

NLWJC - KAGAN

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[03/26/1998 - 03/27/1998]

Background

America has always been a nation of immigrants, and this Administration is proud of the significant progress we have made toward improving America's immigration system. Over the last five years, the INS has worked hard to curtail illegal immigration through tougher border control, strengthened worksite enforcement, and removal of a record numbers of criminal and other illegal aliens. The agency has also worked to improve and tighten the naturalization process, and have made needed reforms to our asylum system for refugees fleeing persecution. While the INS has achieved progress in these areas, the Administration recognizes the need the restructure the agency in order to improve its administration of the nation's immigration laws.

In its final report to Congress last fall, the United States Commission on Immigration Reform (CIR) called for significant reform to our nation's immigration system. The CIR criticized that the INS's dual responsibility of welcoming immigrants who enter legally and deterring those who enter illegally has resulted in "mission overload" and recommended reallocating responsibilities both within the Department of Justice (DOJ) and outside the agency. The major thrust of the CIR's proposed reform would move all immigration service functions to the Department of State, and would consolidate all immigration enforcement into a new federal law enforcement agency within the Justice Department.

In response to the CIR's recommendation, the President asked the Domestic Policy Council (DPC) to "evaluate carefully the [CIR] proposal and other reform options designed to improve the executive branch's administration of the Nation's immigration laws." In conducting this review, the DPC, working closely with the Office of Management and Budget, consulted with the Departments of Justice, Labor and State, the INS, staff of the CIR, immigration experts and advocacy groups, and other White House offices, including the National Security Council. This review examined organizational and restructuring options including those formulated by the CIR and members of Congress. **After the Administration established a framework for reform, the Justice Department contracted with a management consulting firm to assist in developing a plan to make this framework "operational."**

The Administration's Framework for Change

The CIR report correctly diagnosed many of INS's problems -- insufficient accountability between field offices and headquarters, lack of consistency and professionalism, overlapping organizational relationships, and significant management weaknesses. These problems have hampered the INS's ability to effectively pursue the tasks that Congress and the President expect the INS to perform: effective enforcement of our immigration laws

both at our borders and in the interior, and the efficient provision of immigration and citizenship benefits and services. Improving the ability of the INS to pursue these critical priorities must be the guiding principle of any reform plan.

After careful consideration and study, the Administration concluded that the most effective way to adhere to this guiding principle is to implement dramatic and fundamental reforms *within* the INS. The Administration's reform plan untangles the INS's overlapping and frequently confusing organizational structure and replace it with two clear organizational chains of command -- one for accomplishing its enforcement mission and one for the provision of services. Each operation would be headed by an Executive Associate Commissioner (EAC) who would report directly to the Commissioner or Deputy Commissioner. This division of responsibility sets up clear lines of authority and accountability at every functional level.

While the Administration's plan calls for separating enforcement from services operations within the INS, it also retains essential integrating functions for supporting and coordinating these operations. The result will be an INS organization with strengthened accountability and improved efficiency and effectiveness that allows each operation to focus on the unique management, knowledge, skills, and abilities of its function.

Improved Customer-Oriented Services

- *Creates new local service offices.* The new immigration services operation would locate new service offices in immigrant communities around the country. These offices would focus on providing efficient and effective service, while maintaining the integrity of application processing. The offices would provide a range of services including: providing information to applicants, taking fingerprints and photographs, testing, and interviewing. Depending on community needs, some offices may be configured as full-service centers and others could serve as satellite locations to perform specific functions. These new service facilities would have a standard "look and feel" with clear signs, comfortable waiting rooms, some evening and weekend hours and other customer-friendly features.
- *Creates stronger lines of authority and accountability.* The heads of the local service offices would report to an Service Area Director. The service area director would report directly to the Executive Associate Commissioner for Immigration Services. Service area directors would have the flexibility to move case processing responsibilities among offices within their area to maximize efficiency. Area directors would be held accountable for meeting a nationally-established standard for timely processing and courteous service at all of the locations throughout the area's jurisdiction.
- *Offers high-tech answers.* This new framework provides high-tech ways for people to receive better service through remote service centers. As part of this restructuring effort,

INS will re-examine the capabilities of the four service centers that handle the automated, bulk processing workload of the current district offices. These centers currently take applications, create electronic records of them, and conduct the pre-processing necessary before the examination is administered. Under the new structure, more clerical work would be shifted to the service centers, thus allowing local offices to focus on core activities which require interaction with customers.

A Strengthened and Integrated Enforcement Operation

- *Establishing a Single, Coordinated Enforcement Function.* Creates an operational chain of command dedicated to immigration enforcement. INS can focus comprehensively on illegal immigration problems at the border and in the interior, and create a single point of accountability for performance. This approach will strengthen professionalism and improve results. Also, this structure would ensure priorities are shared and allow close coordination of day-to-day operations among each enforcement discipline.
- *Integrating Enforcement and Strengthening Accountability.* The new enforcement operations areas would combine all functions related to the enforcement of immigration laws. Each enforcement area would be organized according to these four enforcement functions, and led by a single director. The area enforcement director would report directly to the Executive Associate Commissioner for Enforcement.
- *Four field components Organized by Function.* The enforcement areas would be organized around four functional goals: managing the border; inspections and management at ports of entry; investigations and removals; and detention.
 - 1) Border Patrol. The Border Patrol would perform its current border management functions of deterring illegal immigration, apprehending illegal aliens, and working to dismantle smuggling rings.
 - 2) Inspectors. The plan recognizes the critical part the ports of entry play in INS' border management strategy by putting inspectors in the enforcement chain of command. Gives the ports a stronger role on the enforcement side of the agency and a direct reporting relationship to the Enforcement Area Director in order to better address illegal attempts to enter the country.
 - 3) Investigations and Removals. This plan would also bring investigators, intelligence officers and deportation officers into one multi-disciplinary component in order to focus on removals and pursuing cases of fraud, smuggling and illegal employment at the workplace. Offices in the field would be located in areas with the greatest demand for those functions-- similar to the traditional Special or Resident Agent-in Charge

(SAC/RAC) law enforcement model used by the FBI.

4) Detention and Enforcement Support. This framework would improve the logistical coordination of transporting criminal and illegal aliens and detaining them in long-term facilities by centralizing the current District Office detention and transportation operations. Under the new framework, this component would be better able to track open bed space at INS and contract facilities, improve and monitor conditions at these facilities, as well as provide appropriate access to them.

Shared Support

- *Providing the Right Tools*. The “shared support” operation (e.g., records and data management, technological support, employee relations, and administrative support) serves as the administrative and technological backbone upon which both enforcement and service operations depend. The goal of this operation will be to ensure that each side of the agency has the appropriate administrative and technological tools to do their jobs. These range from ensuring that new computer software systems are designed to be “user-friendly” for the enforcement agents and service officers who rely on them, to making sure that appropriate training is provided to strengthen professionalism.
- *Managing Essential Records*. An important cohesive function of the shared support operation is the management of all of INS’s files and electronic databases. The INS’s records are the basis for its work -- whether law enforcement or the provision of services to customers. The information contained in those records tells an INS deportation officer that an individual has overstayed his visa and the last address at which he might be found. It also tells an adjudicator whether a person has ever entered without inspection, therefore jeopardizing his eligibility to become a legal permanent resident.

New “Strategy” Office

- *Eliminating Overlapping Functions*. The Administration’s proposed structure includes the creation of a small, new “strategy” unit that would focus on setting priorities, designing the ways in which they can be executed in the field, as well as analyzing the effectiveness of their execution. The unit would use staff from headquarters, as well as create subject area task forces to draw on the expertise of individuals accountable for each program.

New Chief Financial Officer Role

- *Enhancing Accountability and Efficiency*. The new structure also creates a role for a new Chief Financial Officer to improve the distribution, control and monitoring of the agency’s finances. This would enhance accountability for managing the agency’s resources

and ensure that immigrant services and enforcement have clearly separated and defined revenue streams.

Automated Records Management System
Hex-Dump Conversion

Other management improvements

INS recognizes that a profound restructuring is only one aspect of improving its ability to build a more effective organization. As part of its reform efforts, the agency is also planning management initiatives to reform pay discrepancies, such as the reclassification of inspectors as enforcement personnel, fundamentally redesigning outdated business processes, and creation of new training opportunities.

Conclusion

Preserving our country's tradition as a nation of laws and a nation of immigrants requires one agency with clear, defined operational lines of authority and accountability. This new structure will allow our Nation to better control its borders and provide improved service and benefits to the immigration community. The Administration's plan is a bold initiative to strengthen the INS's capacity and ability to accomplish this critical mission.

Automated Records Management System
Hex-Dump Conversion

April 2, 2010
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3:00pm

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CREATION DATE/TIME:26-MAR-1998 20:26:36.00

SUBJECT: LRM #IMS279 - JUSTICE, OMB, and DPC Executive Summary/Framework regarding

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LRM ID: IMS279
EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
Washington, D.C. 20503-0001

Thursday, March 26, 1998

LEGISLATIVE REFERRAL MEMORANDUM

TO: Legislative Liaison Officer - See Distribution below

FROM: James J. Jukes (for) Assistant Director for Legislative Reference
OMB CONTACT: Ingrid M. Schroeder
PHONE: (202)395-3883 FAX: (202)395-3109

SUBJECT: JUSTICE, OMB, and DPC Executive Summary/Framework
regarding the Administration's Plan for Restructuring INS

DEADLINE: Noon Friday, March 27, 1998 -- FIRM

In accordance with OMB Circular A-19, OMB requests the views of your agency on the above subject before advising on its relationship to the program of the President. Please advise us if this item will affect direct spending or receipts for purposes of the "Pay-As-You-Go" provisions of Title XIII of the Omnibus Budget Reconciliation Act of 1990.

COMMENTS: The attached Executive Summary/Framework will be included in a package of materials (letter to Chairman Rogers and side-by-side analysis circulated under LRM #IMS275) outlining the Administration's plan for restructuring INS. This package will be distributed on March 31st when the Commissioner of INS testifies before a House Appropriations subcommittee on this topic.

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RESPONSE TO
 LEGISLATIVE REFERRAL
 MEMORANDUM

If your response to this request for views is short (e.g., concur/no comment), we prefer that you respond by e-mail or by faxing us this response sheet. If the response is short and you prefer to call, please call the branch-wide line shown below (NOT the analyst's line) to leave a message with a legislative assistant.

You may also respond by:

- (1) calling the analyst/attorney's direct line (you will be connected to voice mail if the analyst does not answer); or
- (2) sending us a memo or letter

Please include the LRM number shown above, and the subject shown below.

TO: Ingrid M. Schroeder Phone: 395-3883 Fax: 395-3109
 Office of Management and Budget
 Branch-Wide Line (to reach legislative assistant): 395-3454

FROM: _____ (Date)
 _____ (Name)
 _____ (Agency)
 _____ (Telephone)

The following is the response of our agency to your request for views on the above-captioned subject:

- _____ Concur
- _____ No Objection
- _____ No Comment
- _____ See proposed edits on pages _____
- _____ Other: _____

_____ FAX RETURN of _____ pages, attached to this response sheet

DRAFT --
3/26/98 -- 8pm

A FRAMEWORK FOR CHANGE:
The Immigration and Naturalization Service

Background

America has always been a nation of immigrants, and this Administration is proud of the significant progress we have made toward improving America's immigration system. Over the last five years, the INS has worked hard to curtail illegal immigration through tougher border control, strengthened worksite enforcement, and removal of a record numbers of criminal and other illegal aliens. The agency has also worked to improve and tighten the naturalization process, and has made needed reforms to our asylum system for refugees fleeing persecution. While the INS has achieved progress in these areas, the Administration recognizes the need to restructure the agency in order to improve its Administration's ability to carry out the nation's immigration laws.

In its final report to Congress last fall, the United States Commission on Immigration Reform (CIR) called for significant reform to our nation's immigration system. The CIR criticized that the INS's dual responsibility of welcoming immigrants who enter legally and deterring those who enter illegally has resulted in mission overload, and recommended reallocating responsibilities both within the Department of Justice (DOJ) and outside the agency. The major thrust of the CIR's proposed reform would move all immigration service functions to the Department of State, and would consolidate all immigration enforcement into a new federal law enforcement agency within the Justice Department.

In response to the CIR's recommendation, the President asked the Domestic Policy Council (DPC) to evaluate carefully the [CIR] proposal and other reform options designed to improve the executive branch's administration of the Nation's immigration laws. In conducting this review, the DPC, working closely with the Office of Management and Budget, consulted with the Departments of Justice, Labor and State, the INS, staff of the CIR, immigration experts and advocacy groups, and other White House offices, including the National Security Council. This review examined organizational and restructuring options including those formulated by the CIR and members of Congress. After the Administration established a framework for reform, the Justice Department contracted with a management consulting firm to assist in developing a plan to make this framework operational.

The Administration's Framework for Change

The CIR report correctly diagnosed many of INS's problems -- insufficient accountability between field offices and headquarters, lack of consistency and professionalism, overlapping organizational relationships, and significant management weaknesses. These problems have hampered the INS's ability to effectively pursue the tasks that Congress and the President expect the INS to perform: effective enforcement of our immigration laws both at our borders and in the interior, and the efficient provision of immigration and citizenship benefits and services.

Improving the ability of the INS to pursue these critical priorities must be the guiding principle of any reform plan.

After careful consideration and study, the Administration concluded that the most effective way to adhere to this guiding principle is to implement dramatic and fundamental reforms within the INS. The Administration's reform plan untangles the INS's overlapping and frequently confusing organizational structure and replace it with two clear organizational chains of command -- one for accomplishing its enforcement mission and one for the provision of services. Each operation would be headed by an Executive Associate Commissioner (EAC) who would report directly to the Commissioner or Deputy Commissioner. This division of responsibility sets up clear lines of authority and accountability at every functional level.

While the Administration's plan calls for separating enforcement from services operations within the INS, it also retains essential integrating functions for supporting and coordinating these operations. The result will be an INS organization with strengthened accountability and improved efficiency and effectiveness that allows each operation to focus on the unique management, knowledge, skills, and abilities of its function.

Improved Customer-Oriented Services

Creates new local service offices. The new immigration services operation would locate new service offices in immigrant communities around the country. These offices would focus on providing efficient and effective service, while maintaining the integrity of application processing. The offices would provide a range of services including: providing information to applicants, taking fingerprints and photographs, testing, and interviewing. Depending on community needs, some offices may be configured as full-service centers and others could serve as satellite locations to perform specific functions. These new service facilities would have a standard look and feel with clear signs, comfortable waiting rooms, some evening and weekend hours, and other customer-friendly features:

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Establishing a single, coordinated enforcement function. The plan

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2) Inspectors. The plan recognizes the critical part the ports of entry play in INS's border management strategy by putting inspectors in the enforcement chain of command. This would give the ports a stronger role on the enforcement side of the agency and gives inspectors a direct reporting relationship to the Enforcement Area Director.

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Eliminating overlapping functions. The Administration's proposed structure includes the creation of a small, new "strategy" unit that would focus on setting priorities, designing the ways in which they can be executed in the field, as well as analyzing the effectiveness of their execution. The unit would use staff from headquarters, as well as create subject area task forces to draw on the expertise of individuals accountable for each program.

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March 26, 1998

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8:00pm===== ATTACHMENT 1 =====

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- *Creates new local service offices.* The new immigration services operation would locate new service offices in immigrant communities around the country. These offices would focus on providing efficient and effective service, while maintaining the integrity of application processing. The offices would provide a range of services including: providing information to applicants, taking fingerprints and photographs, testing, and interviewing. Depending on community needs, some offices may be configured as full-service centers and others could serve as satellite locations to perform specific functions. These new service facilities would have a standard "look and feel" with clear signs, comfortable waiting rooms, some evening and weekend hours, and other customer-friendly features.
- *Creates stronger lines of authority and accountability.* The heads of the local service offices would report to an Service Area Director. The Service Area Director would report directly to the Executive Associate Commissioner for Immigration Services. Service Area Directors would have the flexibility to move case processing responsibilities among offices within their area to maximize efficiency. Area Directors would be held accountable for meeting a nationally-established standard for timely processing and courteous service at all of the locations throughout the area's jurisdiction.
- *Offers high-tech answers.* This new framework provides high-tech ways for people to

receive better service through remote service centers. As part of this restructuring effort, INS will re-examine the capabilities of the four service centers that handle the automated, bulk processing workload of the current district offices. These centers currently take applications, create electronic records of them, and conduct the pre-processing necessary before the examination is administered. Under the new structure, more clerical work would be shifted to the service centers, thus allowing local offices to focus on core activities which require interaction with customers.

A Strengthened and Integrated Enforcement Operation

- *Establishing a single, coordinated enforcement function.* The plan creates an operational chain of command dedicated to immigration enforcement. INS can focus comprehensively on illegal immigration problems at the border and in the interior, and create a single point of accountability for performance. This approach will strengthen professionalism and improve results. Also, this structure would ensure priorities are shared and allow close coordination of day-to-day operations among each enforcement discipline.
- *Integrating enforcement and strengthening accountability.* The new enforcement operations areas would combine all functions related to the enforcement of immigration laws. Each enforcement area would be organized according to four enforcement functions, and led by a single director. The Area Enforcement Director would report directly to the Executive Associate Commissioner for Enforcement.
- *Four Field Components organized by function.* The enforcement areas would be organized around four functional goals: managing the border; inspections and management at ports of entry; investigations and removals; and detention.
 - 1) Border Patrol. The Border Patrol would perform its current border management functions of deterring illegal immigration, apprehending illegal aliens, and working to dismantle smuggling rings.
 - 2) Inspectors. The plan recognizes the critical part the ports of entry play in INS's border management strategy by putting inspectors in the enforcement chain of command. This would give the ports a stronger role on the enforcement side of the agency and gives inspectors a direct reporting relationship to the Enforcement Area Director.
 - 3) Investigations and Removals. This plan would also bring investigators, intelligence officers and deportation officers into one multi-disciplinary component in order to focus on removals and pursuing cases of fraud, smuggling and illegal employment at the workplace. Offices in the field would be located in areas with the greatest demand for those functions-- similar to the traditional Special or Resident Agent-in Charge

(SAC/RAC) law enforcement model used by the FBI.

4) Detention and Enforcement Support. This framework would improve the logistical coordination of transporting criminal and illegal aliens and detaining them in long-term facilities by centralizing the current District Office detention and transportation operations. Under the new framework, this component would be better able to track open bed space at INS and contract facilities, improve and monitor conditions at these facilities, as well as provide appropriate access to them.

Shared Support

- *Providing the right tools.* The “shared support” operation (e.g., records and data management, technological support, employee relations, and administrative support) serves as the administrative and technological backbone upon which both enforcement and service operations depend. The goal of this operation will be to ensure that each side of the agency has the appropriate administrative and technological tools to do their jobs. These range from new computer software systems that are “user-friendly” for enforcement agents and service officers, to appropriate training to strengthen professionalism.
- *Managing essential records.* An important cohesive function of the shared support operation is the management of all of INS’s files and electronic databases. The INS’s records are the basis for its work -- whether law enforcement or the provision of services to customers. For example, the information contained in those records tells an INS deportation officer that an individual has overstayed his visa and the last address at which he might be found. It also tells an adjudicator whether a person has ever entered without inspection, therefore jeopardizing his eligibility to become a legal permanent resident.

New “Strategy” Office

- *Eliminating overlapping functions.* The Administration’s proposed structure includes the creation of a small, new "strategy" unit that would focus on setting priorities, designing the ways in which they can be executed in the field, as well as analyzing the effectiveness of their execution. The unit would use staff from headquarters, as well as create subject area task forces to draw on the expertise of individuals accountable for each program.

New Chief Financial Officer Role

- *Enhancing accountability and efficiency.* The new structure also creates a role for a new Chief Financial Officer to improve the distribution, control, and monitoring of the agency’s finances. This would enhance accountability for managing the agency’s resources and ensure that immigrant services and enforcement have clearly separated and defined

revenue streams.

Automated Records Management System
Hex-Dump Conversion

Other Management Improvements

INS recognizes that a profound restructuring is only one aspect of improving its ability to build a more effective organization. As part of its reform efforts, the agency is also planning management initiatives such as fundamentally redesigning outdated business processes, and the creation of new training opportunities.

Conclusion

Preserving our country's tradition as a nation of laws and a nation of immigrants requires one agency with clear, defined operational lines of authority and accountability. This new structure will allow our Nation to better control its borders and provide improved service and benefits to the immigrant community. The Administration's plan is a bold initiative to strengthen the INS's capacity and ability to accomplish this critical mission.

April 2, 2010
C:\WORK\WP\IMMIGRAT\ANBENDER.6
8:00pm

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 17:10:32.00

SUBJECT: FYI, final deal on legal immigrant food stamps

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

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

TEXT:

The final deal with the conference on agric. research on food stamps is as follows:

\$818m total to go to legal immigrant restorations (vs. our \$2.5b request)

For refugees, asylees, the Hmong, and the disabled, we got essentially what was in the President's budget.

For the elderly, we will cover those who were 65 or older and in the country when the law was signed. (The President's budget was somewhat more generous -- if you were in the country when the law was signed but not yet 65, you would get benefits when you turned 65.)

For families with children, we will cover children who were here when the law was signed, but not their parents. (The President's budget would cover both children and their parents, and both those here when the law was signed and those who arrived after. Congress wouldn't consider this.)

This is expected to be approved by both houses without any problem.

So it's a pretty good deal given the money that was available. The next question is whether we will have a chance to do more later this year through other vehicles.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 21:09:23.00

SUBJECT: Comments from the Business Community on Equal Pay

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

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

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

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

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

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

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

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

CC: Jess A. Gupta (CN=Jess A. Gupta/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

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

TEXT:

Even though we have backed off on the data collection component of the equal pay initiative, I called Sue Missinger of the Society of Human Resource Managers in order to get a quick read from the business community on their concerns about pay equity. She stated that the business community hadn't really focused on the bills because their sense was that the legislation was not moving. When I asked her about penalties, she said that businesses would not support uncapped penalties, but she was not as adamant on this point as she was about some other issues.

Her two main concerns seemed to be on issues other than those included in our announcement. They were: (1) that OFCCP does not really have the authority to require federal contractors to supply wage data currently and (2) that they have major problems with OFCCP's proposed new rule to require wage data on the affirmative action summary (which is still being vetted at the department and has not been sent to OMB yet).

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 17:44:39.00

SUBJECT: Draft Language for Sense of the Senate on data collection for pay equity

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

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

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

CC: Jess A. Gupta (CN=Jess A. Gupta/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

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

TEXT:

Here is a first cut at draft language for a sense of the Senate provision to be added to Daschle's bill in place of his data collection section. It may be that we want to shorten this, but let me know. Mary

SEC. XXX SENSE OF THE SENATE REGARDING INCREASED INFORMATION ON WAGE DISPARITIES

It is the Sense of the Senate that the Federal Government should take appropriate steps to increase the amount of information available with respect to the wage disparity. In so doing, the Federal Government should consider ways of collecting this data that:

- (1) do not jeopardize individuals' privacy;
- (2) are least intrusive to businesses;
- (3) retain confidentiality of corporate data;
- (4) are cost-effective; and
- (5) are least burdensome to businesses and government.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Mickey Ibarra (CN=Mickey Ibarra/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:26-MAR-1998 15:16:21.00

SUBJECT: Mayors

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

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

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

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

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

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

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

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

TEXT:

At noon today the US Conference of Mayors confirmed that May 7 at 2pm will work for them to come to the WH to conclude their Mayors Conference on Public Schools. We indicated the meeting with the President would be followed by a reception.

I will serve as the IGA staff contact for this event along with Lynn Cutler. Mike Cohen is the lead for DPC. Let's plan on getting together next week to determine how best to proceed with planning internally and with the USCM. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 17:00:42.00

SUBJECT: Child Care

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

READ:UNKNOWN

TEXT:

The meeting with Andie went as expected. She was reluctant but finally agreed to set up a Child Care Task Force as part of the Democratic Caucus that will rally behind child care principles, do events, raise awareness, etc.

One other thing. Helen Blank called about a Democratic alternative budget resolution that is being prepared that does not include child care. I talked to Barbara Chow and Martha Foley but neither of them know anything about it. Do you?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 12:36:52.00

SUBJECT: Meeting with Daschle's staff on pay equity

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

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:

Sally, Jon Orszag, and I met with Daschle's staff. They've agreed to drop their data collection section of the bill (which requires employers to keep wage data and to submit reports to the EEOC). We agreed that we could still recognize the importance of data collection, without mentioning the EEOC explicitly, by including a sense of the Senate in the bill to recognize the need to take additional steps to improve data collection on this issue. DOJ is drafting some legislative language to add mention of the 14th Amendment to the findings, and to draft the language so that punitive damages are not available against the Federal Government. We are going to try to get Daschle's staff this language by tomorrow. I will send a copy for your review when I receive it from DOJ. Because Daschle's bill currently mentions funding for the EEOC and Labor, we're also going to consult with OMB how best to draft any language on this issue.

**Guns and Southern Culture
Question and Answer
March 26, 1998**

Automated Records Management System
Hex-Dump Conversion

Q: Mr. President, some experts have commented that the Jonesboro shooting -- as well as the Pearl and Paducah shootings -- were at least in part the result of Southern culture's close relationship with firearms, and that the time has come for the South -- and all of rural America -- to end its love affair with guns. Do you agree with this assessment?

A: I don't know that I agree with that assessment. As a Southerner, I grew up around firearms and went hunting. I know what it's like to grow up in a community where school lets out the first day of the deer hunting season. Done responsibly, there's nothing necessarily wrong with that.

I think if we're going to make any sense at all about these terrible tragedies, we must view the problem -- and any potential solutions -- in much broader terms. Sadly, too many of our young people today are less likely to spend time with responsible adults than they are to witness hundreds of murders on television -- or to play video games that reward brutal violence. That shouldn't be. We should be showing these kids how to resolve their conflicts peacefully. We should be setting an example for them -- teaching them right from wrong. And we should be filling their lives with opportunities to do good and get ahead. I think that's what most important.

But government has a role, too. That is why I have asked the Attorney General and Secretary Riley to reach out to some of the experts and ask them if there's more that we can do to prevent these types of tragedies. We have already done much to promote responsibility and reduce crime and violence in America. We have passed tough gun laws, hired more police, and enforced zero tolerance policies in our schools. But we are prepared to do whatever else is necessary to keep our children safe.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 21:19:20.00

SUBJECT: Equal Pay Announcement

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

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:

We talked to Daschle's staff and it looks like we should be able to work through the changes to the legislation. They are: (1) amending some of the findings (as suggested by DOJ); (2) exempting the United States from punitive damages awards; and (3) removing the data collection section and replacing it with a Sense of the Senate that the government should take steps to improve data collection. I will send you the edits from Justice and draft sense of the Senate language.

Assuming that you and the NEC sign off on the policy, the Women's Office is going to set up an event planning meeting tomorrow morning. Please let me know if you have any problems. Thanks, Mary

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 20:23:59.00

SUBJECT: INS reform -- Exec. Summary

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

READ:UNKNOWN

CC: Michael Deich (CN=Michael Deich/OU=OMB/O=EOP @ EOP [OMB])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Elena,

At the meeting tonight, we agreed to try to get the executive summary to the Hill tomorrow. INS and Justice have given comments, and Michael is looking it over. If Michael thinks that it is o.k., it will go into the LRM process for clearance and be circulated on the Hill as a draft. If this is not o.k., please let me know. Thanks.

Julie

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 16:06:30.00

SUBJECT: Quick question on Class size/tobacco

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

READ:UNKNOWN

TEXT:

I'm reviewing the draft class size legislation. Following standard Education Department practice and Congressional practice, ED's draft has set aside funds for the following purposes "off the top" of the annual funding amount:

1. \$2 million per year for a program evaluation(out of at least \$1.1 billion per year.) administered by the Education Department. I think a program evaluation is very important, and the price is certainly cheap enough. However, this would be money that stays at the federal level rather than going to states. Is this a serious problem in the tobacco context, or is the amount so miniscule as to not cause a problem?
2. Up to 1% of the total funds for payments to the Outlying Areas (e.g., American Samoa, Guam, the Virgin Islands, and Northern Mariana Islands) and the Bureau of Indian Affairs, to reduce class size in schools operated by those jurisdictions. This is standard practice in all formula-driven federal education programs to states. I can't think of a good justification for not following this practice in the class size bill, unless the states would think that the territories and BIA shouldn't get a piece of their action. Please advise.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 18:35:33.00

SUBJECT: VP Federal Welfare-to-Work Hiring Event Has Been Scheduled!

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

READ:UNKNOWN

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

READ:UNKNOWN

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

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

READ:UNKNOWN

TEXT:

This event has finally gotten confirmed for April 9th (the anniversary of the Cabinet meeting last year). The VP will announce latest #s showing we're on target for our goal of 10,000 (over 3,600 through 3/22), release a very nice annual report highlighting lessons learned and accomplishments in the agencies, and challenge companies who do business with the federal government to do their part. Likely participants: 1 Cabinet member (probably Pena, whose been very aggressive about reaching out to contractors), 1-2 businesses, and one former welfare recipient. We're working with Partnership to get 1-2 of their Board members to participate--it looks pretty good. We're highlighting the fact that Greenwald suggested at the meeting w/ VP, Erskine, and Bruce back in November that the federal govt should reach out to its contractors in the same way that United has reached out to its suppliers (apparently he's thrilled that we took him up on his suggestion). This event will be an action item on the COS' call tomorrow. Each agency will be asked to identify 5 or more contractors they will bring to the event, and identify either Cabinet or deputy to attend.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:26-MAR-1998 19:04:29.00

SUBJECT: Welfare to Work Housing Voucher and Transportation Event

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Elena, FYI.

----- Forwarded by Andrea Kane/OPD/EOP on 03/26/98 07:06
PM -----

Andrea Kane

03/26/98 07:01:22 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc: Donna L. Geisbert/OPD/EOP

Subject: Welfare to Work Housing Voucher and Transportation Event

As most of you know, this interagency welfare reform event has now evolved to rally support for the two budget initiatives that will strengthen the next phase of welfare reform by helping people get and keep jobs by assisting them "move to where the jobs are". The tentative date is 4/23 (4/21 didn't work for HUD). ISTEA may be in conference, and HUD appropriations hearings are scheduled for mid-May. We're looking at doing it in OEOB, Room 450, possibly with a press conference in the press briefing room. Our goal is to have, at a minimum, Secretaries Cuomo, Slater and Shalala. Secretaries Herman and Administrator Alvarez have also expressed interest. Other participants could include several families who would benefit from this assistance, as well as supportive state/local officials or practitioners and some of the national organizations who support these proposals.

We've scheduled a meeting/conference call for Tuesday 3/31 3-4 p.m. in Room 211 to refine the details of the event with the help of public affairs/intergovernmental folks in the agencies.

Message Sent

To:

john_f._bohm @ hud.gov @ inet

Nancy_Kirshner-rodriguez @ hud.gov @ inet

Paul_A. Leonard @ HUD.gov @ inet

Paul J. Weinstein Jr./OPD/EOP

Emil E. Parker/OPD/EOP

Michael Deich/OMB/EOP

Anil Kakani/OMB/EOP

Francis S. Redburn/OMB/EOP

psavage- @ os.dhhs.gov @ inet

Lsimmens @ os.dhhs.gov @ inet

Kamela-William @ dol.gov @ inet
Julie.Anderson @ ost.dot.gov @ inet
Heyman-Stephen @ dol.gov @ inet
Emily Bromberg/WHO/EOP
Cynthia A. Rice/OPD/EOP
dana.colarulli @ sba.gov @ inet

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:27-MAR-1998 16:39:33.00

SUBJECT: DPC Events In April As Directed By Rahm

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

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

CC: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

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

CC: Jonathan H. Schnur (CN=Jonathan H. Schnur/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Christa Robinson (Christa Robinson @ EOP @ LNGTWY [OPD])
READ:UNKNOWN

TEXT:

1st -- Children's Health Day (Without POTUS).

6th -- Assault Weapons Ban.

9th -- Tobacco (NOTE: RAHM WANTS US TO ISSUE SOME ACTION ITEM FOR THIS EVENT. HE DOESN'T WANT IT TO ONLY BE A SPEECH. HE WANTS STUDY RELEASED, EO, POTUS MEMORANDUM, ANYTHING ACTION ORIENTED).

10th -- Food Safety.

11th -- Radio Address on Taxes (specifically Child Care Tax Credits)

12th -- School Construction in Chicago with Mosely Braun. Need to decide if we do event in suburbs or a school in Chicago impacted by the new \$1 billion bond program.

14th -- COPS event in Houston with Brown in which we also release one of the two studies on school safety.

21st -- Service Event -- Langdon Park cleanup.

24th -- National Teacher Event

27th -- School Uniform Event in NYC at the school that is now requiring all students to wear uniforms.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 27-MAR-1998 20:06:18.00

SUBJECT:

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

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

TEXT:

This is a draft Presidential .08 BAC letter to be read at a Monday press event in the Roosevelt Room with Rep. Lowey, Shalala and Holder. Paul Begala asked for the letter tonight and needs it cleared ASAP. (He asked for something very brief.)

Paul has already alerted Phil Caplan.

Thanks,
Leanne

===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D77]MAIL46662758T.026 to ASCII,
The following is a HEX DUMP:

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DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT

March 27, 1998

**Automated Records Management System
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**Hon. Nita Lowey
United States House of Representatives
Washington, DC**

Dear Nita:

Although my trip to Africa precludes me from joining you, I want to state once more my strong support for the historic journey you are on: a journey to make our streets safe, our drivers sober, and our laws more sensible.

Your proposal to establish a nationwide crackdown on drunk driving by setting a uniform limit for impaired driving at .08 blood alcohol content (BAC) truly is an idea whose time has come. At a time when crime all across America is going down, we still lose an American to drunk driving every 30 minutes -- every half hour a family is shattered, a child, a parent, a neighbor, is lost forever.

By setting a strong but sensible limit on blood alcohol content, we could save as many as 600 lives a year. And a uniform drunk driving standard will still allow adults to drink responsibly and moderately -- since your .08 BAC standard is not reached until a 170-pound man has had more than four drinks in an hour, and three for a typical woman.

This should by no means be a partisan issue. Indeed, your bipartisan work with Benjamin Gillman, as well as the partnership between Frank Lautenberg and Mike Dewine in the Senate, proves that when leaders from both parties come together, we can set aside political differences to save lives and serve America. It is my fervent hope that the majority of your colleagues in the House will join the large bipartisan majority in the Senate, and send me legislation to put the brakes on drunk driving.

Sincerely,

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:27-MAR-1998 19:00:14.00

SUBJECT: PIR Weekly Report

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

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

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

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

TO: Bob J. Nash (CN=Bob J. Nash/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

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

TO: Trooper Sanders (CN=Trooper Sanders/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

READ:UNKNOWN

TO: Jon P. Jennings (CN=Jon P. Jennings/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TO: Katherine D. Sheckells (CN=Katherine D. Sheckells/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TO: Michelle R. Waldron (CN=Michelle R. Waldron/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TO: D. Bambi Kraus (CN=D. Bambi Kraus/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TO: Karen C. Burchard (CN=Karen C. Burchard/OU=PIR/O=EOP @ EOP [PIR])

READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

TO: Angelique Pirozzi (CN=Angelique Pirozzi/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: Thurgood Marshall Jr (CN=Thurgood Marshall Jr/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Susan M. Liss (CN=Susan M. Liss/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TO: Elizabeth R. Asher (CN=Elizabeth R. Asher/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

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

TO: Barbara Semedo (CN=Barbara Semedo/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TEXT:

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

THROUGH: ERSKINE BOWLES
SYLVIA MATHEWS

DATE: MARCH 27, 1998 .

SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT
MARCH 21 - MARCH 27

ADVISORY BOARD ACTIVITIES

Denver Advisory Board Meeting. The Advisory Board held its seventh meeting March 23-25 in Denver, CO. The topic of this meeting was race and stereotypes. It consisted of three parts, a community dialogue on March 23, an expert panel discussion on March 24 and a youth town hall on March 25. Advisory Board members Dr. John Hope Franklin, Reverend Suzan Johnson, Governor William Winter, Linda Chavez-Thompson and Robert Thomas attended the meeting. Secretary Pena participated in the community dialogue and expert panel discussion.

The community dialogue, which was attended by over 800 people, was interrupted by members of the public audience who took issue with the exclusion of an American Indian on the Advisory Board. Approximately 400 people attended the expert panel discussion the next day. At the youth town hall, which was held at Denver East High School and attended by 500 students, twenty-six students joined Governor Winter and myself on stage for a spirited dialogue on race relations.

Los Angeles Promising Practices Visit. On March 26 and 27, Governor William Winter and I visited three promising practices sites in the Los Angeles area. We met with Students Talk About Race, an organization that trains college students to facilitate racial dialogues with middle school and high school students; Korean Youth and Community Center, which organized a multi-cultural leadership council; and the Community Fire Station 68 (of the Los Angeles Fire Department), a community-based organization that works to improve race relations among young adults in the Los Angeles

community.

Children's Defense Fund (CDF) Conference. On March 28, Dr. John Hope Franklin, Governor William Winter, and I will participate in the CDF Community Forum in which we will hear from Los Angeles area students and discuss youth, race, and poverty.

OFFICE OF THE EXECUTIVE DIRECTOR

One America Dialogue Guide. We completed the One America Dialogue Guide, which is a manual to assist groups in holding dialogues on race in their community. We will initially distribute the guide to campuses participating in the Campus Week of Dialogue, Governors, and YWCAs participating in the Statewide Days of Dialogue.

Higher Education Leaders. On March 25, in conjunction with Maria Echaveste, we met with representatives from higher education institutions and higher education organizations to discuss their forming a coalition to promote the values of access and diversity in higher education. A primary role of the coalition would be to lead a coordinated campaign to educate the public about the values of access and diversity. We will continue to meet with these groups and others to discuss timing, structure, and focus of this coalition.

Campus Week of Dialogue. Over 300 schools have responded to our invitation to participate in the Campus Week of Dialogue from April 6-9. On April 8, Governor Kean will host a town hall meeting at Drew University in which Angela Oh and Secretary Richard Riley will participate. Secretary Babbitt will participate in an event at Oberlin College on April 7. On April 6, Linda Chavez Thompson and I will participate in a town hall meeting at Howard University which will involve members from other local Washington, D.C. schools.

Leadership Conference. We participated in the Organization of Chinese Americans/Japanese American Citizens League Leadership Conference on March 21 in Washington D.C. Over 20 Asian Pacific American community leaders from across the country participated in this national issues forum and leadership training conference in which we discussed the goals and activities of the Race Initiative.

ESPN Town Hall Meeting. We are working with Jon Jennings to plan the town hall with ESPN on April 14 and to organize watch parties across the nation.

Statewide Days of Dialogue. More than 100 YWCAs in 37 states and the District of Columbia have agreed to participate in our Statewide Days of Dialogue effort.

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FEDERAL AGENCY ACTIVITIES

Department of Treasury

CDFI. On March 19, Secretary Rubin appeared before the Congressional Hispanic Caucus and discussed CDFI. Chairman Becerra requested information on the impact of CDFI on Hispanic communities, and Treasury will work to provide information on all aspects of the program. On March 23, Treasury sent CDFI's Annual Report and copies of Secretary Rubin's and Director Lazar's testimony to the House VA/HUD Appropriations Subcommittee.

Department of the Interior

Town Hall meeting. On April 16, at the Southwestern Indian Polytechnic Institute in Albuquerque, NM, Bureau of Indian Affairs and Bureau of Land Management will jointly sponsor a Town Hall meeting on the President's Initiative on Race. The discussion will be an interactive satellite broadcast, with students throughout NM participating. Panel members will include prominent community and educational leaders and several DOI Bureau Directors will attend.

Department of Commerce

Coalition for Hispanic Advancement. On April 2, Secretary Daley will meet with representatives of the Coalition for Hispanic Advancement.

Department of Health and Human Services

Racial Health Disparities. On March 23, copies of Secretary Shalala's prepared remarks on racial health disparities, presented at Howard University, were mailed out to 127 key constituency groups for their use in communicating the Administration's racial health disparities initiative to their affiliates and the public.

Race and Health Steering Committee. On March 30, Secretary Shalala will participate in the first meeting of the HHS Race and Health Steering Committee.

Department of Housing and Urban Development

Congressional Hispanic Caucus. On March 19, Secretary Cuomo attended a meeting of the Congressional Hispanic Caucus to update members on HUD's FY99 budget priorities. Secretary Cuomo gave brief remarks and took questions from the members. The meeting, which was presided over by Congressman Becerra, focused in particular on HUD's FHA Loan Limit proposal.

Housing Discrimination. On March 20, Secretary Cuomo announced the \$22 million increase proposed by the Administration to fight housing discrimination. The Secretary reiterated that this is a primary element of the President's "One America" policy to bring Americans together.

Mortgage Lending Discrimination. On March 24, Secretary Cuomo announced that HUD will review a report by the Fair Housing Council of Greater Washington as part of HUD's study of the problem of mortgage lending discrimination in America's cities. The Fair Housing Council's report, financed in part by a grant from HUD, concluded that African Americans and Latinos seeking mortgages to purchase homes in the Washington metropolitan area are much more likely to encounter discrimination than their white neighbors. HUD's nationwide study of lending discrimination is a response to calls by the U.S. Conference of Mayors, the National Conference of Black Mayors, the National Association of Real Estate Brokers, the Congress of National Black Churches, and 100 Black Men of America, Inc. for such a probe, as part of an effort to close the "home ownership gap" that divides suburbs from cities and whites from minorities.

Department of Education

One America. On April 8, Secretary Riley and Chief of Staff Thornton will participate in a town hall meeting in NJ with Governor Kean. On April 30, Secretary Riley will attend the Birmingham, AL, "Conversations that Bring us Together" with Mayor Arrington.

Hate Crimes. On April 9, Secretary Riley is scheduled to join Attorney General Reno for the DC release of the manual on hate crimes in schools that you requested that DOEd and DOJ develop.

Social Security Administration

Hispanic Outreach. On April 3, Commissioner Alvarez will join Borough President Fernando Ferrer and address a Bronx audience on "Social Security and Its Impact on the Hispanic Community."

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:27-MAR-1998 17:40:43.00

SUBJECT: Service event on April 21st to commemorate service summit anniversary

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

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

TEXT:

It looks like people here are buying into a service summit anniversary event on April 21st, which is National Youth Service Day. The timing is good given that Powell's big press conference is April 27th, at a special meeting of the US Conference of Mayors. He will release a one-year progress report there. (I am making sure the federal agencies have good updates for that publication.) Actually, America's Promise is dedicating each of the 5(?) weeks in April to one of the five goals, but they don't seem to be garnering much attention with that so far.

The Corporation's best idea for an event is for the President to help restore Langdon Park, a large park/recreation center in DC. AmeriCorps' NCCC is organizing a community clean-up that day with youth volunteers. But it would be good to come up with announcements of some sort. I will do an update on what we've accomplished since the summit, but that format was met with yawns when I did a 6-month version in November. Harris is pushing us to announce another new award for service: the President's Student Service Awards. It's for young people who do at least 100 hours of service, modeled on the President's Physical Fitness Award. It's not bad, but we've done so many awards it could be confusing.

It also looks like Steve Silverman has persuaded Scheduling that, when the President is in Kansas City on April 7, he should do a drop-by with members of Kansas City's summit delegation. At the summit last year, the President sat in for 30 minutes on meetings of 2 community delegations, including Kansas City, as they tried to devise a plan to bring the summit's goals and commitments to their community. The idea would be that he would follow up on their progress since last year. Supposedly Scheduling insists that it be closed press.

I'll keep you posted.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:27-MAR-1998 16:59:23.00

SUBJECT: Re: Changes to Daschle Bill on Equal Pay

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

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

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

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: Jess A. Gupta (CN=Jess A. Gupta/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Here is some funding language suggested by OMB.

----- Forwarded by Mary L. Smith/OPD/EOP on 03/27/98
05:01 PM -----

Debra J. Bond
03/27/98 04:55:05 PM
Record Type: Record

To: Mary L. Smith/OPD/EOP
cc: Susan M. Carr/OMB/EOP, Larry R. Matlack/OMB/EOP, Lori Schack/OMB/EOP
Subject: Re: Changes to Daschle Bill on Equal Pay

Per your request. Below is our recommendation for the funding provision in the Daschle bill. In addition, when the legislation was circulated through the OMB legislative process, DOJ stated that the Publicity section of the Award appears to be unconstitutional. Melissa Benton (57887) has information on this issue. Call if you have any questions (5-7751).

Sec. 8 Increase Resources for Enforcement and Education.

Suggest striking (a), (b), and (c) and inserting:

"There are authorized to be appropriated such sums as may be necessary for EEOC and DOL to carry out the provisions of this Act."

Rationale: Providing specific funding amounts has unintended consequences. From the Administration's view, the President's budget provides sufficient funds to carry out the agencies' statutory and EO responsibilities. Including the President's increase in the Daschle bill suggests that the increase to EEOC, for example, is tied to the substance

of this bill, which is not the case. In addition, providing the increase in a separate bill implies that the Administration needs a legislative action from Congress in order to propose increases to agency funding. Title XI of the CRA of 1964 provides permanent authorization for appropriation for EEOC. Lastly, even though funds are authorized, it does not guarantee that it will be appropriated.

The increases required to implement the provisions in this bill are already covered by the President's 1999 budget. For example, EEOC's responsibilities under the Equal Pay Act are not changing as a result of this bill. Therefore its 99 budget should cover the amount needed to enforce the equal pay act. In addition, the funding for the award is unnecessary given OFCCP/DOL has been doing this for years. The funding needed for the award is therefore built into its base funding.

So we recommend using broad language that provides the Administration flexibility in agency funding decisions and does not give the Congress an incentive to lower the amount. We want to have the budget battle in the appropriations bills.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:27-MAR-1998 16:12:02.00

SUBJECT: Update on Planning of Equal Pay Event

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

FYI -- Currently, there is talk about having the Equal Pay event on April 2 on the Hill with VP rather than here. We are endorsing the Daschle bill in this announcement (and it is the main part of the announcement), but there are other announcements the Administration is making like a self-audit for the federal agencies to make sure that they are monitoring themselves on equal pay and other announcements on technical assistance and best practices.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:27-MAR-1998 12:50:52.00

SUBJECT: Changes to Daschle Bill on Equal Pay

TO: Amy N. Finkelstein (CN=Amy N. Finkelstein/OU=CEA/O=EOP @ EOP [CEA])
READ:UNKNOWN

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

TO: Cecilia E. Rouse (CN=Cecilia E. Rouse/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: William P. Marshall (CN=William P. Marshall/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

TO: Rebecca M. Blank (CN=Rebecca M. Blank/OU=CEA/O=EOP @ EOP [CEA])
READ:UNKNOWN

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

TO: Susan M. Liss (CN=Susan M. Liss/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Susan M. Carr (CN=Susan M. Carr/OU=OMB/O=EOP @ EOP [OMB])
READ:UNKNOWN

TO: Debra J. Bond (CN=Debra J. Bond/OU=OMB/O=EOP @ EOP [OMB])
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TO: Sally Katzen (CN=Sally Katzen/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

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

CC: Francine P. Obermiller (CN=Francine P. Obermiller/OU=CEA/O=EOP @ EOP [CEA])
READ:UNKNOWN

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

CC: Jess A. Gupta (CN=Jess A. Gupta/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Proposed Changes to Daschle's Bill on Pay Equity

Sec. 2. Findings

Para. (2): Revise to read, "Even in the 1990s, women earn significantly lower pay than men for work on jobs that require equal skill, effort, and responsibility and that are performed under similar working conditions. These pay disparities exist in both the private and governmental sectors. In many instances, the pay disparities can only be due to continued intentional discrimination or the lingering effects of past discrimination."

Para. (3): Add a subparagraph reading, "in many instances, may deprive workers of equal protection on the basis of sex in violation of the Fifth and Fourteenth Amendments"

Para. (4)(B): Add two subparagraphs, "remedying the effects of past discrimination on the basis of sex and ensuring that in the future workers are afforded equal protection on the basis of sex" and "in the private sector, ensuring equal protection pursuant to Congress' power to enforce the Fifth and Fourteenth Amendments"

Para. (5): Revise to read, "With increased information about the provisions added by the Equal Pay Act of 1963 and generalized wage data, along with more effective remedies, women will be better able to recognize and enforce their rights to equal pay for work on jobs that require equal skill, effort, and responsibility and that are performed under similar working conditions."

Sec. 3. Enhanced Enforcement of Equal Pay Act Requirements

Subsection (3)(a)(1): revise by adding, "; except that the United States shall not be liable for punitive damages." after "appropriate"

Section 4 regarding collection of data will be removed from the bill and a Sense of the Senate will be added at the end of the bill:

SEC. xxx SENSE OF SENATE REGARDING INCREASED INFORMATION ON PAY
DISPARITIES

It is the Sense of the Senate that the President should take appropriate steps to increase the amount of information available with respect to wage disparities. In so doing, the President, or his designees, should consider ways of collecting this data that:

- (1) maximize the utility of the information for both the government and the public; while
- (2) protecting individuals' privacy and minimizing the burdens on reporting entities.