletics; and higher education and elementary and secondary school desegregation. Over 50 percent of the complaints OCR receives annually are for disability. OCR selects compliance reviews based on field assessments of the greatest problems of unredressed discrimination in the regions. OCR targets areas where no action is currently being taken to address the discriminatory practices. Currently, the greatest percentage of compliance reviews are in the area of race discrimination.

The President's FY 1999 Budget request for OCR is \$68 million, an increase of \$6.5 million over FY 1998 enacted. OCR is a well-managed organization, having won 3 VP Hammer awards, and continues to make progress in its enforcement efforts in case resolution and in the number and type of active compliance reviews initiated. On average, OCR receives and resolves over 5,000 discrimination complaints annually. OCR plans to hire 40 additional attorneys in FY 1998 based on its appropriation level of \$62 million, reducing the current attorney/case ratio from 1/65 to 1/48. The FY 1999 level would allow OCR to maintain this staffing level and fund ADP improvements to increase productivity and customer service, and complete the Elementary and Secondary Education School Survey, at a projected cost of \$.8 million, which provides data to numerous Federal and other institutions for a variety of purposes such as identifying trends and targeting civil rights problems. Hiring the additional staff in FY 1998, and maintaining it in FY 1999, will enable OCR to continue to invest sufficient resources investigating a complaint it received about California's current higher education admissions process and in higher education desegregation reviews such as those ongoing in Texas, Ohio, Florida, and Pennsylvania.

Areas OCR would like to emphasize more are building collaborative relationships with parents, students, and educators -- focusing on preventing discrimination rather than just remedying it -- and building partnerships with States to address statewide compliance with civil rights laws and regulations. A key element of its enforcement strategy involves educating the public about its rights and responsibilities and creating linkages among recipients, beneficiaries, and community groups for the purpose of achieving the shared goal of civil rights compliance. For example, OCR has encouraged parental involvement in monitoring voluntary action plans. These approaches require a significant investment in time and resources to provide the necessary

technical assistance.

Department of Health and Human Services. The Department of Health and Human Services' Office for Civil Rights (OCR) enforces compliance with Civil Rights statutes to ensure that people have equal access to and do not face discrimination in HHS programs, particularly in the areas of managed care, inter-ethnic adoption, services to limited English proficient services, and welfare reform. OCR investigates complaints, undertakes pre- and post-grant reviews, and provides outreach and technical assistance. The Civil Rights statutes OCR enforces include Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, Title VI and XVI of the Public Health Service Act, parts of the Omnibus Reconciliation Act of 1981 related to non-discrimination within block grant programs, and the Small Business Protection Act of 1996 (inter-ethnic adoption provisions).

Over the past few years, OCR has focused more of its resources on **non-complaint** activities such as compliance reviews and outreach and technical assistance to improve compliance with Civil Rights statutes and help prevent discrimination. OCR has also increased its use of alternative methods (e.g., alternative dispute resolution) to resolve complaints faster. One of OCR's performance measures is to decrease the average age of case closures in OCR's priority areas.

The FY 1999 Budget for OCR is \$21 million, a \$1 million increase over FY 1998 enacted levels. With the additional funding, OCR can undertake an increased number of compliance reviews to ensure that discrimination is not occurring within HHS-funded programs and provide more technical assistance and outreach to prevent discrimination from occurring in the first place.

Department of Agriculture, Civil Rights Enforcement Funding. The mission of the Department of Agriculture is "...to enhance the quality of life for the American people by supporting production agriculture; ensuring a safe, affordable, nutrition and accessible food supply; caring for agricultural, forest and range lands; supporting sound development of rural communities; providing economic opportunities for farm and rural residents; expanding global markets for agricultural products and services; and working to reduce hunger in America and throughout the world." Its programs meet the mission through the following areas: Federal and cooperative research, commodity marketing and inspection services; payments and lending programs (direct and guaranteed) for farmers, as well as rural housing, utilities and businesses, natural resources protection for farmers and national forests, and food assistance to low income households, and other at risk groups.

The Department's central civil rights enforcement programs are administered through the Assistant Secretary For Administration and the General Counsel, and has the goal of assuring that: "all USDA employees and customers are treated fairly and equitable with dignity and respect." Specific objectives include improving service to minority farmers, modernizing civil rights systems and processes, implementing specific recommendations made to the Secretary, establishing outreach programs to underserved customers, and increasing opportunities for small, disadvantaged, and women-owned businesses to participate in USDA programs and contracts, and creating a Civil Rights unit within the Office of the General Counsel.

The FY 1999 Budget increases USDA funding for civil rights programs from \$15 million to \$19 million. Funding above the enacted level has been added to human resources management, outreach to under-represented customers, increasing the involvement of small and disadvantaged businesses in USDA programs, conflict resolution activities, and in processing and adjudicating complaints brought by employees and customers. The Department will use performance measures related to the number of civil rights complaints, customers satisfaction, and participation rates by targeted groups.

The U.S. Commission on Civil Rights. Established in 1957, the U.S. Commission on Civil Rights has a broad ranging mandate to monitor and report on the status of civil rights' protections in the United States. As an independent, bipartisan agency of the Federal Government, the Commission strives to keep the President, the Congress, and the public informed about civil rights issues that deserve concentrated attention, and to appraise Federal laws and policies with respect to discrimination or denial of protection of the laws because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice. In doing so, it continually reminds all Americans why vigorous civil rights enforcement is in our national interest.

To meet these responsibilities, the agency conducts major investigations, educates the public on civil rights matters, and operates programs that address both local and national civil rights interests and concerns. The Commission maintains four key programs: a program to monitor and evaluate Federal civil rights enforcement; a program to investigate and study allegations of discrimination and denials of equal protection of the civil rights laws; a network of regional offices and State Advisory Committees that give the Commission a local presence in communities across the country; and a program to educate the public about civil rights.

The FY 1999 Budget proposes \$11 million for the Commission. The resources being requested for FY 1999 are justified by the need to engage more fully the agency's unique factfinding authority in addressing today's critical, and still evolving, civil rights problems. In the past few years, the Commission has not obtained increased funding from Congress, and this past year, it has operated without reauthorization. Most recently, the Commission has taken important steps toward improving the efficiency and effectiveness of its operations. For example, the Commission has implemented a new management information system to provide improved information on projects status and costs that can be used by staff and the Commissions in managing and planning program activities, and it is currently revising and updating agency regulations and internal administrative instructions to improve accountability and agency operational efficiency. These improvements will help to ensure that the FY 1999 resources are more effective in advancing civil rights in the United States.

Department of Transportation, Office of Civil Rights. Start text here.

Department of Labor, Civil Rights Center. The Civil Rights Center (CRC) is responsible for enforcing the Federal statutes and regulations that prohibit discrimination in all Department of Labor (DOL) financial assistance programs and within DOL workplaces; and prohibit discrimination on the basis of disability by certain public entities and in

activities conducted by DOL. CRC provides compliance assistance to entities receiving DOL funds, investigates and issues decisions on complaints of discrimination filed by DOL employees, applicants for employment, and people participating in DOL financed programs. CRC conducts reviews of grantees to ensure their compliance with civil rights laws and regulations, and evaluates and monitors DOL's Affirmative Employment Program.

To accomplish the President's agenda of strengthening civil rights enforcement, CRC employs a proactive approach towards reducing discrimination. CRC promotes voluntary compliance with existing non-discrimination laws through education and technical assistance to mitigate the number of complaint filings. To further reduce complaint workload, CRC plans to expand the number of technical assistance visits made to the States to ensure voluntary compliance. The CRC also intends to encourage the States to promote the use of alternative dispute resolution in complaint processing programs at the state level. Methods of Administration (MOA) agreements which are signed by the states as a condition of receiving employment and training funds have also been an effective tool in assisting states in addressing discrimination by ensuring that uniform systems are in place to enforce applicable nondiscrimination laws. The success of these preventative efforts will be evaluated through measuring the reduction in the incidences of discrimination.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Miriam H. Vogel (CN=Miriam H. Vogel/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:13-JAN-1998 09:18:45.00

SUBJECT: bilingual ed

TO: Mickey Ibarra (CN=Mickey Ibarra/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Janet Murguia (CN=Janet Murguia/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Karen E. Skelton (CN=Karen E. Skelton/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Suzanne Dale (CN=Suzanne Dale/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Allison Balderston (CN=Allison Balderston/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Jessica L. Gibson (CN=Jessica L. Gibson/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Angelique Pirozzi (CN=Angelique Pirozzi/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

Due to the time change of today's benchmarking mtg-- would 11am on
Thursday work for you?

I apologize for any inconvenience. Thank you.

----- Forwarded by Miriam H. Vogel/WHO/EOP on 01/13/98

08:46 AM -----

Miriam H. Vogel
01/12/98 03:59:51 PM
Record Type: Record

To: See the distribution list at the bottom of this message
cc: See the distribution list at the bottom of this message
Subject: bilingual ed

Maria would like to schedule an internal meeting at 4pm tomorrow, Tuesday,
to discuss and finalize:
Date for CA outreach mtg
Suggested names of attendees, which were circulated last week

Please let me know if this causes any inconvenience. Thank you.

Message Sent

To:

Karen E. Skelton/WHO/EOP

Michael Cohen/OPD/EOP

Elena Kagan/OPD/EOP

Mickey Ibarra/WHO/EOP

Janet Murguia/WHO/EOP

Message Copied

To:

Angelique Pirozzi/WHO/EOP

Allison Balderston/OPD/EOP

Laura Emmett/WHO/EOP

Suzanne Dale/WHO/EOP

Jessica L. Gibson/WHO/EOP

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 19:35:48.00

SUBJECT: Re: Long awaited WH education conference memo

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

So, I was a hit with Mickey.

Does it make sense to distribute this to Gene (Shireman already has a copy), Ann Lewis, Maria and others (Paul B?), and then pull them together to see if there is agreement on moving forward on some or all of this package?

----- Forwarded by Michael Cohen/OPD/EOP on 01/13/98
07:36 PM -----

Mickey Ibarra
01/13/98 07:27:20 PM
Record Type: Record

To: Michael Cohen/OPD/EOP
cc: See the distribution list at the bottom of this message
Subject: Re: Long awaited WH education conference memo

Mike, I like the draft memo a lot. Taking this on as a four part package from now thru the end of the school year makes a lot of sense. The April time and event you describe for the mayors is very consistent with what we heard from the mayors. I am very confident they will be on board with us. Simply change OIG to IGA and refer to Mayor Helmke as chair and Mayor Corradini as vice-chair. We met with them both.

It would be terrific if we could get this all ready for a package announcement at the USCM breakfast at the WH on January 30. If not, we should at least be ready to announce the Mayors Conference on Public Education jointly with the USCM. Good stuff! Thanks Mike.

Message Copied

To: _____

Bruce N. Reed/OPD/EOP
Elena Kagan/OPD/EOP
Lynn G. Cutler/WHO/EOP
Ann F. Lewis/WHO/EOP
Sky Gallegos/WHO/EOP

The following is a brief summary of the key outstanding issues regarding potential Administration support of the Workplace Religious Freedom Act.

1. Statutory Model. The Senate Bill is modeled after the Americans with Disabilities Act. The Administration proposal is based upon Title VII. Both approaches would accomplish essentially the same goal -- the ratcheting up of the protection currently afforded religious exercise under Title VII. There is a significant dispute, however, as to which approach would best accomplish that result. The religious groups' argument in favor of the ADA model is political. Although the ADA approach initially raised concerns within the small business community (because of compliance issues), the religious groups now represent that business supports the ADA model because it offers a familiar regulatory scheme. Similarly, the groups contend that business would oppose legislation that introduces a set of unfamiliar standards.

Administration objections to the ADA model are based upon a number of separate considerations. First, there is concern that the use of ADA language would lead to the watering down of ADA standards because courts would be reluctant to enforce religious accommodations to the same degree that they enforce accommodations for the disabled. Second, DOJ argues that ADA language may raise issues under the establishment clause because its emphasis on special accommodation suggests that it would create a preference for religion rather than merely redress discrimination against religion. Third, DOJ believes that, because the Administration's proposal is more clearly based on anti-discrimination concerns, it could more easily be enacted pursuant to Congress' Section V powers which would allow plaintiffs to collect damages from the states.

2. Premium Pay. Under the Senate Bill, private sector employers would be excused from their obligation under the FLSA to pay overtime to an employee for work in excess of 40 hours when that employee works those overtime hours to make up for time taken off for religious observance.

The Department of Labor opposes this provision because it is inconsistent with the Administration's opposition to current Congressional proposals that would allow employees to opt for compensatory time in lieu of premium pay. The religious groups have countered that an existing federal statute (5 U.S.C § 5550a) requires that federal employees who take time off for religious observances are not entitled to overtime pay and that it would therefore not harm Administration policy to allow a similar rule to apply to the private sector for the limited purpose of accommodating religious observance. DOL argues, however, that the analogy is inappropriate because the regulation of federal overtime and private sector overtime raise distinct considerations. For example, other than that provided in section 5550a, the rights of federal employees to overtime pay are far greater than that allowed employees in the private sector.

3. Effect on Seniority Rights. The Senate Bill would allow for the accommodation of religious employees to supersede other employees' seniority rights in certain limited circumstances (i.e. when an employee with seniority rights voluntarily agrees to exchange shifts or jobs with the religious employee who would not otherwise be entitled to accede to the senior employees's shift or job.) The religious groups strongly support this provision believing that employers have consistently hidden behind collective bargaining agreements in denying religious accommodations. Labor objects on policy grounds and DOJ is concerned that to accommodate

only religious employees in this context would raise establishment concerns.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 11:54:40.00

SUBJECT: Radio Address

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

CC: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TEXT:

What about doing the radio address on the welfare to work housing vouchers? It highlights the values of work and having a place to live to raise your family.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:13-JAN-1998 11:46:21.00

SUBJECT: Globe story

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Tanya E. Martin (CN=Tanya E. Martin/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

He found somebody to confirm, despite my efforts to obfuscate. Good thing no one reads the Globe.

Clinton to propose school-aid plan

Would spend billions to cut class sizes

By Brian McGrory, Globe Staff, 01/13/98

WASHINGTON - President Clinton, in his State of the Union address,

plans to discuss a multibillion-dollar proposal to make class sizes

smaller in public schools, according to senior administration officials familiar with the plan.

The plan, which is still being shaped at the highest levels of the

administration, represents one of the most significant items on Clinton's

education agenda for the coming year, officials said. It also comes at a time

when otherwise contrasting proposals from Republicans and Democrats call

for a massive teacher recruitment effort, raising the prospect of bipartisan

backing in Congress, according to officials.

"The decision has been made that the best way we can help out is through

getting more teachers into the classroom and getting smaller class sizes," said

one senior administration official, speaking on the condition of anonymity.

Said a second official: "We have been working on this a long time. We are

delighted to see others interested."

The cost for the program will total several billion dollars, according to

officials familiar with the discussions, and it will be highlighted in Clinton's nationally televised Jan. 27 speech before both houses of the Congress, those officials said.

Administration officials, hesitant to provide details, would not say if their program would more closely resemble the Democratic or the Republican plan. The \$8 billion Republican proposal, announced last week by Representative Bill Paxon of New York, calls for the federal government to provide block grants for states to pay the salaries of 100,000 new teachers over the next five years.

The less ambitious \$3.3 billion Democratic plan, drafted by Senator Edward M. Kennedy of Massachusetts, proposes that the federal government forgive a portion of student loans for each of 100,000 college graduates a year who enter the teaching profession.

Said one administration official, in comparing the two plans: "We are going our own way."

Officials said the program is designed to get at the sticky issue of class size in kindergarten through 12th grade, a problem that has been highlighted with increasing frequency by a wide range of groups, including the Republican Governors' Association.

Some studies have estimated that as many as 2 million new teachers will be needed in the next 10 years, as the teaching population ages and the number of students coming into the system continues to grow.

Administration officials also said the effort was intended to be linked with Clinton's push to establish national education standards.

"Every aspect of the president's education agenda will have one clear goal: to help young people meet high education standards," one official said.

Within the White House, officials remained tight-lipped on details of the program, reversing the pattern of the last week in which they have been freely highlighting the planned policy announcements in the State of the Union.

address. Yesterday, responding to a reporter's question, Clinton alluded to his education proposals for the first time in public, though he declined to provide any specifics.

'What I hope we will be able to do in this session of Congress is to make education a national issue,' Clinton said, speaking at a White House photo opportunity. 'It would please me if it could be a nonpartisan issue.'

The president added: 'I have some weeks ago signed off on a very ambitious agenda, only part of which has been revealed. We'll just keep working at it.'

Those senior administration officials familiar with the agenda said Clinton will also revisit the issue of school reconstruction spending in his budget. Clinton will also renew his call for education opportunity zones, high poverty areas designated for specific federal grants for teacher training and after-school programs.