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[04/01/1998 - 04/02/1998]

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	from Paul Weinstein to Elena Kagan subject Child Care and the LIHTC [partial] (1 page)	04/02/1998	P6/b(6)

COLLECTION:

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

FOLDER TITLE:

[04/01/1998-04/02/1998]

2009-1006-F

kc144

RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Kay Casstevens (CN=Kay Casstevens/O=OVP [UNKNOWN])

CREATION DATE/TIME: 1-APR-1998 18:28:45.00

SUBJECT: Hlb visas

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

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

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

CC: Peter G. Jacoby (CN=Peter G. Jacoby/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

CC: Ricardo M. Gonzales (CN=Ricardo M. Gonzales/O=OVP [UNKNOWN])
READ:UNKNOWN

Matthew J. Bianco (CN=Matthew J. Bianco/O=OVP [UNKNOWN])
READ:UNKNOWN

Kay Casstevens (CN=Kay Casstevens/O=OVP [UNKNOWN])
READ:UNKNOWN

TEXT:

The VP received a letter from several high-tech type Members of Congress (bipartisan) asking if they could sit down with him and appropriate White House staff to craft a consensus measure on Hlb visas. Don Gips suggested that I contact you two and get your recommendations. Don thinks it would be a good idea to get the input of this group.

Given that they are headed out to recess, perhaps we could set up a meeting with the relevant staff rather than the Members themselves. I think I would prefer that. I will fax you the letter -- please let me know what you think. Thanks, Kay.

PS The two lead signatories on the letter are Jim Moran and David Dreier. Also signing are: Jennifer Dunn, Darlene Hooley, Christopher Shays, Earl Blumenauer, Ralph Hall, James Rogan and Tom Campbell. Interesting crowd.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Ruby Shamir (CN=Ruby Shamir/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 1-APR-1998 18:38:29.00

SUBJECT: Women's Mtg

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

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

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

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

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

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

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

TO: Maria Echaveste (CN=Maria Echaveste/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: Lucia F. Gilliland (CN=Lucia F. Gilliland/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

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

CC: Tania I. Lopez (CN=Tania I. Lopez/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

TEXT:

There will be a Women's Mtg on Thursday at 9:00am in room 100. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 19:10:37.00

SUBJECT: I told EBB. He was floored. He's calling McCain & Hollings. bnr

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

READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 19:31:10.00

SUBJECT: harkin-chafee

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

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

TEXT:

fyi

----- Forwarded by Cynthia A. Rice/OPD/EOP on 04/01/98
 07:30 PM -----

Cynthia Dailard
 04/01/98 05:07:32 PM
 Record Type: Record

To: Cynthia A. Rice/OPD/EOP
 cc:
 Subject: harkin-chafee

The Harkin-Chafee-Graham bill contains the language we proposed in the following areas:

1. Youth look back penalties -- version 1 (p. 43)
2. FDA jurisdiction (p. 61)
3. Licensing and smuggling (p.101)
 (This section contains only the Treasury language,
 but not the FDA language.) (p.101)
4. Document disclosure (p.404)

The bill does not contain our spending or assessment language.

In addition, the provisions on international tobacco control funding (p.172) and promotion of tobacco products overseas ("modified-Doggett"; p. 218) appear to be less problematic than the language contained in the McCain bill. I will work with Sherman to further analyze these provisions.

On the subject of environmental tobacco smoke, the bill does not propose national standards to promote smoke-free environments, but instead provides funding to the states for activities related to the reduction of ETS and education regarding the health risks of ETS (p.216).

DRAFT 4-01-98 6:55pm

**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 strengthen the laws that prohibit wage discrimination against women. 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 this legislation 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 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 including:

- 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 8pm

QUESTIONS AND ANSWERS ON PAY EQUITY
April 2, 1998

Q: What is Equal Pay Day?

A: April 3 is 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 on pay issues 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 are some of the specific accomplishments of the Clinton Administration with respect to women appointees?

A: Here are some specific accomplishments:

- **Appointed the first women ever to serve as Attorney General, Janet Reno, and Secretary of State, Madeleine Albright. Including the Attorney General and Secretary of State, women make up 27 percent of the Clinton Cabinet: Alexis Herman, Secretary of Labor; Donna Shalala, Secretary of Health and Human Services; Carol Browner, Administrator of the Environmental Protection Agency; Janet Yellen, Chair of the Council of Economic Advisors; and Charlene Barchevsky, United States Trade Representative.**
- **A third of all judicial nominees are women, the highest proportion ever.**
- **Nominated the second woman to serve on the Supreme Court. During his first year in office, President Clinton nominated Ruth Bader Ginsberg to the United States Supreme Court. Justice Ginsburg is only the second woman to serve on the nation's highest court.**

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 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.

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	Emp. (9/97)	Women (FW)	Women (CLF)	Difference in Percentage Pts
Transportation Specialist		7,356	13.9	77.6	-63.7
Patrol		6,818	4.4	12	-7.6
Inspection, Invest. & Compl.		9,266	36.2	30.5	5.7
Finance Inspection & Support		6,837	57.3	53.3	4
Informational Officer		12,601	11.8	18.9	-7.1
Environmental Protection Specialist		5,523	40.5	38.8	1.7
Legal Specialist		5,347	79.3	75.9	3.4
Insurance Administration		26,291	66.9	45.6	21.3
Business & Industry		19,267	55.8	69.8	-14
Environmental Engineering		5,387	22.9	9.8	13.1

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.

Automated Records Management System
Hex-Dump Conversion

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	92 (Bush) Appts	97 (Clinton) Appts	92 (Bush) Avg. Pay (\$)	97 (Clinton) Avg. Pay (\$)
Men	1,361	1,331	\$61,554	\$69,979*
Women	2,055	1,628	\$82,490	\$82,860*
Total	3,416	2,959	Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Women	39.8%	45.0%		

* Rendered in constant (FY 1992) dollars

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 09:13:54.00

SUBJECT: Olivia Golden Briefing

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

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

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

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

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

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

TEXT:

At our last weekly welfare reform meeting we learned that Olivia will be visiting several states in the midwest in coming weeks, including a trip to Milwaukee. I asked if she would brief us on what she hears, particularly about welfare reform. I think she would like it if Bruce and/or Elena could attend. She can come to our regular Tuesday afternoon welfare reform meeting on 4/21 at 4 p.m., in which case the other agencies can also participate. Would either of you be able to attend then? Alternatively, she is available Monday 4/20 at 4 or Friday 5/1 at 4.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 09:41:29.00

SUBJECT: Weekly Tobacco Strategy Meeting

TO: Cynthia A. Rice (CN=Cynthia A. Rice/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: Peter R. Orszag (CN=Peter R. Orszag/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: Barry J. Toiv (CN=Barry J. Toiv/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: Donald H. Gips (CN=Donald H. Gips/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

TO: Charles F. Stone (CN=Charles F. Stone/OU=CEA/O=EOP @ EOP [CEA])
READ:UNKNOWN

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

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

TO: Bruce R. Lindsey (CN=Bruce R. Lindsey/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

READ:UNKNOWN

CC: haverkamp_jennifer (haverkamp_jennifer @ ustr.gov @ INET @ VAXGTWY [UNKNOWN])
READ:UNKNOWN

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

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

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

CC: PANERALI_K (PANERALI_K @ A1 @ CD @ VAXGTWY [UNKNOWN])
READ:UNKNOWN

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

CC: Laura Emmett (CN=Laura Emmett/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 Tobacco Strategy Meeting today, April 2, at 2:45 in Room 211, OEOB.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 10:28:02.00

SUBJECT: From Ron Jones --ONDCP Letter on Marijuana-related amendment to Senate Bud

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

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

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

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

TEXT:

You folks may want to take a look at this. jc3 -- I'll send a copy over ASAP. jc3

----- Forwarded by Jose Cerda III/OPD/EOP on 04/02/98
10:25 AM -----

Darlene O. Gaymon
04/02/98 09:35:24 AM
Record Type: Record

To: See the distribution list at the bottom of this message
cc: James C. Murr/OMB/EOP, James J. Jukes/OMB/EOP
Subject: From Ron Jones --ONDCP Letter on Marijuana-related amendment to Senate Budget resolution

You will soon receive a draft letter ONDCP would like to send to the Senate ASAP. The letter expresses support for a Sense of the Senate amendment that Federal funds should not be used to support the medicinal use of marijuana, except for research purposes.

I will attached the amendment and a previously cleared letter on similar proposal to the ONDCP draft.

Please respond ASAP after you receive the letter. Absent objections we will clear the letter by noon today.

Message Sent

To: _____

Charles E. Kieffer/OMB/EOP
Charles Konigsberg/OMB/EOP
Jose Cerda III/OPD/EOP
Leanne A. Shimabukuro/OPD/EOP
Richard J. Turman/OMB/EOP
Jim R. Esquea/OMB/EOP
Chin-Chin Ip/OMB/EOP

Kenneth L. Schwartz/OMB/EOP
Kevin H. Blake/WHO/EOP

Thursday, April 2, 1998

Automated Records Management System
Hex-Dump Conversion

Elena's Schedule	Bruce's Schedule
9:00 Tarplin Call	9:00 Tarplin Call
9:15 DPC Staff Mtg. (211)	9:15 DPC Staff Mtg. (211)
10:30 Mtg. W/ Glickman re: tobacco farmers (Bruce's)	10:30 Mtg. W/ Glickman re: tobacco farmers (Bruce's)
11:30 Kentucky Trip Mtg. (Bruce's)	11:30 Kentucky Trip Mtg. (Bruce's)
11:55 Car #12 12:15 VP Briefing (Hine Jr. High School, 335 8th st, SE) Car will standby	12:00 Barry Meir (Bruce's)
2:45 Tobacco Strategy (211)	3:00 Unz mtg. (Bruce's)
3:00 Unz mtg. (Bruce's)	4:15 Car #33 4:30 Tobacco Mtg. (H-201)
4:15 Car #33 4:30 Tobacco Mtg. (H-201)	5:45 Car #33 Returns
5:45 Car #33 Returns	6:00 NEC Principals Mtg. (Roosevelt)
6:00 NEC Principals Mtg. (Roosevelt)	

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrei H. Cherny (CN=Andrei H. Cherny/O=OVP [UNKNOWN])

CREATION DATE/TIME: 2-APR-1998 11:14:04.00

SUBJECT: VP Remarks at Kick Butts Day

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

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

TEXT:

Remarks by Vice President Al Gore

Kick Butts Event
Thursday, April 2, 1998

Hello Panthers! It's great to be here at Hine Junior High for Kick Butts Day 1998! Are you ready to Kick Butts? Today, all over the country -- in 300 cities and all 50 states -- kids are uniting in the stand against tobacco. More than 20 major cities -- from New York to Chicago to Los Angeles -- have joined up to issue proclamations for Kick Butts Day. And our Cabinet has spread out all across the country to join kids in the effort to get tobacco out of their lives.

Every year, on Kick Butts Day, students like you conduct surveys in their hometowns, educate public officials, and carry-out undercover sting operations to keep businesses selling tobacco to young people on their toes. But this Kick Butts Day is the most important ever. Last year, I went to a Kick Butts Day event at another school in the District. But back then, just one year ago, we didn't know the full power of what we were all up against.

Last year, we only thought that tobacco companies were preying on minority groups to get them to smoke. This year, we know it's true.

Last year, we only suspected that the big tobacco companies were systematically targeting young people in order to lure them into becoming smoking addicts. This year, we know it's true -- they were going after kids as young as five years old. Listen to these words from a secret tobacco company document that has been unearthed: "Today's teenager is tomorrow's potential regular customer." And as the report that Zila (ZY-la) gave me shows, the tobacco companies are doing all they can to make you kids into those future customers.

We also have a report issued today by the Centers for Disease Control which shows that, since 1991, cigarette smoking among high school kids has gone up by a third. Tobacco use has gone up among males and females. It's up in every grade level. It's up for whites and blacks and Hispanics alike. These companies are after all teens -- and we all need to fight back.

These companies want your money, they want your mind, and they want your lives. Are you going to give it to them?! Today -- and every day -- they will spend \$13 million to convince you to start smoking. And

they're not spending all that money for no reason -- so far their dollars have worked to lure other young people into this deadly addiction. Today -- and every day -- 3,000 kids will become regular smokers. And only 600 will ever be able to quit. Today -- and every day -- more than 1,000 Americans will die from smoking.

But today is no average day. Today, you are standing up proudly to say that you know better than to be tricked into smoking. Today, you are telling all of us adults that you are demanding and deserve a tobacco-free future. Today, you are declaring that you are individuals and that no one is going to lead you off the right path. President Clinton and I are standing with you in your fight and we hear your voices loud and clear. Almost all smokers start while they're still teenagers. And they set themselves up on a road to disaster. Who here has seen the movie "Titanic"? Well, listen to this: every single day in this country, nearly as many Americans die from the effects of smoking as the number who died when the Titanic sank -- and smoking deaths are a disaster we know how to avoid.

That's why the President and I have unveiled a comprehensive plan to stop young Americans from smoking before they start and save 1 million lives over the next five years. We're very pleased with the Senate Commerce Committee's bipartisan step forward yesterday on tobacco. We congratulate Senator McCain and Senator Hollings for putting together a bill that represents a very good start on the road to passing comprehensive tobacco legislation this year. This shows what we can accomplish when people put politics aside and focus on doing the right thing. But we still have work to do. Above all, we need to put in place tough financial penalties that make reducing teen smoking the tobacco industry's bottom line.

Real momentum for strong tobacco legislation is building in both parties, and Congress will have a hard time going home for the year without getting this done. President Clinton and I will do everything in our power to make sure that this does get done. We will be out there leading the charge and we will not rest until America is tobacco-free for all of our young people.

And it's not just President Clinton and I who want to work with you. Today, I'm pleased to announce that -- as part of Kick Butts Day -- a number of organizations have made commitments to do their part in the fight against teen smoking. The Girl Scouts are making available resources to kids and adults to show why smoking is so dangerous and wrong.

And Girl Scouts across America who stand up against smoking will be able to proudly wear the new Girl Scouts Against Smoking patch on their uniforms. [Hold up Girl Scout patch] Girls Incorporated will be helping run teach-ins as part of their Stamp Out Smoking campaign. Channel One News will produce and broadcast a series of informational updates about teen smoking and health. And the National Education Association is launching the Kids Act to Control Tobacco pilot program to motivate teachers, students, and parents to do their part to stop teen smoking. Let's give them all a round of applause for doing their part in this crucial fight.

I'm proud that all of you are smart enough to do your own thing and think for yourselves. So let's go out there and make every day Kick Butts Day -- so that all of America's young people will be able to kick this habit before it starts.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 11:44:10.00

SUBJECT: Equal Pay Event

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

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

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

TEXT:

FYI -- in his remarks, the VP is going to announce Ida Castro as the nominee to be Chair of the EEOC. This might have been used another event as well --possibly a race event.

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	from Paul Weinstein to Elena Kagan subject Child Care and the LIHTC [partial] (1 page)	04/02/1998	P6/b(6)

COLLECTION:

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

FOLDER TITLE:

[04/01/1998-04/02/1998]

2009-1006-F

kc144

RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

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

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

[001]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 11:59:36.00

SUBJECT: Child Care and the LIHTC

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

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

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

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

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

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

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

TEXT:

I talked with Michael Barr today about the child care provisions of the Low-Income Housing Tax Credit (LIHTC). There is a memo over a Treasury proposing to allow this activity sitting on John Talisman's desk (DAS for Tax Policy). Michael believes Talisman will approve next week, P6/(b)(6)

P6/(b)(6)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 12:27:23.00

SUBJECT: Final Version of Announcement for Equal Pay

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

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

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

TO: Tania I. Lopez (CN=Tania I. Lopez/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

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

TEXT:

Here is the final version of the announcement for the equal pay event.
This can be released publically. There is a text box at the top of the
document --however, you need to detach it first in order to print out the
box. Thanks, Mary===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D21]MAIL41098419Z.026 to ASCII,
The following is a HEX DUMP:

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**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 strengthen the laws that prohibit wage discrimination against women. 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 Laws. The Vice President will call on Congress to pass legislation to strengthen laws prohibiting wage discrimination. The highlights of this legislation include:

- **Increased Penalties for the Equal Pay Act (EPA).** The bill amends the EPA to allow for full 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.**
- **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.
- **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 the 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; 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 Enhance Compliance with Equal Pay Laws. The Vice President also will announce a number of Administration initiatives including:

- 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 for wage discrimination.
- 10-Step Voluntary Self-Audit for Businesses and Employees. To help employers who would like to improve their pay and hiring practices, DOL will place on the Internet a 10-step package that gives 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.
- Increased Data Analysis on Pay Equity. DOL will publish an annual report on pay differences by gender. The purpose of this report will be to highlight the important issue of wage disparities.
- 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.
- Federal Contractor Best Practices. DOL will publicize successful programs of federal contractors by placing them on DOL's web site.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 12:24:03.00

SUBJECT: Michael Levy/ Liggett is apparently calling me for a meeting

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

I assume I don't want to do a meeting. Should I have a phone call with him?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 12:46:47.00

SUBJECT: H1B visas

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Elena,

The letter from Secys Herman, Daley and Attorney General Reno was transmitted to the Hill for the mark-up of Abraham's bill this morning. The information that we have received from the Hill: The Kennedy bill was introduced as a substitute, and defeated 10 to 8, with all Democrats voting for it. Then, the Abraham/Hatch substitute (that we heard about last night, but only got to see late this morning) was accepted, by a vote of 12 to 6 (both Feinstein and Kohl voted for this substitute). This new version of the Abraham bill has a temporary (rather than permanent) increase in the cap (for five years) and has a weak no lay-off provision. According to Ray Uhalde from Labor after the vote, there was talk of needing more conversations on this.

NEC and I are doing a short q&a on this that I will send to you soon.

Also, I am sending over a final version of the letter. Thanks.

Julie

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 12:56:31.00

SUBJECT: Q&A for Equal Pay Event

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Lawrence J. Haas (CN=Lawrence J. Haas/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Jodi R. Sakol (CN=Jodi R. Sakol/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Here is a pretty final version of Q&A for internal use only. I am still waiting for some comparative statistics on the percentage of men in the grades 5-12 in the federal government.===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D47]MAIL437015198.026 to ASCII,
The following is a HEX DUMP:

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**Questions And Answers on Pay Equity
April 2, 1998**

Q: What is Equal Pay Day?

A: April 3 is 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 laws and to strengthen the remedy provisions in the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Currently, women who are the victims of wage discrimination receive only backpay and liquidated damages, which may not fully compensate them for their loss. This change will mean that the penalties for sex-based wage discrimination will be the same as those for race-based wage discrimination.

The Vice President also announced several administration initiatives aimed at enhancing enforcement of wage discrimination laws 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 and a ten-step voluntary self-audit for both private businesses and the federal agencies to help them monitor their efforts on equal pay.

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.

Q: What's wrong with the current scheme for collecting damages under the Equal Pay Act?

A: Currently, the EPA allows only for liquidated damages and backpay awards. Liquidated damages usually are awarded in an amount equal to backpay. Such awards may not fully compensate a woman for real losses, such as damages for pain and suffering. In addition, women cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing today will ensure that women are fully compensated when an employer discriminates against them in setting wages.

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: 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, which are necessary to remedy actual harm. And except in very exceptional circumstances, we have approved the use of punitive damage awards to deter intentional misconduct.

Questions of the Federal Work Force

Q: What are some of the specific accomplishments of the Clinton Administration with respect to women appointees?

A: Here are some specific accomplishments:

- **Appointed the first women ever to serve as Attorney General (Janet Reno) and Secretary of State (Madeleine Albright). Including the Attorney General and Secretary of State, women make up 27 percent of the Clinton Cabinet. The Cabinet also include: Alexis Herman, Secretary of Labor; Donna Shalala, Secretary of Health and Human Services; Carol Browner, Administrator of the Environmental Protection Agency; Janet Yellen, Chair of the Council of Economic Advisors; and Charlene Barchevsky, United States Trade Representative.**
- **A third of all judicial nominees are women, the highest proportion ever.**
- **Nominated the second woman to serve on the Supreme Court. During his first year in office, President Clinton nominated Ruth Bader Ginsburg to the United States Supreme Court. Justice Ginsburg is only the second woman to serve on the nation's highest court.**

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 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.

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	Emp. (9/97)	Women (FW)	Women (CLF)	Difference in Percentage Pts
Transportation Specialist		7,356	13.9	77.6	-63.7
Patrol		6,818	4.4	12	-7.6
Inspection, Invest. & Compl.		9,266	36.2	30.5	5.7
Police Inspection & Support		6,837	57.3	53.3	4
Postal Officer		12,601	11.8	18.9	-7.1
Mental Protection Specialist		5,523	40.5	38.8	1.7
Legal Specialist		5,347	79.3	75.9	3.4
Insurance Administration		26,291	66.9	45.6	21.3
Business & Industry		19,267	55.8	69.8	-14
Mental Engineering		5,387	22.9	9.8	13.1

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	92 (Bush) Appts	97 (Clinton) Appts	92 (Bush) Avg. Pay (\$)	97 (Clinton) Avg. Pay (\$)
Men	1,361	1,331	\$61,554	\$69,979*
	2,055	1,628	\$82,490	\$82,860*
Women	3,416	2,959	Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
	39.8%	45.0%		

* Rendered in constant (FY 1992) dollars

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 13:13:02.00

SUBJECT: Reception this evening

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

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

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

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

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

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

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

TO: Maria Echaveste (CN=Maria Echaveste/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: Lucia F. Gilliland (CN=Lucia F. Gilliland/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

CC: Tania I. Lopez (CN=Tania I. Lopez/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

TEXT:

The Center for Policy Alternatives and our office will be hosting a reception in the Indian Treaty Room from 5-6:30 pm today . This is following the women's economic summit event with the V.P. Hopefully several of you can stop by. There are women from 20 states represented.....about 150 total. thanks!

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 13:45:03.00

SUBJECT: Florida privatization; If I don't hear from you on this by Friday, I will

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

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

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

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

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

TEXT:

Florida's state legislature passed a law requiring a small privatization demonstration as part of their welfare reform plan. USDA has a legal deadline to act -- this Monday, April 6. Options are (1) approve, (2) deny, or (3) ask more questions. USDA proposes (3) ask more questions, as we did with Arizona. I think this is the right course of action. I will tell them we have no comment on their plans if I don't hear any objections from all of you close of business Friday.

This is the state legislature's initiative. The Governor's staff told me off the record that they will not be greatly disappointed if this is not approved.

The demo would privatize food stamp and Medicaid eligibility determination for about 1% of the state's caseload.

Keith: I wasn't sure who the right person was at OMB, so I'm sending this to you. I sent Anil the paper on this issue.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 14:56:03.00

SUBJECT: Weekly Health Care 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:
TODAY'S 4:00 MTG IS CANCELLED.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Ruby Shamir (CN=Ruby Shamir/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 2-APR-1998 15:00:00.00

SUBJECT: Tobacco AP Story

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

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

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

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

TEXT:

Date: 04/02/98 Time: 14:37

SSupreme Court justice won't block release of tobacco documents

WASHINGTON (AP) A Supreme Court justice today refused to spare the nation's cigarette makers from having to release some 39,000 secret documents in a closely watched Minnesota trial.

Justice Clarence Thomas rejected the tobacco industry's bid to postpone indefinitely the effect of a Minnesota judge's order requiring release of the documents.

But Thomas' brief order will not require immediate surrender of the documents. He extended a temporary postponement he had granted Wednesday to 5 p.m. (EST) Monday.

Tobacco industry lawyers are free to seek help from any of the Supreme Court's eight other members by resubmitting their claims that ``tens of thousands'' of the documents are privileged information that should stay secret.

Minnesota and Blue Cross and Blue Shield of Minnesota are suing cigarette makers to recover \$1.77 billion they say they spent to treat smoking-related illnesses. Lawyers for the state and health insurers say some of the sought-after documents may be the most significant to their case.

Tobacco industry lawyers said release of the documents would harm their clients in the Minnesota case and also in ``hundreds of other pending cases.''

MORE

APNP-04-02-98 1451EST

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 16:18:57.00

SUBJECT: Food stamps and prisoners

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

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

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

TEXT:

Here's what I've learned so far: Under the law, prisoners are not to be included in households in determining food stamp allotments. Last year, after GAO reported that this happens too often, Congress passed a law requiring states to establish "systems to verify and ensure" that prisoners aren't counted in households. This can include data matching programs with prisons and/or SSA. The law requires all states to do this by 8/1/98, although USDA can grant 1-year extensions to states.

However, SSA won't be ready to share federal data with states by August, because it hasn't worked out all the bugs of such a system. States can still meet the requirement if SSA isn't ready, for example by matching data with prisons directly. But SSA has the best data and the law specifically says that states that use SSA data are automatically in compliance. USDA is having a big meeting in 2 weeks with a few states, SSA, and prison people to figure out what kind of system is required. There are also privacy issues.

(FYI, there is a similar push on the dead, although that may not be such good fodder for a radio address. GAO just did a report on food stamps going to the dead, and Lugar is doing a hearing on this April 23. SSA also has good data on the dead, so at the hearing USDA has to say whether SSA and USDA can share data on this.)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Donald H. Gips (CN=Donald H. Gips/O=OVP [UNKNOWN])

CREATION DATE/TIME: 2-APR-1998 17:57:48.00

SUBJECT: ti ceo

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

TEXT:

Can one of you call the CEO of Texas Instruments to talk to him about how we can work together on the h1b visa issue. His info is below.

----- Forwarded by Donald H. Gips/OVP on 04/02/98 05:56 PM

Satish Narayanan
04/02/98 05:52:04 PM
Record Type: Record

To: Donald H. Gips/OVP
cc:
Subject: ti ceo

His name is Tom Engibous, Pres. & CEO
(972) 480-7900

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Ruby Shamir (CN=Ruby Shamir/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 2-APR-1998 18:10:19.00

SUBJECT: Tobacco Message Mtg

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

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

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

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

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

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

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

TO: Kevin S. Moran (CN=Kevin S. Moran/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: Emily Bromberg (CN=Emily Bromberg/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: Janet Murguia (CN=Janet Murguia/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

TO: Cecily C. Williams (CN=Cecily C. Williams/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: Jordan Tamagni (CN=Jordan Tamagni/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

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

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

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

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

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

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

TEXT:

There will be a message mtg on Friday at 10am in Ann Lewis' office to plan for next Thursday's Tobacco event. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 18:18:48.00

SUBJECT: The President's Trip to MO/IL

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

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

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

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

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

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

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

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

TO: Michael V. Terrell (CN=Michael V. Terrell/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

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

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

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

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

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

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

TO: Sarah J. Reber (CN=Sarah J. Reber/OU=CEA/O=EOP @ EOP [CEA])
READ:UNKNOWN

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

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

READ:UNKNOWN

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

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

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

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

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

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

TO: Cynthia M. Jasso-Rotunno (CN=Cynthia M. Jasso-Rotunno/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

TO: Christopher F. Walker (CN=Christopher F. Walker/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: Beth A. Viola (CN=Beth A. Viola/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

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

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

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

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

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

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

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

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

TO: John Podesta (CN=John Podesta/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: Elizabeth R. Newman (CN=Elizabeth R. Newman/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Bruce R. Lindsey (CN=Bruce R. Lindsey/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Karin Kullman (CN=Karin Kullman/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Shelley N. Fidler (CN=Shelley N. Fidler/OU=CEQ/O=EOP @ EOP [CEQ])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Daniel K. Chang (CN=Daniel K. Chang/OU=CEA/O=EOP @ EOP [CEA])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

On Tuesday, April 7, 1998, the President will travel to Kansas City, Missouri to attend a Social Security Regional Conference, during which he will deliver remarks and participate in a panel discussion at Penn Valley Community College. That evening, he will proceed to Chicago, Illinois, where he will attend a Democratic Business Council Dinner. On Wednesday, April 8, the President will participate in a school construction event before returning to Washington.

Deadlines for the President's trip book are as follows:

MO & IL Background Memos: DUE MON., APR. 6, AT 6:00 P.M.

- Political Memos
- CEQ Hot Issues
- Cabinet Affairs Hot Issues
- Accomplishments
- Economic One-Pager

MO & IL Event Memos: DUE MON., APR. 6, AT 6:00 P.M.

- Social Security Remarks
- Satellite Address
- Panel Discussion
- DBC Dinner
- School Construction Event

Please call or e-mail me if you have any questions. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 18:19:44.00

SUBJECT: What happened at today's meeting with Haskins on family formation measures

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Attending were HHS, Doug Steiger, Deborah Colton, CRS, Census, and me. Haskins said his goal is to develop a list of the most viable family formation measures. He will then appeal to HHS to add one of them to the NPRM. He acknowledged that the decision rests with HHS, but said he is prepared to "take further action" if we choose not to add one of them.

Haskins had CRS come to the meeting with a list of possible measures (see below). We then discussed pro's and con's of each one. HHS made it clear that there are problems with almost all of them. Haskins' fallback position seems to be that he is perfectly comfortable simply repeating the illegitimacy bonus's out-of-wedlock births measure if we can't come up with anything better. He reiterated that the law calls for us to do something here. He also said we should try to add measures to CRS's menu and might solve any data problems simply by requiring states to collect the appropriate data as a condition of the bonus.

We need to figure out a strategy here, since Ron wants to meet again in a week.

Measures listed by CRS:

	Problem/Reaction
1. 2 parent families as a percentage of all families at state level. States influence on this.	Data no good have little direct
2. Percentage of TANF case closings due to marriage be affected by (e.g., patterns in other closure, like instead look at cases that	Measure could unrelated factors causes of case sanctions). Could percentage of TANF change from

1-parent to 2-parent.

3. Out of wedlock births
to Illegitimacy Bonus.

Identical

4. Teen births
not support unless adjusted

Ron could

for abortions.

HHS explained why

abortion data is

problematic,

especially if we

focus only on teen

abortions.

5. Marriage/Divorce Rates
little direct influence on

States have

to explore limiting to

this. Ron wants

data may not exist.

low-income, but

6. Child Poverty
doesn't rule out in theory. But state

Ron

data unreliable,

most recent data is '94.

7. Percentage of Children in Foster Care
issues.

Raises thorny

8. Suggested by HHS: Child well-being, such as
low birthweight, infant mortality

Ron rejected.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Stacie Spector (CN=Stacie Spector/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 2-APR-1998 18:37:11.00

SUBJECT: Friday the 10th

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Jennifer mentioned that she has checked around and that we may not have enough to hang Friday's Patients Bill of Rights message event on. We originally spoke of School Violence as the message option, but then nixed that. Should we begin thinking about what makes sense to announce on that day and what the policy shops would recommend based on what they have left? Just makin' sure everyone knows what's happening. Thanks.

Question & Answer on Immigration: H1B visas
April 2, 1998

Q: This morning the Senate Judiciary Committee voted for a modification of a bill that increases the number of H-1B visas for temporary foreign workers. What is the Administration's position regarding this vote?

A: In a letter transmitted to Senator Hatch this morning, the Administration made clear its belief that the first step to increasing the availability of skilled workers for industry must be increasing the skills of U.S. workers and helping the labor market work better to match employers with U.S. workers. Therefore, substantial additional efforts by industry to increase the skill level of U.S. workers and necessary reforms to the H-1B visa program -- to protect U.S. workers by targeting its use to employers experiencing skills shortages -- are necessary prerequisites for the Administration to support any small, short-term increase in the number of H-1B visas available for temporary foreign workers.

While it is gratifying that Senators Abraham and Hatch have made modifications to the original Abraham bill that take a modest step in our direction on some of the key issues, the bill still includes a large increase in the number of visas, does not include sufficient additional education and training, and provides no meaningful reform of the H-1B program. We look forward to working with members of the Senate to develop a bill that is more consistent with the Administration's principles.

**Question & Answer on Immigration: H1B visas
April 3, 1998**

Q: Yesterday the Senate Judiciary Committee approved legislation that increases the number of H-1B visas for temporary foreign workers. What is the Administration's position regarding this legislation?

A: In a letter transmitted to Senator Hatch, the Administration made clear its belief that the first step to increasing the availability of skilled workers for industry must be increasing the skills of U.S. workers and helping the labor market work better to match employers with U.S. workers. Therefore, substantial additional efforts by industry to increase the skill level of U.S. workers and necessary reforms to the H-1B visa program -- to protect U.S. workers by targeting its use to employers experiencing skills shortages -- are necessary prerequisites for the Administration to support any small, short-term increase in the number of H-1B visas available for temporary foreign workers.

While it is gratifying that Senators Abraham and Hatch have made modifications to the original Abraham bill that take a modest step in our direction on some of the key issues, the bill still includes a large increase in the number of visas, does not include sufficient additional education and training, and provides no meaningful reform of the H-1B program. We look forward to working with members of the Senate to develop a bill that is more consistent with the Administration's principles.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 19:01:40.00

SUBJECT: SENATE PANEL OKS BILL RAISING VISA NUMBER FOR SKILLED ...

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.

----- Forwarded by Julie A. Fernandes/OPD/EOP on 04/02/98
07:13 PM -----

ORSZAG_J @ A1

04/02/98 06:14:00 PM

Record Type: Record

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

cc:

Subject: SENATE PANEL OKS BILL RAISING VISA NUMBER FOR SKILLED ...

Date: 04/02/98 Time: 17:58

SSenate panel OKs bill raising visa number for skilled foreigners

WASHINGTON (AP) A Silicon Valley-backed measure that would significantly boost the number of visas available for high-skilled foreign workers is moving swiftly through the Senate.

On a 12-6 vote Thursday, the Senate Judiciary Committee approved legislation introduced just weeks ago in response to computer and technology industry complaints that the current visa quota will be hit as early as May, four months before the end of the fiscal year.

The bill, sponsored by Sen. Spencer Abraham, R-Mich., chairman of Judiciary's immigration subcommittee, would raise the visa ceiling from the current 65,000 annual limit to a maximum 115,000 for each of the next five years.

Last year, for the first time, the demand for ``H-1B'' visas which entitle high-skilled workers to remain in the United States for up to six years outpaced availability. Computer companies contend the shortage of available talent will dampen their industry's explosive growth.

Abraham warned that some companies may relocate overseas if they can't find the necessary talent in this country.

Seeking to address Democratic complaints, Abraham abandoned his earlier push for a permanent increase in the visa category and added some teeth to language designed to ensure that U.S. workers aren't replaced by foreign workers willing to work for lower wages.

But Sen. Ted Kennedy, D-Mass., said Abraham's bill falls short of addressing the shortage of domestic computer programmers, engineers and other information technology specialists. A rival bill he and Sen. Dianne Feinstein, D-Calif., wrote would dedicate \$100 million for worker training and education programs by instituting a \$250 visa application fee. Abraham's bill authorizes

a \$50 million scholarship fund, but Congress would have to appropriate the money.

``These are good jobs with good wages, good benefits and good opportunities, and they ought to be American,'' said Kennedy, the top Democrat on the immigration subcommittee. ``I just feel that our program is more effective.''

The Kennedy-Feinstein proposal, which would raise the visa ceiling for only three years, failed on a party-line vote, 8-10. Feinstein and Democratic Sen. Herb Kohl of Wisconsin then voted with their GOP colleagues in favor of the Abraham bill, which is opposed by organized labor.

Earlier, however, Feinstein called the legislation ``a massive indictment of our educational system.''

While agreeing that U.S. schools must be improved to turn out more high-tech talent, Abraham said: ``In the short term, part of the solution obviously has to be immigration.''

APNP-04-02-98 1811EST

Message Sent

To: _____

Cecilia E. Rouse

Sally Katzen

Julie A. Fernandes

Jonathan Orszag

Thomas A. Kalil

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 19:15:14.00

SUBJECT: Next steps on tobacco

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

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

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

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

TEXT:

Next Steps with McCain and Hollings

Have either of you spoken to John or Ivan about next steps?

On technical amendments, you may want to ask them if they need anything more from us -- we sent them technicals on Tuesday (which they didn't incorporate into the package handed out -- Ivan indicated they were too rushed), and yesterday they said they would probably need our help on the final price language.

There are several policy issues they've indicated that they'd like to work on before the floor -- perhaps for a managers' amendment? They are:

International issues (they want a Tuesday am mtg with us, Hollings, Ford, & Wyden staff)

Licensing/Anti-smuggling -- (McCain staff told me they'd like to discuss post-markup)

And then there are several areas where our agencies would like to push for changes:

Constitutional issues -- in particular, to urge them to strip the lobbying ban

Liability -- DOJ says the provisions are so poorly drafted as to be nearly meaningless

Penalties -- there are various technical changes Gruber has in mind

Talking Points and Q&A

I have asked the agencies to produce our best talking points and Q&A on the following topics:

Penalties

Price/Youth Smoking Estimates

ETS

Antitrust

Bankruptcy

Smuggling/Black Market

Scoring

I just sent Cathy a note about having a meeting on this tomorrow. I assume its us, Josh, and Gruber?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 19:26:20.00

SUBJECT: Assaults

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

FYI -- Think we may be moving towards agreement. Rahm and I are meeting w/Froman at 8:30am tomorrow, and -- if Treasury buys into the Sunday leak plan -- we'll call Feinstein Sunday a.m. and give her the opportunity to fly back before the event.

jc3

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 19:44:14.00

SUBJECT: KY Farm Summit Announcements

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

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

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

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

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

TEXT:

One announcement we could think about is having the President set up an advisory group to coordinate federal, state, & local programs and farm organizations as tobacco legislation is implemented. Glickman could chair it, and request the various Governors to designate local leaders who could meet in DC and help implement whatever legislation is passed. The bill will obviously have a tremendous effect on some communities and he might send a message that the communities will not be left powerless, but have a role in how transition money is spent.

As we think about what the President could do in KY it may be of interest that he has previously been invited to come to KY by an activist group for a farm summit with tobacco farmers. (clinton met with the group as part of his small farmers meetings -- they are a little lefty). I've left their material with Cynthia.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 20:59:44.00

SUBJECT: POWERFUL, SEMIAUTOMATIC RIFLES IN JONESBORO KILLERS' ...

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Very timely...jc3...ls

----- Forwarded by Jose Cerda III/OPD/EOP on 04/02/98
08:58 PM -----

SHIMABUKUR_L @ A1

04/02/98 08:55:00 PM

Record Type: Record

To: Jose Cerda III, Leanne A. Shimabukuro

cc:

bcc:

Subject: POWERFUL, SEMIAUTOMATIC RIFLES IN JONESBORO KILLERS' ...

Date: 04/02/98 Time: 18:04

SPowerful, semiautomatic rifles in Jonesboro killers' arsenal

JONESBORO, Ark. (AP) At 100 yards, their seven handguns wouldn't be terribly effective. Too hard to hit their moving targets.

But the two boys at the center of the Jonesboro schoolyard massacre, no strangers to firearms, had other options at hand, officials say. Evidence indicates most of the bullets that felled 15 classmates and teachers, killing five of them, were fired from two powerful rifles, stolen from the younger boy's grandfather the morning of the attack.

Fifteen shots came from a replica of the M-1 carbine, a famous weapon carried by U.S. troops in World War II, Korea and Vietnam.

Five more were fired from a Remington .30-06 hunting rifle, able to take down a 200-pound deer with a single shot from a quarter mile away.

Both are semiautomatic; the only limit on firing speed is how fast a shooter can pull the trigger, which ejects the spent shell and chambers a new one in an instant.

Crime lab specialists poring over the guns expect to determine which weapons killed which victims at Westside Middle School, helping investigators to make their cases against 13-year-old Mitchell Johnson and 11-year-old Andrew Golden.

Yet by one measure, the guns have already been examined and found innocent.

With their considerable firepower and the carbine's battlefield

origins, such firearms were considered but rejected for the 1994 federal ban on assault weapons. The law banned just 19 specific types of guns and their copies models able to spray large numbers of bullets at close range, such as the military AK-47.

The assault gun ban also outlawed ammunition clips holding more than 10 rounds, even those that could be affixed to perfectly legal hunting rifles like the Remington, but that prohibition pertained only to clips manufactured after September 1994.

When he was captured, Drew Golden had three fully loaded, 30-shot clips in his pockets.

This week, Sen. Dianne Feinstein, D-Calif., and Rep. Diana DeGette, D-Colo., introduced legislation that would end the federal exemption for the older clips and ban their import.

States have taken the lead. Hawaii now bans large-capacity clips; California and Massachusetts are considering similar prohibitions. And New Jersey outlaws M-1 style guns as assault weapons.

That the schoolyard killers were able to put their hands on such potent, high-capacity rifles is of little surprise. Millions of M-1 carbines were produced in World War II alone, and their historic past makes them popular collectors' items.

Even knockoff versions like the Universal .30-caliber carbine, which investigators say Drew was carrying when he was arrested, are in demand. Universal, a Florida company, is now out of business.

"It's a military-style weapon, definitely a battlefield-type weapon," said George Rice, a representative of Handgun Control Inc. in Washington, D.C. "I can't imagine a hunting authority allowing someone to hunt with it."

In fact, Craighead County game regulations prevent hunting with powerful rifles like the carbine and the Remington errant shots simply travel too far. A hunter has to drive about an hour west of Jonesboro to reach a zone where they are allowed.

Sheriff Dale Haas and other investigators are still piecing together the March 24 shooting. The medical examiner's report, which Haas said he expected to be filed any day, will help determine which weapons proved lethal. A number of bullets tore chunks out of the school gymnasium's cinderblock wall behind the victims.

One clue to determining which guns were used are the spent shell casings recovered at the scene. Haas said 15 were found for the carbine, five for the Remington and two for a third rifle, a Ruger .44 Magnum.

Additionally, two spent shells were found in the chamber of a .38-caliber Smith & Wesson revolver. Unlike rifle cartridges, however, revolver casings are not ejected after each shot, so it's not clear the handgun was fired in the ambush. Investigators reported no other spent cartridges.

The rifle casings, along with the Ruger itself, were found on the patch of ground in woods from which investigators believe the boys opened up on their classmates and teachers.

In addition to the unloaded carbine and the 30-shot clips, authorities say, Drew was carrying three handguns, one a semiautomatic that uses a clip. At least two of them were loaded.

From Mitchell, police say they seized the Remington Model 742, loaded with four rounds, and four handguns, one of them semiautomatic and at least three of them loaded.

Between them, the boys had more than 400 rounds of ammunition.

Doug Golden, Drew's grandfather, said the day after the shooting that the boys broke into his house by smashing the glass in a

basement door and stole four handguns and the three rifles. They also stole three handguns from Drew's father, Golden said.

The senior Golden has refused further questions about his gun collection and the weapons seized at the shooting scene, citing advice from his grandson's lawyer.

Residents say they've seen Mitchell hunting squirrels and rabbits in woods near his home. A neighbor keeps the boy's beat-up Mossberg shotgun for him.

Drew was taught to shoot rifles and shotguns years ago by his father, a member of the Jonesboro Practical Pistol Shooters Association. Rick Craig, a machinist and fellow member of the gun club, recalls seeing the boy shooting in the club's gravel pit where targets are set up.

``He hadn't done much (pistol) shooting, except for the past year or so,'' Craig said. He had won a competition, but ``was the only kid competitor we had.''

APNP-04-02-98 1817EST