

NLWJC - KAGAN

EMAILS RECEIVED

ARMS - BOX 026 - FOLDER -006

[04/01/1998]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 08:17:41.00

SUBJECT: left draft one-pager on kids' health on your chair - sarah b.

TO: SARAH (Pager) #BIANCHI (SARAH (Pager) #BIANCHI [UNKNOWN])

READ:UNKNOWN

TO: ELENA (Pager) #KAGAN (ELENA (Pager) #KAGAN [UNKNOWN])

READ:UNKNOWN

TEXT:

April 1, 1998

MEMORANDUM FOR THE PRESIDENT

FROM: Bruce Reed
Elena Kagan

RE: DPC Weekly Report

Health Care -- Democratic Unveil Patients' Bill of Rights: Today, the Democratic Leadership introduced their version of the patients' bill of rights in a ceremony attended by Labor Secretary Alexis Herman. Your letter to the Leadership, which indicated strong support for this bill without providing an all out endorsement, was extremely well received. This legislation includes every patient protection recommended by your Advisory Commission on Consumer Protection and Quality. It builds on these recommendations and includes an enforcement provision that allows remedies achieved through the state courts. Because this provision would preempt ERISA, it is the most controversial aspect of the bill and has already attracted strong opposition from the employer community. This legislation also includes a compromise whistleblower protection that is acceptable to the labor community and not serious objectionable to the hospital community. We helped draft this compromise provision, and Congressman Dingell and Senator Kennedy were extremely appreciative of our help in this regard.

Health Care -- On Track to Cover One Million Children at Sixth Month Anniversary of the Children's Health Insurance Program: Wednesday marks the sixth month anniversary of the Children's Health Insurance Program. Donna Shalala, in an event with Bruce Reed and Gene Sperling, will announce the approval of New York and Illinois children's health plans. With these two new approvals, eight states will have come into this new program and will provide health care coverage for one million children. At this event, we will also be releasing a NEC/DPC report on the rapid implementation of this new program. The report illustrates that an additional 15 states have already submitted proposals to HHS to expand health care coverage and that virtually every other state has a process underway to submit a proposal.

Political Reform -- Free Television Petition: Chairman Kennard and key members of Congress reached an agreement last week in which the Federal Communications Commission (FCC) agreed to postpone rulemaking procedures on your request to establish a system of free television time and move instead to a Notice of Inquiry (NOI) next month. Although this maybe perceived by some in the press as temporary setback, in reality the NOI will not change the timetable for the implementation of a free television time rule and the strategy of going to an NOI

was supported by the reform groups. The NOI will provide enough time for the Moonves-Ornstein Commission to finish their work next Fall after which the FCC can go forward with a rulemaking procedure. The key question is whether the Moonves-Ornstein Commission can develop an acceptable compromise between the broadcasters and the reformers that will build support in Congress for an FCC rulemaking.

Drunk Driving -- .08 BAC: On Monday, March 30, there was a Roosevelt Room event held with Secretary Shalala, Deputy Attorney General Holder, Rep. Lowey, and others to push the House of Representatives to enact a uniform standard on drunk driving as part of pending ISTEA legislation. Rep. Lowey is the House sponsor of the Lautenberg amendment -- which passed the Senate by 62-32 -- and would give states three years to enact .08 BAC laws or risk losing highway construction funds. [The House Rules Committee is scheduled to decide this afternoon (Tuesday) whether to allow the Lowey .08 BAC amendment to be offered to ISTEA. WH Legislative Affairs predicts that the Lowey amendment will not make it through the Rules Committee, and it will be left as an issue for the conference committee to resolve.]

Crime -- Assault Weapons: The Treasury Department is near completion of its report in response to your November 1997 directive on modified assault weapons. As you recall, you directed Secretary Rubin to temporarily suspend the importation of certain modified assault rifles while Treasury determined whether or not these rifles complied with the "sporting purposes test" and could be legally imported under the Gun Control Act of 1968. We expect that Treasury will recommend permanently banning from importation the 5 basic types of modified assault rifles studied, which represent more than 50 specific models. This will include AK-47- and Uzi-type models. We have tentatively planned to release the report at an April 6 event.

Children and Families -- After-School Event: In response to a recent DPC memo on your education agenda, you indicated an interest in doing an after-school event. We are planning an event in May to: (1) announce the first grants of the 21st Century Learning Centers Program, as funded in FY 98; (2) release a joint report by the Department of Justice and the Department of Education on the effect of after-school programs on reducing crime and improving school performance; and (3) announce the pilot cities for the Administration's effort to coordinate federal funding and oversight of after-school programs, which you announced as part of your child care proposal. Ideally, this event would take place at a high quality after-school program (like the one at Temple University you suggested), or a program that will receive a 21st Century Learning Centers grants. This event will help demonstrate how after-school programs can keep children safe and improve their performance in school, which will in turn help build support for this initiative in the appropriations process. At this time, the Department of Education is working closely with Senator Jeffords to ensure his strong support of our proposed expansion of the program in the appropriations process.

Welfare -- Agreement Reached to Restore Food Stamps to Legal Immigrants: A conference committee reached agreement last week on a plan to restore \$818 million over five

years in food stamps to legal immigrants. The President's budget proposed to restore \$2.5 billion for this purpose.

The conference agreement reflects the Administration's request for refugees and asylees, the Hmong, and the disabled. For refugees and asylees, it would lengthen from 5 to 7 years the period of time that they are eligible for food stamps after they arrive in the U.S., giving them more time to naturalize. Hmong immigrants from Laos who assisted the U.S. in Vietnam and then came to the U.S. War would remain eligible for food stamps. Disabled legal immigrants who entered the country before welfare reform was passed and who became disabled after they entered the country would also retain food stamps.

The agreement differs from the Administration's proposal in two respects. First, it will provide food stamps for 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. Second, the agreement will retain eligibility for the elderly who were 65 or older and in the U.S. when the welfare law was signed. Our budget proposal would have gone further, also providing benefits to those who were in the country when the law was signed and who subsequently turn 65.

A major source of funding for these restorations is a cutback in funding for food stamps administrative costs, based on the rationale that states are able to claim these costs twice, under both food stamp and the TANF block grant. States dispute this rationale.

We are now monitoring whether this bill will have difficulty passing on the floor of both houses. If it does pass, the next question is whether we will have a chance to do additional restorations later this year through other vehicles.

Welfare -- High Performance Bonus: Rep. Shaw has taken issue with our formula for distributing high performance bonus funds under TANF because it does not include any measure of state success in improving family formation, including increasing two-parent families and reducing out-of-wedlock pregnancies. In developing our measures of success, we chose to focus on work-oriented measures -- job entry, retention, and gain in earnings -- partly because of the difficulty of developing family formation measures that fairly measure state performance. Shaw charges that our approach is at odds with the purpose of the high performance bonus under the statute. We plan to meet with him in the coming week to discuss next steps.

Disability Issues -- Legislative Action on Disability Issues: There was action on the Hill in the past two weeks on the disability community's two highest priorities. We are sorting out whether the Administration will be able to support these initiatives, in full or in part.

First, the House held a hearing on how to allow more people with disabilities to live in their communities instead of nursing homes. Disability advocates, led by the group ADAPT, are pushing legislation known as CASA. Advocates do not expect CASA to become law because of

its cost (\$10-20 billion per year), but they hope it will start a dialogue on the subject. HHS witnesses testified that we have concerns about the cost, but said we are pushing to achieve the goals of the legislation through more modest steps such as demonstrations. Speaker Gingrich testified in favor of this concept, although without endorsing CASA itself. The disability community is disappointed that we have not been more supportive. We have proposed that you send a letter to Speaker Gingrich describing what progress HHS has made and stating your agreement with the legislation's goals, but OMB has expressed reservations about such a letter.

Second, legislation is moving in both houses to encourage people with disabilities on the SSDI or SSI rolls to return to work. Senators Jeffords and Kennedy just introduced a bill in the Senate, while Reps. Bunning and Kennelly's bill was just marked up in the House. The sticking point in both of these proposals is that they would allow people to retain Medicare or Medicaid after they return to work, which HHS and OMB are both inclined to oppose because of costs. Our opposition to this legislation would be a major disappointment to the community, particularly in the wake of your signing the executive order to help increase employment of people with disabilities. We are working with HHS and OMB to identify what portions of these bills we are able to support and what alternatives we may have to offer.

Welfare Reform -- Federal Hiring Initiative: The Vice President will participate in an event on April 9th to mark the one-year anniversary of the Cabinet meeting where you asked Federal agencies to develop plans to hire welfare recipients. The initiative is proceeding well. Agencies have hired nearly 3,700 welfare recipients and are on track to meet the government-wide goal of 10,000 by 2000. The VP will announce these latest numbers, release an annual report highlighting agency accomplishments and lessons learned (the report includes a brief message from you), encourage companies who do business with the federal government to do their part, and urge cabinet members to leverage these commitments with the contractor community. The VP will be joined by at least one cabinet member (hopefully Secretary Pena, who has been particularly proactive about reaching out to contractors), at least one business from the Welfare to Work Partnership Board (United's CEO encouraged the federal government to reach out to our contractors just as they have reached out to their supplier network), and one former welfare recipient. Letters to each Cabinet member have been prepared for your signature thanking them for leadership on this issue and encouraging them to continue supporting this initiative within their agency, stakeholder groups, and contractor community.

Welfare Reform -- APWA Resolution: Last week, the American Public Welfare Association passed a resolution urging Congress to enact your two FY 99 budget initiatives related to welfare reform: the \$100 million a year Access to Jobs initiative included in the ISTEA reauthorization and the \$283 million a year proposal to provide 50,000 housing vouchers to help people leaving welfare to get or keep a job. The Access to Jobs initiative is currently authorized at \$150 million in the Senate ISTEA bill and \$42 million in the bill moving through the House. APWA urges the House to adopt the Senate funding level. While there has been considerable support for linking housing vouchers to welfare-to-work, HUD expects that it will be an uphill fight to get funding for these vouchers given larger Congressional concerns

regarding Section 8. We are working with HUD, DOT and HHS on a joint secretarial event to rally support for both initiatives in late April.

Education Opportunity Zones. Rep. Clay is planning to introduce your Education Opportunity Zones bill on April 1, before the Congressional recess. We are planning an event that will focus on this proposal later in April, possibly in New York, Los Angeles or San Francisco.

National Board for Professional Teaching Standards. We have been working very closely with the NBPTS to devise a strategy for securing continued federal support in light of Goodling's move last week to end federal funding for the Board. Gov. Hunt and the Board President Jim Kelley have been very pleased to learn of your strong support in the face of this threat. Because the Senate Labor and Human Resources Committee will mark up the Higher Education Act this week, we have worked to ensure that a provision eliminating the Board's funding will not be included in the Senate version. Once the mark-up is completed, we believe that a high profile veto threat will be an appropriate and effective step. We believe that your scheduled event with the National Teacher of the Year at the end of April, right after Congress reconvenes, will be a good time to issue a veto threat.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 08:54:38.00

SUBJECT: H1B

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

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

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

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

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

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

TEXT:

I mentioned this to Frank & Bill before the close of the meeting--there are two issues that were not discussed either in the paper or in the discussion. The first is -- that the vacancy/shortage problem does not manifest itself only at the entry level. There is more than anecdotal evidence that vacancies occur at the mid-level (sr analyst, sr programmer etc) where the result is the current worker is not trained for the step-up. The second is -- the President's proposal that unions control and/or have significant partnership w/ industry in the training. Whatever principles we articulate I suggest that we structure them so that we are not only talking about "layoffs" but are also talking about recruiting from and training current workers for advancement/promotion; and we weave "labor unions" in more than a mention in the training ---- I say this not for the "politics" of the circumstance but because I am concerned that when industry/technology CEO's come to the table --- they will balk because they never got the drift that we were serious about union involvement -- and they will hate this. thanks

Peter/Laura:

would you please make sure that sally/elena get a copy of this --
I will forward to CC and Tom thanks

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 09:33:27.00

SUBJECT: Weekly Strategy Meeting

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

TO: Donald H. Gips (CN=Donald H. Gips/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Joshua Gotbaum (CN=Joshua Gotbaum/OU=OMB/O=EOP @ EOP [OMB])
READ:UNKNOWN

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

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

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

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

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

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

CC: Jill M. Pizzuto (CN=Jill M. Pizzuto/OU=OMB/O=EOP @ EOP [OMB])
READ:UNKNOWN

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

CC: Toby Donenfeld (CN=Toby Donenfeld/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

READ:UNKNOWN

CC: Satish Narayanan (CN=Satish Narayanan/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

CC: Angelique Pirozzi (CN=Angelique Pirozzi/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

CC: Suzanne Dale (CN=Suzanne Dale/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

We will be having the weekly Health Care Strategy Meeting tomorrow, April 2, at 4:00 p.m. in Bruce Reed's office, 2 Floor/West Wing.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 09:38:44.00

SUBJECT: Possible bad amendment to the ADA

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, Greyhound will try to get an amendment (through Schuster) to the ADA during the ISTEAs conference to exempt Greyhound from a DOT ruling that requires accessible lifts on their buses. We will oppose it. The disability community takes very seriously any amendment/weakening of the ADA on the camel's nose theory.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Angelique Pirozzi (CN=Angelique Pirozzi/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 1-APR-1998 10:21:20.00

SUBJECT: Weekly PIR/White House Coordinating Meeting, Thursday @ 4:00 pm in Room 47

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

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

TO: Elizabeth Harrington (CN=Elizabeth Harrington/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

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

TO: Elena Kagan (CN=Elena Kagan/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: Jon P. Jennings (CN=Jon P. Jennings/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: Peter Rundlet (CN=Peter Rundlet/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: Robert B. Johnson (CN=Robert B. Johnson/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

CC: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

TEXT:
AGENDA TO FOLLOW.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Ingrid M. Schroeder (CN=Ingrid M. Schroeder/OU=OMB/O=EOP [OMB])

CREATION DATE/TIME: 1-APR-1998 10:53:33.00

SUBJECT: Draft Labor Letter on S. 1723 - H1B Visas

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

READ:UNKNOWN

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

READ:UNKNOWN

CC: Lisa M. Kountoupes (CN=Lisa M. Kountoupes/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

CC: James J. Jukes (CN=James J. Jukes/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

CC: Larry R. Matlack (CN=Larry R. Matlack/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

CC: Alice E. Shuffield (CN=Alice E. Shuffield/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

CC: Charles Konigsberg (CN=Charles Konigsberg/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

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

READ:UNKNOWN

CC: James C. Murr (CN=James C. Murr/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

CC: Barbara Chow (CN=Barbara Chow/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

CC: Debra J. Bond (CN=Debra J. Bond/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

TEXT:

Attached is a draft Labor letter recommending that the President veto S. 1723 (which is scheduled for markup tomorrow in the Senate Judiciary Committee) . This bill would permanently increase the cap on H1B visas for foreign temporary "professional" workers. Barbara Chow asked that we bring this matter to your attention.

Before putting this draft letter into the LRD interagency clearance process, we would like you to take a look at it and let us know if you agree with sending a letter and, if so, should it include a veto threat. We would appreciate if you could review the letter and provide comments/sign-off by noon today, in light of tomorrow's markup.

FYI - Labor submitted the attached letter with signature blocks for the AG and the Sec. of Commerce, but could not confirm that Justice and Commerce has signed on to the veto recommendation. Therefore, we deleted the Justice and Commerce signature blocks and references to them in the letter and plan to check with the agencies individually to see if they want to sign on.

DRAFT -- NOT FOR RELEASE

The Honorable Orrin Hatch
Chairman, Committee on the Judiciary
United States Senate
Washington, D.C. 20510

Dear Senator Hatch:

This week your Committee will mark-up S. 1723, "The American Competitiveness Act," which, among other things, would permanently increase the annual limit on admissions of foreign temporary "professional" workers admitted under the Immigration and Nationality Act's (INA) H-1B program. The Administration strongly opposes this bill and, if presented to the President in its current form, the Secretary of Labor would recommend that he veto it.

Like you, we have heard a lot recently about a shortage of trained workers for the information technology (IT) industry. While reliable, independent evidence remains inconclusive, the President believes that our first response to increasing the availability of IT workers -- to meet the industry's needs, continue its expansion and assure its continued global leadership and U.S. economic growth -- must be increasing the skills of U.S. workers and helping the labor market adjust more quickly so there is an adequate supply of skilled workers where there is a demand for skilled workers. While it may be necessary in the short-term to increase the number of visas for foreign temporary "professional" workers under the H-1B program, this must be done only in conjunction with significant additional efforts by the nation's IT industry to educate, train, recruit and retain U.S. workers, and with long-overdue, needed improvements in the H-1B program that would serve these same purposes.

It is the Administration's strongly-held view that any increase in the H-1B program admissions ceiling should be temporary and limited to the minimum amount demonstrably necessary. However, the fundamentally-flawed H-1B program must not be expanded even temporarily -- unless it is also fixed. In 1996, the Department of Labor's Inspector General, in response to a request from the Employment and Training Administration, reviewed the H-1B program and found that:

"The [H-1B, or Labor Condition Application (LCA)] ... program is intended to provide U.S. business with timely access to the 'best and brightest' in the international labor market to meet urgent but generally temporary business needs while protecting U.S. workers' wage levels. We found the program does not always meet urgent, short-term demand for highly skilled, unique individuals who are not available in the domestic workforce. Instead, it serves as a probationary try-out employment program for illegal aliens, foreign students, and foreign visitors to determine if they will be sponsored for permanent status." (p. 1)

"our contacts with [H-1B] LCA employers disclosed:

75 percent of the aliens worked for employers who did not adequately document that the wage specified on the LCA was the proper wage, and

19 percent of the aliens were paid below the wage specified on the LCA, when we could determine the actual wage paid."

"Some LCA employers use the [H-1B] alien labor to reduce payroll costs either by paying less than prevailing wage to their own alien employees or treating these aliens as independent contractors, thereby avoiding related payroll and administrative costs. Other LCA employers are [job shops], whose business is to provide H-1B alien contract labor to other employers."

"The LCA program has become a stepping stone to obtain permanent resident status not only for the 'best and brightest' specialists but also for students, relatives, and friends." (p. 3)

Since 1993, this Administration has sought reforms of the H-1B program that would address the serious failings uncovered by the Inspector General. The reforms are: (1) assurances that employers seeking to hire foreign temporary workers had made bona fide efforts to recruit and retain U.S. workers in these jobs before hiring foreign temporary workers; (2) assurances that these employers have not laid off or otherwise displaced qualified U.S. workers to replace them with foreign temporary workers; and (3) reduction of the maximum stay of H-1B workers from six to three years. These reforms alone would help target H-1B usage to industries and employers that are truly experiencing genuine skills shortages.

Regrettably, S. 1723 does not address these serious problems in the H-1B program, but instead emphasizes providing U.S. employers with a dramatically larger pool of foreign temporary workers. S. 1723 does not contain requirements that U.S. employers try to recruit and retain U.S. workers before hiring foreign temporary workers, and it does nothing to prohibit employers from laying off U.S. workers in order to replace them with foreign temporary workers. Although represented as strengthening program requirements and enforcement so as to prevent and appropriately punish abuses by employers, S. 1723 actually eliminates some of the important law enforcement provisions in the current H-1B program. For example, the bill increases the maximum fine for "willful" violations, but eliminates fines in current law for certain non-willful violations. And -- ostensibly to provide "reforms to achieve greater accuracy in determining prevailing wages for companies" -- S. 1723 effectively repeals the prevailing wage requirements that exist in current law.

3

S. 1723 would permanently increase the ceiling on H-1B admissions -- nearly doubling the current cap -- even though the sponsors acknowledge that any shortage (about which the evidence is ambiguous) will be short-term as the labor market adjusts. In the not-too-distant future, this permanent increase will result in increased permanent immigration and pressure on the ceiling on permanent, employment-based admissions in current law and threaten job opportunities and force down wages for U.S. workers in the IT industry.

The Administration stands ready to work with the Congress to address the increased demand for skilled workers in the IT industry, effectively protect and promote the interests of U.S. workers, and enhance the international competitiveness of important industries and U.S. economic growth that derives from it. S. 1723 is clearly not an acceptable and balanced approach to achieving all of these important goals.

The Office of Management and Budget advises that there is no objection to the submission of this report from the standpoint of the Administration's program.

Sincerely,

ALEXIS HERMAN
Secretary of Labor

cc: Senator Joseph Biden, Ranking Member
Senator Spencer Abraham, Chairman, Immigration Subcommittee
Senator Edward Kennedy, Ranking Member, Immigration Subcommittee
Members of the Senate Judiciary Committee

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 11:04:54.00

SUBJECT: POTUS April 9 trip

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

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:

Jennifer Palmeri asked where in tobacco country the President should go, if he goes some where on April 9. I told her I thought the best place to go would be North Carolina.

Reasons:

(1) It is the regional center for flue cured tobacco for several states and would get a lot of media attention (NC/SC/GA/VA);

(2) Glickman went to NC and was well received by farmers, KY may be more unpredictable;

(3) Governor Hunt and ag. commish Graham are very good for the President and are good with the farmers, KY again is more difficult politically;

(4) Dallas Smith says that NC would be the best place. He suggests he fly into Raliegh Durham and there are some farms within about 10 minutes or into an AFB near Goldsboro which is in the heart of tobacco country;

(5) Erskine is from NC which would be good;

(6) VA. is close, but Richmond is closely identified as the home of the companies, and the growers are in the south part of the state which means you'd have to get down near Durham anyway. I'll look around for the closest tobacco farm to DC to see the closest place we could get a backdrop.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 11:49:37.00

SUBJECT: call if anything new. I have to comment at 12:30. bruce

TO: ELENA (Pager) #KAGAN (ELENA (Pager) #KAGAN [UNKNOWN])

READ:UNKNOWN .

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Angelique Pirozzi (CN=Angelique Pirozzi/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 1-APR-1998 11:52:19.00

SUBJECT: AGENDA: Weekly PIR/White House Coordinating Meeting, Thursday @ 4:00 pm in

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

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

TO: Elizabeth Harrington (CN=Elizabeth Harrington/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

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

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

TO: Elena Kagan (CN=Elena Kagan/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: Jon P. Jennings (CN=Jon P. Jennings/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: Peter Rundlet (CN=Peter Rundlet/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: Robert B. Johnson (CN=Robert B. Johnson/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

READ:UNKNOWN

CC: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

AGENDA:

- I. Presidential Activities
- II. PIR ITEMS
 - A. PIR Status Reports
 - Campus Week of Dialogue
 - Proposal on April meeting of the Advisory Board
 - Religious Forum
 - B. Statewide Days of Dialogue
 - C. May Advisory Board Meeting
- III. Report from White House Offices

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 12:39:24.00

SUBJECT: fyi / Gotbaum will be on vacation

TO: Sharon A. Warner (CN=Sharon A. Warner/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Victoria Wassmer (CN=Victoria Wassmer/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: David A. Bernell (CN=David A. Bernell/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Philip A. DuSault (CN=Philip A. DuSault/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Donald R. Arbuckle (CN=Donald R. Arbuckle/OU=OMB/O=EOP@EOP [OMB])
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

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

TO: Linda Ricci (CN=Linda Ricci/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

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

TO: Clarence C. Crawford (CN=Clarence C. Crawford/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Joshua Gotbaum (CN=Joshua Gotbaum/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Patricia E. Romani (CN=Patricia E. Romani/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Janet L. Graves (CN=Janet L. Graves/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Doris J. Wingard (CN=Doris J. Wingard/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Ophelia D. West (CN=Ophelia D. West/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

TO: Alice E. Shuffield (CN=Alice E. Shuffield/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Rosalyn J. Rettman (CN=Rosalyn J. Rettman/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Joseph J. Minarik (CN=Joseph J. Minarik/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

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

TO: Charles E. Kieffer (CN=Charles E. Kieffer/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: William A. Halter (CN=William A. Halter/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: T J. Glauthier (CN=T J. Glauthier/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: DESEVE_G@A1@CD@LNGTWY (DESEVE_G@A1@CD@LNGTWY [UNKNOWN]) (OMB)
READ:UNKNOWN

TO: THOMPSON_C@A1@CD@LNGTWY (THOMPSON_C@A1@CD@LNGTWY [UNKNOWN]) (OMB)
READ:UNKNOWN

TO: Yvonne T. Bowlding (CN=Yvonne T. Bowlding/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Barry B. Anderson (CN=Barry B. Anderson/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Stephen A. Weigler (CN=Stephen A. Weigler/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Theodore Wartell (CN=Theodore Wartell/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: David H. Morrison (CN=David H. Morrison/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Wendy A. Taylor (CN=Wendy A. Taylor/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Jerold R. Mande (CN=Jerold R. Mande/OU=OSTP/O=EOP@EOP [OSTP])
READ:UNKNOWN

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

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

TO: Donna L. Geisbert (CN=Donna L. Geisbert/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: Janet Himler (CN=Janet Himler/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Sandra Yamin (CN=Sandra Yamin/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Jennifer Ferguson (CN=Jennifer Ferguson/OU=OMB/O=EOP@EOP [OMB]).
READ:UNKNOWN

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

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

TO: Nancy L. Brandel (CN=Nancy L. Brandel/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Arnette C. White (CN=Arnette C. White/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Sandra L. Via (CN=Sandra L. Via/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Vanna J. Shields (CN=Vanna J. Shields/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: McGavock D. Reed (CN=McGavock D. Reed/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Jacob J. Lew (CN=Jacob J. Lew/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Charles Konigsberg (CN=Charles Konigsberg/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Dionne Hardy (CN=Dionne Hardy/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: John A. Gribben (CN=John A. Gribben/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Kate P. Donovan (CN=Kate P. Donovan/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Robert G. Damus (CN=Robert G. Damus/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

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

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

TO: Lois E. Altoft (CN=Lois E. Altoft/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

TEXT:

Josh will be on vacation next week, will actually depart mid-afternoon this Friday, April 3rd and will return to the office Monday, April 13th. He will have a laptop with him and will check it periodically, but will NOT have a skypager. I'll know how to reach him in case of emergencies.

Please call or email Josh if there are issues to discuss before he departs for the week. We're hoping to keep his week away quiet.

many thanks.

DECLINING MINORITY ADMISSIONS IN CALIFORNIA

Background: According to figures released by the University of California, minority admissions to most University of California institutions have dropped dramatically this year absent affirmative action. For example, at the Berkeley campus, minority admissions have decreased 57% for black students, 40% for Hispanic students, and 39% for American Indian students from last year's rates. At UCLA, minority admissions have decreased 43% for black students, 33% for Hispanic students, and 43% for American Indian students.

Question: How do you respond to today's reports that minority admissions to California's universities have dropped dramatically?

Answer: The Administration is extremely concerned about the decline in the numbers of African-American, Hispanic, and Native American students admitted to universities in California as a result of Proposition 209 and the University of California Board of Regents' decision to prohibit the use of properly constructed affirmative action in admissions. Educational opportunity is the touchstone of the American dream and the key to America's continued strength in the 21st century. At a time when our nation is becoming more and more diverse, we must not close the doors of educational opportunity to our students of color. Furthermore, we must recognize that diversity on campus is a vital educational resource that strengthens the educational experience for all our students. For these reasons, every American should be concerned about the developments in California.

Question: How do you respond to those who say that the drops in minority admissions only indicate the extent to which race was being used to admit underqualified minority students?

Answer: I strongly disagree with that analysis. According to today's Washington Post, the University of California at Berkeley had to reject more than 800 minority applicants who had perfect 4.0 high school grade point averages and SAT scores of 1200 or higher. These minority students are exceptionally qualified for any college or university in the country. Furthermore, we as a nation must realize that diversity and excellence go hand in hand; they are fully compatible and indeed complementary goals. Any educator will tell you that students learn from each other as well in their classes and from their professors-- that's why diversity is important.

Question: What is your administration doing to address this problem?

Answer: We are working on several fronts to address this issue:

- We will continue to strongly support properly constructed affirmative action programs in higher education. For example, we will continue to intervene in litigation in support of appropriate affirmative action programs and to challenge the Hopwood decision.

- The Office for Civil Rights at the Department of Education will continue to investigate complaints concerning current admissions policies, including those at three University of California law schools, to determine whether they violate federal civil rights laws by discriminating against minority students.
- We will continue to press higher education officials to maintain and expand diversity, and we will offer assistance to them to do so. For example, we have called on colleges and universities burdened by new legal restrictions to develop new and creative approaches to achieving diversity, such as aggressively recruiting in secondary schools with high percentages of minority students and forming educational partnerships with such schools.
- Finally, the President has recently announced a dramatic array of education policy actions that will improve educational opportunity and outcomes for all Americans and thereby strengthen the pipeline of students progressing from K-12 education to college. These initiatives include:

High Hopes --a \$140 million investment in the FY 1999 budget -- that promotes partnerships between colleges and middle/junior high schools in low-income communities. These partnerships will provide students with vital support services -- including tutoring, counseling, and mentoring and with information on college options, academic requirements, costs, and financial aid to help students stay on track through high school graduation and college.

Education Opportunity Zones -- 50 high poverty urban and rural school districts will be provided with funds to enable them to accelerate their progress and provide models of system-wide improvement in student achievement, including the use of high academic standards, quality teaching and school and student accountability.

Small Class with Qualified Teachers -- In order to improve reading in grades 1-3, the Administration is proposing a \$12.4 billion initiative over 7 years to help local schools hire 100,000 teachers to provide students with small classes and well-prepared teachers in the early grades.

Teacher Preparation and Recruitment - Title V -- President Clinton has proposed a \$350 million initiative to attract nearly 35,000 outstanding new teachers into high-poverty schools in urban and rural areas over the next five years. In addition, it will upgrade the quality of teacher preparation at institutions of higher education that work in partnership with local schools in inner city and poor rural areas.

Hispanic Education Action Plan -- The Administration's FY99 budget provides substantial education investments in programs that are targeted to the

needs of Hispanic students, including increases in Bilingual Education, funding for Hispanic Serving Institutions, TRIO college preparation programs and migrant education programs.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Angelique Pirozzi (CN=Angelique Pirozzi/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 1-APR-1998 12:45:39.00

SUBJECT: Room and Time Change: Weekly PIR/White House Coordinating Meeting, Thursda

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

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

TO: Elizabeth Harrington (CN=Elizabeth Harrington/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

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

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

TO: Elena Kagan (CN=Elena Kagan/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: Jon P. Jennings (CN=Jon P. Jennings/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: Peter Rundlet (CN=Peter Rundlet/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: Robert B. Johnson (CN=Robert B. Johnson/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

READ:UNKNOWN

CC: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Sorry, we got bumped to room 180 at 4:30-5:30 pm.

AGENDA:

I. Presidential Activities

II. PIR ITEMS

A. PIR Status Reports

- Campus Week of Dialogue
- Proposal on April meeting of the Advisory Board
- Religious Forum

B. Statewide Days of Dialogue

C. May Advisory Board Meeting

III. Report from White House Offices

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 13:58:11.00

SUBJECT: CHANGES-- Declining Minority Admissions in California

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:

A few minor changes per Mike to the draft I sent you a few minutes ago.

----- Forwarded by Tanya E. Martin/OPD/EOP on 04/01/98
01:56 PM -----

Michael Cohen
04/01/98 01:55:49 PM
Record Type: Record

To: Tanya E. Martin/OPD/EOP
cc:
Subject: a few changes

in the Q&A document you sent.

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

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D80]MAIL478875093.026 to ASCII,
The following is a HEX DUMP:

FF57504370070000010A020100000002050000001E29000000020000070C7CB2A99F41E05AF123D
FDFC1C52A2F7C506E3F8B3DAF7599155EF578FE80470C7CB2A97A97D79A8A6F25600F193089C8B
E9623FC7FB79C5B393B27559BF0A7BF3458C6B705E1FCCFE781AAD8ECB14723FFFAAC50DC8F704
E962637544161592EBD7941B568C89B0918877FB47A566CCA6EC82209EC1FBD32C9706BD891A2E
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3307BC5FFEC5BB9D71E59141997AD49DCBE7311F21021A7E6EF1A0B88BD5291C5EBBA06470B795
9764F8DD7B28D2E7581ACEEE6E6C719775133B5B4523D672F71FE3894EBBCD02FC2A50DD2B5AB3
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0415E2838D87C313BFA5DF1A8729354867D495C57B435A90E4D7A39DE82CA34E5B5F5637EDCADB
FA77FB0C9DB60B060CFAA84DA946226BFECBFECF59D5FD6E19A698B59CC486729179DAA965047A

DECLINING MINORITY ADMISSIONS IN CALIFORNIA

Background: According to figures released by the University of California, minority admissions to most University of California institutions have dropped dramatically this year absent affirmative action. For example, at the Berkeley campus, minority admissions have decreased 57% for black students, 40% for Hispanic students, and 39% for American Indian students from last year's rates. At UCLA, minority admissions have decreased 43% for black students, 33% for Hispanic students, and 43% for American Indian students.

Question: How do you respond to today's reports that minority admissions to California's universities have dropped dramatically?

Answer: The Administration is extremely concerned about the decline in the numbers of African-American, Hispanic, and Native American students admitted to universities in California as a result of Proposition 209 and the University of California Board of Regents' decision to prohibit the use of properly constructed affirmative action in admissions. Educational opportunity is the touchstone of the American dream and the key to America's continued strength in the 21st century. At a time when our nation is becoming more and more diverse, we must not close the doors of educational opportunity to our students of color. Furthermore, because students learn from each other as well as from their professors, diversity on campus is a vital educational resource that strengthens the educational experience for all our students. For these reasons, every American should be concerned about the developments in California.

Question: How do you respond to those who say that the drops in minority admissions only indicate the extent to which race was being used to admit underqualified minority students?

Answer: I strongly disagree with that analysis. According to today's Washington Post, the University of California at Berkeley had to reject more than 800 minority applicants who had perfect 4.0 high school grade point averages and SAT scores of 1200 or higher. These minority students are exceptionally qualified for any college or university in the country. Furthermore, we as a nation must realize that diversity and excellence go hand in hand; they are fully compatible and indeed complementary goals. Any educator will tell you that students learn from each other as well in their classes and from their professors-- that's why diversity is important.

Question: What is your administration doing to address this problem?

Answer: We are working on several fronts to address this issue:

- We will continue to strongly support properly constructed affirmative action programs in higher education. For example, we will continue to intervene in litigation in support of appropriate affirmative action programs and to challenge the

Hopwood decision.

- The Office for Civil Rights at the Department of Education will continue to investigate complaints concerning current admissions policies, including those at three University of California law schools, to determine whether they violate federal civil rights laws by discriminating against minority students.
- We will continue to press higher education officials to maintain and expand diversity, and we will offer assistance to them to do so. For example, we have called on colleges and universities burdened by new legal restrictions to develop new and creative approaches to achieving diversity, such as aggressively recruiting in secondary schools with high percentages of minority students and forming educational partnerships with such schools.
- Finally, the President has recently announced a dramatic array of education policy actions that will improve educational opportunity and outcomes for all Americans and thereby strengthen the pipeline of students progressing from K-12 education to college. These initiatives include:

High Hopes --a \$140 million investment in the FY 1999 budget -- that promotes partnerships between colleges and middle/junior high schools in low-income communities. These partnerships will provide students with vital support services -- including tutoring, counseling, and mentoring and with information on college options, academic requirements, costs, and financial aid to help students stay on track through high school graduation and college.

Education Opportunity Zones -- This proposal will devote \$1.5 billion over 5 years to help high poverty urban and rural school districts help their students reach high standards, by providing resources to strengthen accountability, better train teachers and principals, and provide students who need it with extra help through after school and summer school programs.

Small Class with Qualified Teachers -- In order to provide all students with a solid foundation and improve reading in grades 1-3, the Administration is proposing a \$12.4 billion initiative over 7 years to help local schools hire 100,000 teachers to provide students with small classes and well-prepared teachers.

Teacher Preparation and Recruitment -- President Clinton has proposed a \$350 million initiative to attract nearly 35,000 outstanding new teachers into high-poverty schools in urban and rural areas over the next five years. In addition, it will upgrade the quality of teacher preparation at institutions of higher education that work in partnership with local schools in inner city and poor rural areas.

Automated Records Management System
Hex-Dump Conversion

Hispanic Education Action Plan -- The Administration's FY99 budget provides substantial education investments in programs that are targeted to the needs of Hispanic students, including increases in Bilingual Education, funding for Hispanic Serving Institutions, TRIO college preparation programs and migrant education programs.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 15:43:01.00

SUBJECT: Weekly Education Strategy Meeting -- Update

TO: Vicky_Stroud (Vicky_Stroud @ ed.gov @ inet [UNKNOWN])
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: Barbara Chow (CN=Barbara Chow/OU=OMB/O=EOP @ EOP [OMB])
READ:UNKNOWN

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

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

CC: Sandra Yamin (CN=Sandra Yamin/OU=OMB/O=EOP @ EOP [OMB])
READ:UNKNOWN

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

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

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

TEXT:

Tomorrow's weekly Education Strategy Meeting is CANCELLED.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 13:58:52.00

SUBJECT: I agree: We have some trade concerns. Bruce

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

READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 14:20:56.00

SUBJECT: Tobacco Mtg.

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

TO: Cathy R. Mays (CN=Cathy R. Mays/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:

A tobacco meeting will be held tomorrow at 4:30 in H201. Please call me(6-4514) with any questions.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 14:44:36.00

SUBJECT: Weekly Education Strategy Meeting

TO: Vicky_Stroud (Vicky_Stroud @ ed.gov. @ inet [UNKNOWN])

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: Barbara Chow (CN=Barbara Chow/OU=OMB/O=EOP @ EOP [OMB])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

CC: Sandra Yamin (CN=Sandra Yamin/OU=OMB/O=EOP @ EOP [OMB])

READ:UNKNOWN

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

READ:UNKNOWN

CC: Jessica L. Gibson (CN=Jessica L. Gibson/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

We will be having the weekly Education Strategy Meeting tomorrow,
Thursday, April 2, at 5:15 p.m. in Bruce Reed's office.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 16:10:57.00

SUBJECT: q's

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

READ:UNKNOWN

TEXT:

ditto...jc3

----- Forwarded by Jose Cerda III/OPD/EOP on 04/01/98
04:09 PM -----

Jose Cerda III

04/01/98 04:08:47 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP

cc:

Subject: q's

Here are the q's Rahmie asked me to do for the conference call. Sorry I didn't show these to you before, but he had me to do just before the call. jc3

----- Forwarded by Jose Cerda III/OPD/EOP on 04/01/98
04:08 PM -----

Jose Cerda III

04/01/98 01:50:25 PM

Record Type: Record

To: Michelle Crisci/WHO/EOP

cc:

Subject: q's

MC:

I'm running over hard copies. jc3

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

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D23]MAIL45538609K.026 to ASCII,

**School Violence
Questions and Answers
April 1, 1998**

*Automated Records Management System
Hex-Dump Conversion*

Record on School Safety

Q: Mr. President, what has the Administration done to date to promote school safety and help reduce violence in and near our schools? Are you confident that your Administration has paid enough attention to this issue?

A: Absolutely. While we currently have comprehensive juvenile crime and youth violence legislation before the Congress, school safety has been a priority since the start of my Administration. Some of the important steps we have taken include:

Improving Safe and Drug Free Schools -- In 1994, we expanded the Drug-Free Schools Program to include security and violence prevention as key parts of the program. Now, the new Safe and Drug-Free Schools Program provides support for violence and drug prevention programs to 97 of the nation's school districts, and helps keep violence, drugs and alcohol away from students and out of schools.

Enforcing Zero Tolerance for Guns and Other Weapons in Schools -- I signed into law the Gun-Free Schools Act and issued a directive requiring all schools that receive federal funds to enforce "zero tolerance" for guns. If a student brings a gun to school, that student will be expelled for a year. Now, every state in the nation has now passed a tough "zero tolerance" policies, and an estimated 6,000 students have been expelled for bringing weapons to schools -- mostly for guns.

Encouraging Schools and Localities to Promote Discipline -- Studies show that schools with serious discipline problems are more likely to have serious crime problems. That is why my Administration has encouraged innovative policies that promote discipline and respect in our schools. We have distributed guidelines and studies on successful efforts by communities to require school uniforms, enforce curfews, and crack down on truancy. Combined with efforts to work with local law enforcement, involve parents and keep schools opens later and on weekends, these policies can help promote respect and maintain order in our schools.

Keeping Handguns Out of the Hands of Our Children -- As part of the 1994 Crime Act, I signed into law the Youth Handgun Safety Act that makes it a federal offense to transfer a handgun to a juvenile, or for a juvenile under the age of 18 to possess a handgun or handgun ammunition in most circumstances. And to make sure adults complied, this year we required all federal gun dealers to post signs and issue written notices about the provisions of this law.

Providing Child Safety Locks for Handguns. We have also worked to make sure that child safety locks are provided with all handguns. I made sure that they were provided to all of our federal law enforcement officers, and I was pleased that eight of the nation's largest gun manufacturers followed our lead and agreed to provide child safety locks as well.

Juvenile Crime and Youth Violence

Q: *Mr. President what more does the Administration plan to do to prevent juvenile crime and youth violence? Do you intend to introduce new legislation to provide tougher penalties for violent youth, to treat more juveniles as adults, or perhaps to further restrict youth access to guns?*

A: Last year, I forwarded a comprehensive anti-gang and juvenile crime strategy to the Congress, and it addresses many of these issues. It would, for instance: treats gangs like organized crime by expanding the use of racketeering statutes for gang-related offenses; add to the list of crimes that juveniles could be prosecuted as adults and give prosecutors greater flexibility to do so; and ban violent juveniles from owning guns for life. We should debate and consider these and other similar issues before the Congress.

However, our first priority, must be to do everything we can to help communities save young lives and prevent juvenile crime and violence from happening in the first place. And the truth is: we already know that tough, targeted deterrence and better prevention will do this..

For example, in Boston, Federal, state and local law enforcement -- and the entire criminal justice system, police, prosecutors, probation officers and courts -- worked together to deliver a tough, targeted message on gun violence. They did this by identifying the 1,300 juveniles in 60 to 70 gangs that were responsible for virtually all of the youth homicides in Boston; giving them the message that law enforcement wouldn't tolerate any shootings or stabbings; and using the full force of law on anyone who broke the rules. The result: the gangs were literally disarmed, and no juvenile was killed with a firearm for a 2 ½ year period.

By combining this type of tough, targeted enforcement -- with schools that are open later and on weekends, when most violent youth crime occurs -- we can prevent youth crime and violence before it happens. That is why my juvenile crime bill and budget includes funds to replicate Boston's success in other cities. Specifically, I have called for more than \$200 million for local prosecutors, probation officers and special court programs; more than \$200 million to keep schools open later; and \$28 million to hire more ATF agents and expand our gun tracing efforts that help identify illegal gun suppliers.

Just imagine the number of young lives we could save if we expanded Boston's successful efforts to the handful of cities with serious juvenile crime and violence problems. Think of it: 85% of cities report no juvenile murders, while 5 of our largest cities (New York, Chicago, Los Angeles, Detroit and Baltimore) account for a full 25% of the juvenile murders in the country (or more than 500 murders). That's why enforcing tough, targeted deterrence in these cities and others must be our number one priority.

**Automated Records Management System
Hex-Dump Conversion**

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 16:27:55.00

SUBJECT: judge throws out paula jones case

TO: ELENA (Pager) #KAGAN (ELENA (Pager) #KAGAN [UNKNOWN])

READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 16:58:18.00

SUBJECT: Sen. Coates - Filed Notice of Intent

TO: Joshua Gotbaum (CN=Joshua Gotbaum/OU=OMB/O=EOP @ EOP [OMB])
READ:UNKNOWN

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

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

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

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

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

TEXT:

FYI, I've been informed by ACOG that Sen. Coates has filed a Notice of Intent to one of the bills on the Hill today. This is where one can't discriminate against abortion training of health professionals.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Melissa N. Benton (CN=Melissa N. Benton/OU=OMB/O=EOP [OMB])

CREATION DATE/TIME: 1-APR-1998 17:06:18.00

SUBJECT: HUD and Justice letters on Fair Housing Amendments Act (H.R. 3206)

TO: Robert G. Damus (CN=Robert G. Damus/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

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

TO: David C. Childs (CN=David C. Childs/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Alice E. Shuffield (CN=Alice E. Shuffield/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

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

TO: John E. Thompson (CN=John E. Thompson/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

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

TO: Alan B. Rhinesmith (CN=Alan B. Rhinesmith/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Todd A. Summers (CN=Todd A. Summers/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: Ingrid M. Schroeder (CN=Ingrid M. Schroeder/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Joseph F. Lackey Jr. (CN=Joseph F. Lackey Jr./OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Julie A. Fernandes (CN=Julie A. Fernandes/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: David J. Haun (CN=David J. Haun/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TO: Francis S. Redburn (CN=Francis S. Redburn/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

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

CC: James J. Jukes (CN=James J. Jukes/OU=OMB/O=EOP@EOP [OMB])

READ:UNKNOWN

CC: Janet R. Forsgren (CN=Janet R. Forsgren/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

CC: James C. Murr (CN=James C. Murr/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TEXT:

FYI, the House Judiciary Committee did not mark up H.R. 3206 this morning as scheduled. HUD and Justice were holding their letters to see if the Committee would take up H.R. 3206, so the letters never went to the Committee.

In all likelihood, the Committee will take the bill up shortly after April recess. Canady made some further changes to his substitute amendment late last night, so HUD and Justice will probably submit revised letters for clearance sometime over the next couple of weeks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 17:13:09.00

SUBJECT: Re: weekly reports

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

READ:UNKNOWN

TEXT:

FYI- so our weekly report is not due until Friday. I will send an e-mail asking if people have any updates since their Tuesday submissions.

----- Forwarded by Laura Emmett/WHO/EOP on 04/01/98 05:12 PM -----

Phillip Caplan

04/01/98 11:51:28 AM

Record Type: Record

To: Melissa G. Green/OPD/EOP

cc: Laura Emmett/WHO/EOP

Subject: Re: weekly reports

To clear up the confusion, why don't you and DPC each do a two-week weekly report (for last week and this week) and give it to me by Friday evening. I'll handle other offices differently. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 17:48:29.00

SUBJECT: Conference agreement to restore food stamps to legal immigrants in some tr

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

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

READ:UNKNOWN

TEXT:

Lott has put a hold on the bill in the Senate. He wants the money for transportation. Apparently Lugar didn't adequately clear it with Lott before proceeding. People here are actively pushing on a number of fronts to shake it loose, but it could be in real trouble.

DECLINING MINORITY ADMISSIONS IN CALIFORNIA

Background: According to figures released by the University of California, minority admissions to most University of California institutions have dropped dramatically this year absent affirmative action. For example, at the Berkeley campus, minority admissions have decreased 57% for black students, 40% for Hispanic students, and 39% for American Indian students from last year's rates. At UCLA, minority admissions have decreased 43% for black students, 33% for Hispanic students, and 43% for American Indian students.

Question: How do you respond to today's reports that minority admissions to California's universities have dropped dramatically?

Answer: The Administration is extremely concerned about the decline in the numbers of African-American, Hispanic, and Native American students admitted to universities in California as a result of Proposition 209 and the University of California Board of Regents' decision to prohibit the use of properly constructed affirmative action in admissions. Educational opportunity is the touchstone of the American dream and the key to America's continued strength in the 21st century. At a time when our nation is becoming more and more diverse, we must not close the doors of educational opportunity to our students of color. Furthermore, because students learn from each other as well as from their professors, diversity on campus is a vital educational resource that strengthens the educational experience for all our students. For these reasons, every American should be concerned about the developments in California.

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Hispanic Education Action Plan -- The Administration's FY99 budget provides substantial education investments in programs that are targeted to the needs of Hispanic students, including increases in Bilingual Education, funding for Hispanic Serving Institutions, TRIO college preparation programs and migrant education programs.

Question: Is the Office for Civil Rights at the Department of Education investigating admissions policies at higher education institutions?

Answer: The Office for Civil Rights at the Department of Education has received complaints regarding university admissions policies. They will continue to investigate complaints concerning current admissions policies at institutions of higher education to determine if they violate federal civil rights laws by discriminating against minority students. The existence of an investigation does not necessarily indicate that a violation has occurred.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 17:52:06.00

SUBJECT: Update on WtW Data Collection

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

TEXT:

Howard Rolston called to report on how the call with Olivia and Barbara Chow went. It sounds like it really would be useful for us to weigh in. In fact, Bruce or Elena may be getting a call from Olivia or possibly Kevin Thurm. HHS is extremely concerned about further delaying the release of the RFP while the data collection issue gets resolved. There is no substantive reason to delay the RFP further--it simply provides leverage to resolve the data issue.

On the data collection itself, Howard says OMB (particularly Barry) continues to be adamant about treating formula and competitive grantees as a single program with identical data collection. Everyone agrees that we are stuck imposing the 17 TANF data collection on the formula grantees, even though this is not necessarily desirable or necessary. Howard thinks states will be surprised and upset (thinking they only had to report on the 4 WtW items), but we can clearly make the case that we have no choice given the statute as it is. The question is, do we then also impose this burden on competitive grantees if we don't absolutely have to? HHS says no, OMB (and presumably DOL) say yes. Cynthia and I both think that if there's a way to justify treating them differently, it's worth pursuing.

One argument I hadn't thought of til this morning, and apparently HHS hadn't thought of either relates to penalties. HHS could penalize a state who fails to comply with the WtW reporting (because it's under the TANF data reporting section and therefore the TANF penalty would apply). It seems unfair to hold the state accountable for reporting on competitive grantees when it has no legal arrangement with them. By contrast, formula grantees (PICs) currently report data to the state for JTPA so this would not be breaking new ground.

DRAFT 4-01-98 5pm

**THE VICE PRESIDENT ANNOUNCES SUPPORT FOR
LEGISLATION ON PAY EQUITY AND ADMINISTRATION
INITIATIVES TO COMBAT WAGE DISCRIMINATION**

April 2, 1998

Today the Vice President will announce the Administration's support for legislation, introduced by Senator Daschle and Congresswoman DeLauro, to improve enforcement of laws that prohibit wage discrimination against women and to strengthen the remedy provisions in the Equal Pay Act to allow for compensatory and punitive damages. The Vice President also will announce several Administration initiatives aimed at reducing wage discrimination in the private sector and the federal government.

Legislation to Improve Enforcement of Wage Discrimination. The Vice President will call on Congress to pass the legislation introduced today which strengthens current laws prohibiting wage discrimination and provides training and outreach to help enforce these laws. The highlights of this legislation include:

- **Increased Penalties for the Equal Pay Act.** The bill amends the Equal Pay Act (EPA) to allow for compensatory and punitive damages. Currently, the EPA provides only for liquidated damages and back-pay awards. This proposal would put **gender-based wage discrimination on equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are available** under Section 1981.
- **Non-retaliation Provision.** Currently, employers can take action against employees who share information on pay. The Daschle bill amends the EPA to prohibit employers from penalizing employees for sharing information about their salaries with co-workers. The ability to share such information makes it easier for women to evaluate whether there is wage discrimination.
- **Class Actions.** The bill amends the procedures for filing class actions under the EPA to conform with the procedural rules for filing federal class actions in other areas of the law.
- **Training, Research, Education, and Outreach.** The bill requires the EEOC to provide training for its employees, subject to the availability of funding, on matters involving discrimination in the payment of wages. The bill also requires Department of Labor (DOL) to undertake research in the area of sex-based pay disparities; provide information on means of eradicating such disparities; assist State and local information and educational programs; recognize and promote the achievements of employers that have made strides to eliminate pay disparities; and convene a national summit to discuss and highlight the issue of sex-based pay disparities.
- **Pay Equity Award.** The bill establishes "The National Award for Pay Equity in the

Workplace,” to be administered by DOL, to recognize and promote the achievements of employers that have made strides to eliminate pay disparities.

Administration Actions to Provide Data Analysis, Technical Assistance, and Enhanced Enforcement of Wage Discrimination. The Vice President also will announce a number of Administration initiatives that will supplement the legislation introduced today. These initiatives will provide increased analysis of data on the wage gap; assist federal agencies in enforcing wage discrimination law; provide technical assistance by highlighting “best practices” and offering a voluntary self-audit on the Internet; and strengthen the role of the Federal Government in hiring and retaining qualified women. These initiatives are:

- **Increased Data Analysis on Pay Equity.** Using existing data, DOL will publish an annual report on pay differences by gender. The purpose of this easy-to-access report will be to highlight the important issue of wage disparities.
- **Memorandum Of Understanding (MOU) Between EEOC and DOL.** EEOC and DOL are developing an MOU to train each other’s staff on pay issues, to refer potential violations to the applicable EEOC or DOL office for appropriate action, and to permit the DOL’s Office of Federal Contractor Compliance Programs (OFCCP) to serve as the EEOC’s agent for purposes of seeking damages that are not otherwise available through OFCCP, including damages for intentional discrimination.
- **Federal Contractor Best Practices.** DOL will publicize successful programs of federal contractors by placing them on DOL’s web site.
- **10-Step Voluntary Self-Audit for Businesses and Employees.** To help those employers who would like to improve their pay and hiring practices, DOL will place on the Internet a 10-step package that would give companies guidelines in determining whether they offer equal pay, hiring, and promotional opportunities. A similar checklist for employees, to help them determine if they are being paid equitably, will also be placed on the Internet.
- **Self-Audit for Agencies.** To make the federal government a “model” employer, federal agencies will conduct a self-audit, similar to the one described above, and use these results to monitor their efforts on equal pay.
- **Guide to Recruitment and Retention of Women in the Federal Government.** OPM is publishing a new Guide on Recruitment and Retention of Women in the Federal Government, which contains information to make agency managers aware of career opportunities for women and to provide guidance on recruitment and career development for women.

Draft 4-01-98

QUESTIONS AND ANSWERS ON PAY EQUITY
April 2, 1998

Q: What is Equal Pay Day?

A: Organizations around the country will hold events on April 3 as the day on which American women's wages, added to their previous year's earnings, equal what men make in just one calendar year. The President is issuing a proclamation declaring April 3, 1998 as National Equal Pay Day.

Q: What did the Vice President announce today?

A: The Vice President announced the Administration's support for legislation introduced by Senator Daschle to improve the enforcement of wage discrimination against women and to strengthen the remedy provisions in the Equal Pay Act to allow for compensatory and punitive damages. The Vice President also announced several administration initiatives aimed at enhancing enforcement of wage discrimination both in the private sector and within the federal government, including the development of a Memorandum of Understanding between the Equal Employment Opportunity Commission (EEOC) and the Department of Labor to cross-train their staffs to be sensitive to potential violations of the Equal Pay Act, and to help the Department of Labor to collect damages under Title VII of the Civil Rights Act of 1964; a ten-step voluntary self-audit for both private businesses and the federal agencies in order to help them monitor their efforts on equal pay; and a "Guide to Recruitment and Retention of Women" in the federal government, which is designed to assist agency managers hire and retain qualified women.

Q: Why is this legislation necessary?

A: More than three decades after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of unfair pay differentials. The average woman works a full year, plus three more months, just to earn the same pay that men earn in one calendar year. According to the Department of Labor, the average woman who works full-time earns just 74 cents for each dollar that men earn. For women of color, the gap is even wider. On average, black women earn only 63 cents, and Hispanic women earn only 53 cents for each dollar earned by white men. Some wage differences exist due to differing levels of experience, education, and skill. However, studies show that even accounting for differences in education, experience, and occupation, there is still a significant wage differential. Women account for 46 percent of the total labor force. More than half of those graduating with bachelors degrees are women, and women earn nearly half of all masters and professional degrees awarded. While women hold over 45 percent of all executive and managerial jobs, their wages are only approximately 70 percent of the average pay of men in these areas. Source: Department of Labor, Bureau of Labor Statistics.

Q: Why isn't the Administration supporting Senator Harkin's bill?

A: The Administration supports the goals of ensuring equal pay for women and minorities, and both bills strive toward the same goals. However, Senator Daschle's bill provides for enhanced penalties under the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Senator Daschle's and Congresswomen DeLauro's bills seek to strengthen current laws that prohibit wage discrimination, and this legislation is a good first step toward combating the wage gap.

Q: What damages are currently available under the Equal Pay Act?

A: Senator Daschle's bill would amend the EPA to allow for unlimited compensatory and punitive damages. Currently, the EPA only allows for liquidated damages and back-pay awards. Liquidated damages typically are awarded in an amount equal to back pay. And typical recoveries are double back-pay awards. **An individual can file suit for wage discrimination under Title VII as well as the EPA. Title VII allows for compensatory and punitive damages, in addition to back pay, as a result of the Civil Rights Act of 1991. Under Title VII, however, these damages are capped -- to no more than between \$50,000 and \$300,000, depending on the size of the employer -- not the severity of the offense (e.g., for firms with between 15 and 100 employees, combined damages are capped at \$50,000). Victims of racial or ethnic discrimination in employment can also sue for wage discrimination under Section 1981, which allows unlimited damages.**

Q: Why is the Administration supporting uncapped compensatory and punitive damages?

A: The Clinton Administration believes that victims of sex-based wage discrimination should have the same remedies available as those of racial and ethnic discrimination.

Q: What is the Administration doing with respect to data collection?

A: The endorsed legislation contains a Sense of the Senate that the President should take appropriate steps to increase the amount of information available with respect to wage disparities, while maximizing the utility of the data and protecting individuals' privacy and minimizing burdens on reporting entities. In addition, the Vice President announced an annual report on the pay gap by sex to be produced by the Department of Labor. This easy-to-access report will raise the national prominence of wage disparities and will highlight the issue every year in order to spur Americans to achieve increased gender pay equity.

Q: What groups support increasing penalties under the Equal Pay Act?

A: Women's groups generally support increasing penalties under the Equal Pay Act. The following groups have supported efforts to increase penalties under the Equal Pay Act: the AFL-CIO, the National Committee on Pay Equity, the National Partnership for Women and Families, and the National Women's Law Center.

Q: Why is the federal government exempt from punitive and compensatory damages?

A: The federal government is not liable for punitive damages in any of the anti-discrimination statutes. To maintain consistency in the application of these statutes, it was appropriate to exempt the federal government from punitive damages under the Equal Pay Act as well.

Q: Is the Administration's policy on uncapped punitive and compensatory damages consistent with its position in other areas of the law such as tort reform?

A: Yes, this is consistent with Administration's position on tort reform. Our proposals on tort reform have never sought to cap compensatory damages.

Questions of the Federal Work Force

Q: What is the representation of women in the federal work force?

A: Women represented 42.8 percent of the Federal permanent workforce in 1997 compared to 46.4 percent of the Civilian Labor Force, a difference of a -3.6 percentage points.

Q: How is the Federal government doing in terms of women's pay as compared to that of male Federal employees?

A: Because we classify jobs and then hire on merit, the incumbent is paid the same, male or female.

Q: A 1995 GAO Report contended that Federal occupations with high female representation were more likely to be under graded than other jobs. How did OPM address this issue?

A: At several points in the course of the study, OPM expressed its strong disagreement with the scope and methodology used by the GAO contractor. An OPM letter, that is included as an appendix to the GAO Report, explains why OPM believes the GAO conclusions cannot be supported (factors such as misapplication of the Primary Standard in the Factor Evaluation System in the study, use of less rigorous methodology to evaluate a more job evaluation methodology, and disagreements between the study findings and other evidence). On the other hand, OPM continues to improve the Government's

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classification system and remains firmly committed to protecting the Merit System Principles and eliminating instances of economic discrimination against the dedicated women and minorities who serve our country.

Q: How are women represented in the lower grade levels?

A: Nearly 80 percent of women are employed in the GS-5 through 12.

Q: How are women represented in the upper grade levels?

A: The representation of women at the Senior Pay level of the Federal workforce is 21 percent, compared to less than 10 percent a decade ago.

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Q: What is the "Senior Pay" level?

A: The Senior Pay level includes employees in the Senior Executive Service (SES), Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 of the General Schedule (such as Administrative Law Judges).

Q: What percentage of promotions went to women?

A: Women received 51.8 percent of permanent workforce promotions in Fiscal Year 1997.

Q: What is the representation of women compared to the CLF for high growth federal jobs?

A: The following table compares the representation of women in the Federal permanent workforce (FW) to the civilian labor force (CLF) for the top 10 Federal occupational series that had the highest percentage increase in employment from 1993 to 1997:

OCCUPATION	Series	Total Emp. (9/97)	Pct Women (FW)	Pct Women (CLF)	Difference in Percentage Pts
Transportation Specialist	2101	7,356	13.9	77.6	-63.7
Border Patrol	1896	6,818	4.4	12	-7.6
Gen. Inspection, Invest. & Compl.	1801	9,266	36.2	30.5	5.7
Compliance Inspection & Support	1802	6,837	57.3	53.3	4
Correctional Officer	0007	12,601	11.8	18.9	-7.1
Environmental Protection Specialist	0028	5,523	40.5	38.8	1.7
Paralegal Specialist	0950	5,347	79.3	75.9	3.4
Social Insurance Administration	0105	26,291	66.9	45.6	21.3
General Business & Industry	1101	19,267	55.8	69.8	-14
Environmental Engineering	0819	5,387	22.9	9.8	13.1

NOTE: Top growing Federal occupations based on percentage net increase in employment for occupational series (with 5,000+ employees in 1997) due to new hiring or reclassification of existing employees from 1993 to 1997.

Q: In which occupation are women the worst represented?

A: Women are worst represented in occupational series 0301, Miscellaneous Administration and Program Series. Compared to like occupations in the CLF, there is a shortfall of over 11,300 women in this occupation in the Federal Government.

Q: What is the average salary of female political employees versus that of male appointees? How does that average compare to comparable figures in the previous Administration?

A: In 1992, under President Bush, women made up 40 percent of the political ranks, and the average female political appointee's salary was 75 percent of the average male appointee's salary. In 1997, in the Clinton Administration, the percentage of women appointees increased to 45 percent, and the average woman's salary shot up to 85 percent of the average man's.

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1997 (Pres. Clinton)				
Gender	1992 (Bush) Appts	1997 (Clinton) Appts	1992 (Bush) Avg. Pay (\$)	1997 (Clinton) Avg. Pay (\$)
Women	1,361	1,331	\$61,554	\$69,979*
Men	2,055	1,628	\$82,490	\$82,860*
TOTAL	3,416	2,959	NOTE: Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Pct. Women	39.8%	45.0%		

* Rendered in constant (FY 1992) dollars