

NLWJC - KAGAN

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[06/09/1998 - 06/10/1998]

**Questions And Answers on Equal Pay
June 10, 1998**

Q: What did the President announce today?

A: Today the President commemorated the thirty-fifth anniversary of President Kennedy's signing of the Equal Pay Act. The President called for passage of legislation to strengthen the laws that prohibit wage discrimination against women and released a Council of Economic Advisers' (CEA) report on the gender wage gap, which shows that although the gap between women and men's wages has narrowed substantially since the signing of the Equal Pay Act, there still exists a significant wage gap. He also announced a Department of Labor report that provides a historical perspective of the wage gap. The President was joined by Dr. Dorothy Height, President Emeritus of the National Council of Negro Women, who was at the signing ceremony of the Equal Pay Act in 1963.

Q: What are the highlights of the legislation?

A: The legislation, sponsored by Senator Daschle and Congresswoman DeLauro, seeks 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. In addition, the legislation contains a non-retaliation provision that prohibits employers from penalizing employees for sharing information about their salaries with co-workers. Finally, the bill provides for training for EEOC employees on matters involving the discrimination of wages, **research on discrimination in the payment of wages, and the establishment of the "The National Award for Pay Equity in the Workplace," which will recognize and promote the achievements of employers that have made strides to eliminate pay disparities.**

Q: What does the Council of Economic Advisers' report say?

A: This report shows that **a significant gap between the wages of women and men remains today although it has narrowed substantially since the signing of the Equal Pay Act. In 1963, the year that the Equal Pay Act was signed, women earned 58 cents for every dollar men earned. Today women earn about 75 cents for every dollar men earn, a 29 percent increase over the 1963 levels. Despite these gains, there continues to be a significant gap between men's and women's wages, even after accounting for factors such as educational attainment, work experience, and**

occupational choice.

Over the last twenty years, increases in women's accumulated labor market experience and their movement into higher-paying occupations has played a major role in increasing women's wages relative to men's. Even accounting for gender differences in education, labor market experience, broad occupational and industrial distributions, the female/male pay ration in the late 1980s rose only from about 72 to 88 percent, leaving around an "unexplained difference" of about 12 percent as of the late 1980s. This "unexplained" difference may be explained, in part, by continuing discrimination.

Q: Why does the CEA report state that women earned more than 75 percent of what men earned in 1997, and recent AP and USA Today stories say that women earn 76 percent of what men earn, up from 73 percent a year ago?

A: The figures are consistent. Slight differences in numbers are due to the fact that the numbers are based on different data sources. The CEA numbers are based on workers aged 25 to 64, while those in the AP story are based on workers aged 16 and over.

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, as of 1997, 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, as of 1997, black women earned only 63 cents, and Hispanic women earned 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: Since the data show that the gender wage gap didn't start to close until the last 1970s, doesn't that mean that the Equal Pay Act had no effect?

A: The fact that the wage gap didn't start to close until sometime after the Equal Pay Act was implemented does not mean that the Equal Pay Act had no effect.

First, it can take some time for legislation, like the Equal Pay Act, to have an effect on the workforce. For example, if the Equal Pay Act made younger women know that they would be protected against discrimination, it would provide an incentive for these women to invest more in their skills -- which would have a pay-off over the long term.

Second, as the CEA report makes clear, few studies have examined the effects of the Equal Pay Act or other policies in the 1960s on the gender pay gap. Isolating the effects of a single policy change from broader social and economic changes is difficult. However, although no such studies of the effect of policies on the gender pay ratio exist, it is clear that a role for these policy changes in both the increase in the gender pay ratio and in the other changes that have served to increase the gender pay ratio cannot be ruled out.

Third, what is important now is to strengthen the Equal Pay Act so that do more to combat the negative forces of discrimination. That is why the President strongly supports the Daschle-DeLauro bill.

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 Administration previously 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 equal pay.

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.

Q: Why isn't the Administration supporting comparable worth?

A: The Daschle-DeLauro bill is a significant step forward in solving the problem of unequal pay. The Administration believes there is no excuse for not taking these obvious steps towards providing better training and fuller remedies to help ensure women receive equal pay, while building a consensus on other ways to make sure every person receives the pay they deserve. The Administration is focusing on legislation that can be passed during this congressional session.

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

A: In 1992, under President Bush, women made up 40 percent of the political ranks,

and the average female political appointee's salary was 75 percent of the average male appointee's salary. In 1997, in the Clinton Administration, the percentage of women appointees increased to 45 percent, and the average woman's salary shot up to 85 percent of the average man's.

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

* Rendered in constant (FY 1992) dollars

**THE PRESIDENT CALLS FOR PASSAGE OF EQUAL PAY
LEGISLATION AND RELEASES COUNCIL
OF ECONOMIC ADVISERS' REPORT ON THE WAGE GAP
June 10, 1998**

Today the President will commemorate the thirty-fifth anniversary of President Kennedy's signing of the Equal Pay Act and will urge passage of legislation to strengthen the laws that prohibit wage discrimination against women. In addition, the President will release a Council of Economic Advisers' (CEA) report on the gender wage gap, and announce a Department of Labor report that provides a historical perspective of the wage gap. The President will be joined by Dr. Dorothy Height, President Emeritus of the National Council of Negro Women, who was at the signing ceremony of the Equal Pay Act in 1963.

Legislation to Improve Enforcement of Wage Discrimination Laws. The President will call on Congress to pass legislation, introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The highlights of this legislation include:

- Increased Penalties for the Equal Pay Act (EPA). The legislation adds full compensatory and punitive damages as remedies, in addition to the liquidated damages and back pay awards currently available under the EPA. 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 already available.
- Non-retaliation provision. The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Currently, employers are free to take action against employees who share wage information. Without the ability to learn about wage disparities, it is difficult for women to evaluate whether there is wage discrimination.
- Training, Research, and Pay Equity Award. The Daschle-DeLauro bill provides for increased training for Equal Employment Opportunity Commission employees on matters involving the discrimination of wages; **research on discrimination in the payment of wages; and the establishment of the "The National Award for Pay Equity in the Workplace," which will recognize and promote the achievements of employers that have made strides to eliminate pay disparities.**

CEA Report on the Wage Gap. The President will announce a report by the CEA that shows that a significant gap between the wages of women and men remains today although it has narrowed substantially since the signing of the Equal Pay Act.

- Gender Pay Gap Has Closed. In 1963, the year that the Equal Pay Act was signed, women earned 58 cents for every dollar men earned. Today women earn about 75 cents for every dollar men earn, a 29 percent increase over the 1963 levels.

- But Discrimination Still Exists. Despite these gains, there continues to be evidence of labor market discrimination and a significant gap between men's and women's wages, even after accounting for factors such as educational attainment, work experience, and occupational choice.

Department of Labor Report Provides a Historical Perspective on the Wage Gap. The President also will announce a Department of Labor report that provides a thirty-five year perspective on the wage gap. This report focuses on three periods since the signing of the Equal Pay Act -- 1960-1975, 1975-1985, and 1985-1997 -- and highlights the increased participation of women in the labor force, the changing occupations of women, and the emergence of more women-owned businesses.

- Women's Labor Force Participation Has Increased. Women's labor force participation rate rose from 37.7 percent in 1960 to almost 60 percent in 1997.
- Increased Contributions by Women to Family Income. Between 1995 and 1996 alone, the number of families with two working parents increased by nearly half a million, making equal pay even more of a family issue. In these years, both parents were employed in 63.9 percent of married-couple families with children 18 and younger, while 28.2 percent of these families had an employed father and homemaker mother.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 9-JUN-1998 17:02:04.00

SUBJECT: NOON Brown Bag Lunch

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

TO: WEINSTEIN_P (WEINSTEIN_P @ A1 @ CD @ VAXGTWY [UNKNOWN]) (OPD)
READ:UNKNOWN

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

TO: Christa Robinson (CN=Christa Robinson/OU=OPD/O=EOP @ EOP [OPD])
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TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
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TO: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])
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TO: Jeanne Lambrew (CN=Jeanne Lambrew/OU=OPD/O=EOP @ EOP [OPD])
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TO: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP @ EOP [OPD])
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TO: Christopher C. Jennings (CN=Christopher C. Jennings/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: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

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

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

TO: Neera Tanden (CN=Neera Tanden/OU=WHO/O=EOP @ EOP [WHO])
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TO: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP @ EOP [OPD])
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TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])
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TO: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP @ EOP [WHO])
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TO: Tanya E. Martin (CN=Tanya E. Martin/OU=OPD/O=EOP @ EOP [OPD])

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TO: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP @ EOP [OPD])
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TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
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TO: Donna L. Geisbert (CN=Donna L. Geisbert/OU=OPD/O=EOP @ EOP [OPD])
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TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])
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TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
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TO: Sarah A. Bianchi (CN=Sarah A. Bianchi/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

I have set up a schedule of brown bag lunches, for the interns. I would like to thank all of our Special Assistants for finding time in their busy schedules, to arrange a meeting with DPC's interns. We would like the interns to come to Paul's office in room 214, at 11:45 a.m. on the dates listed below. At noon, in room 211, the interns will then meet with the Special Assistant scheduled to speak on that day. Let's all please try to keep these commitments, as our interns last day will be, July 3rd.

Brown Bag Lunch Schedule

Friday, June 12th --- Thomas Freedman

Tuesday, June 16th --- Cynthia Rice

Thursday, June 18th --- Jennifer Klein

Friday, June 19th --- Julie Fernandes

Tuesday, June 23rd --- Jose Cerda

Thursday, June 25th --- Chris Jennings

Friday, June 26th --- Michael Cohen (tentative)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Melissa G. Green (CN=Melissa G. Green/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 9-JUN-1998 15:04:56.00

SUBJECT: ISTEA paper

TO: Karen Tramontano (CN=Karen Tramontano/OU=WHO/O=EOP @ EOP [WHO])
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TO: Sidney Blumenthal (CN=Sidney Blumenthal/OU=WHO/O=EOP @ EOP [WHO])
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TO: Brian A. Barreto (CN=Brian A. Barreto/OU=OPD/O=EOP @ EOP [OPD])
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TO: Stacie Spector (CN=Stacie Spector/OU=WHO/O=EOP @ EOP [WHO])
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TO: Mark D. Neschis (CN=Mark D. Neschis/OU=WHO/O=EOP @ EOP [WHO])
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TO: Noa A. Meyer (CN=Noa A. Meyer/OU=WHO/O=EOP @ EOP [WHO])
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TO: Marsha E. Berry (CN=Marsha E. Berry/OU=WHO/O=EOP @ EOP [WHO])
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TO: Andrei H. Cherny (CN=Andrei H. Cherny/O=OVP @ OVP [UNKNOWN])
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TO: Neera Tanden (CN=Neera Tanden/OU=WHO/O=EOP @ EOP [WHO])
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TO: Michael V. Terrell (CN=Michael V. Terrell/OU=CEQ/O=EOP @ EOP [CEQ])
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TO: Robin J. Bachman (CN=Robin J. Bachman/OU=WHO/O=EOP @ EOP [WHO])
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TO: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP @ EOP [OPD])
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TO: Elizabeth R. Newman (CN=Elizabeth R. Newman/OU=WHO/O=EOP @ EOP [WHO])
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TO: Mickey Ibarra (CN=Mickey Ibarra/OU=WHO/O=EOP @ EOP [WHO])
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TO: Jeffrey A. Forbes (CN=Jeffrey A. Forbes/OU=WHO/O=EOP @ EOP [WHO])
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TO: Craig T. Smith (CN=Craig T. Smith/OU=WHO/O=EOP @ EOP [WHO])
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TO: Michael Waldman (CN=Michael Waldman/OU=WHO/O=EOP @ EOP [WHO])
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TO: Jordan Tamagni (CN=Jordan Tamagni/OU=WHO/O=EOP @ EOP [WHO])
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TO: Joshua Silverman (CN=Joshua Silverman/OU=WHO/O=EOP @ EOP [WHO])
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TO: Kevin S. Moran (CN=Kevin S. Moran/OU=WHO/O=EOP @ EOP [WHO])
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TO: Joseph J. Minarik (CN=Joseph J. Minarik/OU=OMB/O=EOP @ EOP [OMB])
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TO: Michael D. McCurry (CN=Michael D. McCurry/OU=WHO/O=EOP @ EOP [WHO])
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TO: Doris O. Matsui (CN=Doris O. Matsui/OU=WHO/O=EOP @ EOP [WHO])
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TO: Julie E. Mason (CN=Julie E. Mason/OU=WHO/O=EOP @ EOP [WHO])
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TO: Jacob J. Lew (CN=Jacob J. Lew/OU=OMB/O=EOP @ EOP [OMB])
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TO: Charles Konigsberg (CN=Charles Konigsberg/OU=OMB/O=EOP @ EOP [OMB])

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TO: Thomas A. Kalil (CN=Thomas A. Kalil/OU=OPD/O=EOP @ EOP [OPD])
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TO: Michael Deich (CN=Michael Deich/OU=OMB/O=EOP @ EOP [OMB])
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TO: Betty W. Currie (CN=Betty W. Currie/OU=WHO/O=EOP @ EOP [WHO])
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TO: Brenda B. Costello (CN=Brenda B. Costello/OU=WHO/O=EOP @ EOP [WHO])
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TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP @ EOP [OPD])
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TO: Laura K. Capps (CN=Laura K. Capps/OU=WHO/O=EOP @ EOP [WHO])
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TO: Rebecca A. Cameron (CN=Rebecca A. Cameron/OU=WHO/O=EOP @ EOP [WHO])
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TO: Jill M. Blickstein (CN=Jill M. Blickstein/OU=OMB/O=EOP @ EOP [OMB])
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TO: David S. Beaubaire (CN=David S. Beaubaire/OU=WHO/O=EOP @ EOP [WHO])
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TO: Brenda M. Anders (CN=Brenda M. Anders/OU=WHO/O=EOP @ EOP [WHO])
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TO: Amy W. Tobe (CN=Amy W. Tobe/OU=WHO/O=EOP @ EOP [WHO])
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TO: Barbara Chow (CN=Barbara Chow/OU=OMB/O=EOP @ EOP [OMB])
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TO: Joshua Gotbaum (CN=Joshua Gotbaum/OU=OMB/O=EOP @ EOP [OMB])
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TO: William A. Halter (CN=William A. Halter/OU=OMB/O=EOP @ EOP [OMB])
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TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
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TO: Roberta W. Greene (CN=Roberta W. Greene/OU=WHO/O=EOP @ EOP [WHO])
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TO: Paul E. Begala (CN=Paul E. Begala/OU=WHO/O=EOP @ EOP [WHO])

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TO: Glen M. Weiner (CN=Glen M. Weiner/OU=WHO/O=EOP @ EOP [WHO])
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TO: Ruby Shamir (CN=Ruby Shamir/OU=WHO/O=EOP @ EOP [WHO])
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TO: Darby E. Stott (CN=Darby E. Stott/OU=WHO/O=EOP @ EOP [WHO])
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TO: Robert M. Shireman (CN=Robert M. Shireman/OU=OPD/O=EOP @ EOP [OPD])
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TO: Emil E. Parker (CN=Emil E. Parker/OU=OPD/O=EOP @ EOP [OPD])
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TO: Virginia N. Rustique (CN=Virginia N. Rustique/OU=WHO/O=EOP @ EOP [WHO])
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TO: Virginia M. Terzano (CN=Virginia M. Terzano/O=OVP @ OVP [UNKNOWN])
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TO: Karen E. Skelton (CN=Karen E. Skelton/OU=WHO/O=EOP @ EOP [WHO])
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TO: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP @ EOP [WHO])
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TO: Lynn G. Cutler (CN=Lynn G. Cutler/OU=WHO/O=EOP @ EOP [WHO])
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TO: William H. White Jr. (CN=William H. White Jr./OU=WHO/O=EOP @ EOP [WHO])
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TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])
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TO: Barbara D. Woolley (CN=Barbara D. Woolley/OU=WHO/O=EOP @ EOP [WHO])
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TO: Charles R. Marr (CN=Charles R. Marr/OU=OPD/O=EOP @ EOP [OPD])
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TO: Sara M. Latham (CN=Sara M. Latham/OU=WHO/O=EOP @ EOP [WHO])
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TO: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP @ EOP [OPD])
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TO: Barry J. Toiv (CN=Barry J. Toiv/OU=WHO/O=EOP @ EOP [WHO])
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TO: Jake Siewert (CN=Jake Siewert/OU=OPD/O=EOP @ EOP [OPD])
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TO: Janet Murguia (CN=Janet Murguia/OU=WHO/O=EOP @ EOP [WHO])
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TO: Jonathan A. Kaplan (CN=Jonathan A. Kaplan/OU=OPD/O=EOP @ EOP [OPD])
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TO: Michelle Crisci (CN=Michelle Crisci/OU=WHO/O=EOP @ EOP [WHO])
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TO: Steven A. Cohen (CN=Steven A. Cohen/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

READ:UNKNOWN

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

TO: Erskine B. Bowles (CN=Erskine B. Bowles/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:
a few minor changes. USE THIS INSTEAD of EARLIER DRAFT. thanks
----- Forwarded by Melissa G. Green/OPD/EOP on 06/09/98
03:01 PM -----

Charles R. Marr
06/09/98 02:56:09 PM
Record Type: Record

To: Melissa G. Green/OPD/EOP
cc: Jake Siewert/OPD/EOP
Subject: ISTE A paper

with minor modifications...

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

TEXT:
Unable to convert ARMS_EXT:[ATTACH.D21]MAIL481514066.126 to ASCII,
The following is a HEX DUMP:

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71FDFDC3923C57E98B1FA24651F9E99E46C38004488C318477029218420286F89FE40EB011DD7
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AN HISTORIC INVESTMENT IN INFRASTRUCTURE WHILE MAINTAINING FISCAL DISCIPLINE AND PROTECTING OTHER CRITICAL INVESTMENTS

June 9, 1998

Today, President Clinton will sign an **ISTEA Reauthorization Bill That Includes An Historic Investment in Infrastructure While Maintaining Fiscal Discipline and Protecting Critical Investments, Such As Education, the Environment, and Health Care**. While providing an historic investment in our infrastructure, the agreement maintains President Clinton's priorities of reserving the surplus until Social Security is reformed and investing in critical areas such as education, the environment, and health care. In response to the concerns the Administration raised, Congress improved the bill and the agreement now represents a solid compromise that is consistent with President Clinton's core principles:

- ✓ **Strengthens Our Infrastructure.** The agreement guarantees nearly \$200 billion to continue rebuilding America's transportation system -- an approximately 30-percent increase over the 1991 ISTEA reauthorization. This agreement will help communities modernize and build the roads, bridges, transit systems, and railways that link the people of our great and vast country together, that keep our economy strong and vibrant.
- ✓ **Maintains Fiscal Discipline.** The agreement reduces the amount of additional transportation funding by \$17 billion from the spending levels that were included in the original Congressional bills even though those bills had passed the House and Senate by large majorities.
- ✓ **Preserves Surplus Until Social Security Is Reformed.** Unlike the original Congressional bills, the compromise is fully paid for with real offsets. And because the agreement does not touch the surplus, it is fully consistent with the President's call to "Save Social Security First."
- ✓ **Protects Critical Investments in Our Future.** Unlike the original Congressional bills, the transportation agreement does not squeeze other critical investments in our future, such as education, health care, research and development, and the environment, because it is not financed by lowering the discretionary

Automated Records Management System
Hex-Dump Conversion

THIS HIGHWAY-TRANSIT BILL AGREEMENT ALSO REFLECTS PRESIDENT CLINTON'S PRIORITIES BY:

- ✓ **EXPANDING TRANSIT FUNDING**
- ✓ **PROTECTING THE ENVIRONMENT**
- ✓ **HELPING MOVE PEOPLE FROM WELFARE TO WORK**
- ✓ **HELPING DISADVANTAGED BUSINESSES**
- ✓ **EXTENDING THE ETHANOL TAX CREDIT**
- ✓ **STRENGTHENING BORDER INFRASTRUCTURE**

caps.

✓ **Expands Transit Funding Within A Smaller Bill.** While the agreement has less overall spending than the original Congressional bills, it increases the share of transit funding from 17 percent of total surface transportation spending to 20 percent of total spending by 2002.

✓ **Protects the Environment.** The highway-transit agreement strengthens proven strategies to protect public health and the environment by increasing funding for the Congestion Mitigation and Air Quality Improvement program by 40 percent above prior ISTEA levels.

✓ **Helps Move People from Welfare to Work.** One of the biggest barriers facing people who move from welfare to work -- in cities and in rural areas -- is finding transportation to get to jobs, training programs and child care centers. To help those on welfare get to their jobs, the highway-transit agreement authorizes \$900 million over the next six years for President Clinton's welfare-to-work transportation plan. Of the \$150 million per year, \$50 million is guaranteed in FY99, rising to the full \$150 million per year guaranteed in FY2003.

✓ **Helps Disadvantaged Businesses.** The highway-transit agreement provides opportunities to disadvantaged businesses by retaining the Department of Transportation's Disadvantaged Business Enterprise (DBE) program.

✓ **Extends the Ethanol Tax Credit.** In order to provide incentives to use ethanol in gasoline and protect the environment, the highway-transit agreement extends the Ethanol Tax Credit through FY2007.

✓ **Strengthens Border Infrastructure.** The highway-transit agreement authorizes the Administration's program to target resources to border crossings to improve traffic flow and reduce illicit trade. The agreement allows highway funding to be used for Customs and INS equipment that speeds border crossings.

While the Agreement Provides Funding For Increased Safety, It Does Not Include A National Drunk Driving Standard of .08 BAC. The agreement includes a number of measures to increase safety, including incentive grants to increase seat-belt use and a strong program to make highway-rail grade crossings safer. Congress has also agreed to new provisions to target repeat drunk drivers and to ban open alcohol containers in cars. However, the President is disappointed that Congress refused to lower the national drunk driving standard to .08 percent blood alcohol content (BAC). The President will continue to work to make sure that .08 is the law in every state of the country.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 12:31:43.00

SUBJECT: Net Revenue Language for Gramm Amendment

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

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

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

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

TEXT:

----- Forwarded by Cynthia A. Rice/OPD/EOP on 06/10/98
12:31 PM -----

Patrick G. Locke
06/10/98 12:30:04 PM
Record Type: Record

To: Cynthia A. Rice/OPD/EOP
cc: See the distribution list at the bottom of this message
Subject: Net Revenue Language for Gramm Amendment

Here is language to modify the definition of net revenues in S. 1415 to specify that deposits into the tobacco trust fund are net of the costs of the Gramm amendment. This allows all of the existing percentage allocations of program spending from the fund to remain in place (although at lower dollar amounts, of course).

Amendment to S. 1415 to Reduce Net Revenues for
Marriage Penalty Tax Expenditure

Amend Sec. 401 (c) (2) defining net revenues in the Tobacco Trust Fund as follows:

(c) Net Revenues. For purposes of subsection (b), the term "net revenues" means the amount estimated by the Secretary of the Treasury based on the excess of

- (1) the amounts received in the Treasury under subsection (b), over
- (2) the decrease in the taxes imposed by chapter 1 and chapter 52 of the Internal Revenue Code of 1986, and other offsets, resulting from the amounts received under subsection (b). and

**Amendment to S. 1415 to Reduce Net Revenues for
Marriage Penalty Tax Expenditure**

Amend Sec. 401 (c) (2) defining net revenues in the Tobacco Trust Fund as follows:

(c) Net Revenues. For purposes of subsection (b), the term "net revenues" means the amount estimated by the Secretary of the Treasury based on the excess of

(1) the amounts received in the Treasury under subsection (b), over

(2) the decrease in the taxes imposed by chapter 1 and chapter 52 of the Internal Revenue Code of 1986, and other offsets, resulting from the amounts received under subsection (b); *and*

(3) the decrease in the taxes imposed by chapter 1 of the Internal Revenue Code of 1986 resulting from the provisions of Title [XX] of this Act.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 11:06:28.00

SUBJECT: Re: Class Size offsets

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:

Here are the offsets OMB has come up with for class size. Are you ok with this list? I'll pass on what we get from Treasury on the tax side later today.

We are meeting with Greg Williamson from Murray's staff later today. I'm sure that he's going to push us--now, or within the next day or two--to commit to express our support for the offsets that Murray finally goes with. As far as I can tell, our biggest problem in doing that will be that we may want to use some of the offsets down the road for other purposes. I don't know if we can get by being supportive now, and worrying about using these offsets for other purposes when we get that far down the road--though I'll try to make that work.

Another point--these offsets won't add up to \$7.4 billion over 5 years or \$12.4 over 7--the number we need to keep our message of reducing class size to 18 in grades 1-3. Nonetheless, I think our priority should be to keep our message consistent, and not back off on the grade levels of average class size. We can try to do this either by simply not specifying how long it will take to get there, by trying to get away with fudging the offsets enough so no one can figure out that we can't reach our original goal, or by talking about the Murray bill as a first step toward our goal.

Sound ok to you?

----- Forwarded by Michael Cohen/OPD/EOP on 06/10/98
10:47 AM -----

Mary I. Cassell

06/10/98 10:07:18 AM

Record Type: Record

To: Michael Cohen/OPD/EOP

cc:

Subject: Re: Class Size offsets

Here's where things stand on class size offsets.

There are a number of offsets available to use for Murray's bill. The way Jack Lew would like to approach this is to provide Murray an updated list of the mandatory offsets from the budget (updated to reflect which ones are still available and current costing estimates). That way, Murray can choose from the list, rather receiving a list of offsets that may appear to be hand-picked by the Administration. We're updating the list from the

budget now and will finish it by early afternoon. It's OK to brief Murray verbally on pros and cons of various offsets -- Jack just doesn't want anything in writing that is different from the complete list that was in the budget.

Examples of mandatory offsets that were in the budget and are still available include:

Social Services Block Grant -- about \$500 M in 1999 and 2000 (after that, over \$600 M from SSBG is used by the highway bill)

Medicaid Cost Allocation proposal -- about \$300-\$600 M a year based on changing match rates

Student Loans -- about \$50-\$75 M a year resulting from a reduction in the amount guaranty agencies keep from default collections

FHA -- about \$200 M a year resulting from increasing the FHA loan limit to conform to the Fannie Mae and Freddie Mac limits.

We still have not heard from Treasury on tax options, but, as you know, there seem to be a few possibilities that could easily generate \$1-2 billion a year.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jerold R. Mande (CN=Jerold R. Mande/OU=OSTP/O=EOP [OSTP])

CREATION DATE/TIME:10-JUN-1998 16:21:01.00

SUBJECT: Food safety funding.

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

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

TO: Jean.logan (Jean.logan @ npr.gov @ inet [UNKNOWN])
READ:UNKNOWN

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

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

TO: Kay Casstevens (CN=Kay Casstevens/O=OVP @ OVP [UNKNOWN])
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: David W. Beier (CN=David W. Beier/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

CC: Morley A. Winograd (CN=Morley A. Winograd/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TEXT:

The House and Senate Ag approps food safety numbers are in and we did poorly. As you may recall, our request was for a \$101M increase (\$91M from Ag approps for USDA and FDA, and \$10M from HHS approps for CDC). Senate Ag approps marked up yesterday and provided \$0 increase for FDA and USDA for food safety. House Ag approps marked up today and gave FDA only \$9M (it may be worse than that because I believe they cut FDA by \$9M elsewhere in its budget). USDA received only \$6M. So to recap: we asked for \$91M from Ag approps, the Senate gave us \$0, the House gave us \$15.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 09:42:14.00

SUBJECT: Oceans

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

TO: Elliot J. Diringler (CN=Elliot J. Diringler/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Ron Klain (CN=Ron Klain/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Beverly J. Barnes (CN=Beverly J. Barnes/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: Kathleen A. McGinty (CN=Kathleen A. McGinty/OU=CEQ/O=EOP @ EOP [CEQ])

READ:UNKNOWN

TO: Wesley P. Warren (CN=Wesley P. Warren/OU=CEQ/O=EOP @ EOP [CEQ])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

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

TO: Eli G. Attie (CN=Eli G. Attie/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Katharine Button (CN=Katharine Button/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: Sylvia M. Mathews (CN=Sylvia M. Mathews/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: Monica M. Dixon (CN=Monica M. Dixon/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

TEXT:

Attached is a 1 page overview of the message framework of the Oceans Conference. CEQ is working on a 1 pager on deliverables that will be distributed later today or first thing tomorrow morning. The Vice President will be attending the Oceans Conference on Thursday and Friday, the First Lady and the President will be there on Friday.===== ATTACH
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D35]MAIL447786066.126 to ASCII,
The following is a HEX DUMP:

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A75C52C3EF9FB293243B0A1A798D1A67D5ACCD35C38E0B90A8F9EA2D8EDD4A16FEEE5279B5A7CA  
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```

**National Ocean Conference
June 11 - 12, 1998**

Message Overview

President Clinton and Vice President Gore continue to make the environment a top priority for this Administration. Their work on tough new air quality standards and enforcement of the Safe Drinking Water Act assures families a healthier and safer environment in which to live. By preserving and restoring precious natural resources like the Florida's Everglades, Yellowstone Park and California's ancient redwoods, they are working to safeguard these treasures for future generations. The United States is leading international efforts to address global warming. And in 1998, the International Year of the Ocean, the President and Vice President are devoting special attention to protecting the oceans.

Oceans sustain nearly half of all life on Earth and provide us with many vital resources. They are a source of food, energy, commerce, medicine, and recreation. They shape our weather, link us to other nations, and are critical to our national security. In the 21st century, we will look increasingly to the oceans to meet our everyday needs.

At the National Ocean Conference, government experts, business executives, scientists, environmentalists, elected officials, and the public will come together to examine the opportunities and challenges we face as we work to restore and preserve our irreplaceable ocean resources, from the following four perspectives:

- **Environment - Only through careful stewardship can we maintain the health of our oceans and the economic opportunities they provide, such as fishing and tourism. With many marine resources already over-stressed, we must increase efforts to prevent over fishing, coastal pollution, and other threats to our beaches and the ocean environment.**
- **Commerce - Oceans help sustain 1 of every 6 jobs in the United States through fishing, shipping, tourism, research, etc. With growing international trade and rising demand for ocean resources, our ports, coasts and ocean waters become ever more vital to our economic future.**
- **Exploration and Research - We must expand scientific efforts to catalog marine species and other ocean resources, identify promising new medicines and other materials, understand how the oceans regulate our climate, and gain the insights needed to restore and sustain marine ecosystems.**
- **Global Security - Freedom of the seas is vital to national security and international trade, and the presence of our naval forces around the world promotes peace and stability. We must work with other nations to ensure**

that our oceans remain free and open.

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 12:54:45.00

SUBJECT: Send this version of budget language to JR

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

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

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

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

TEXT:
----- Forwarded by Cynthia A. Rice/OPD/EOP on 06/10/98
12:53 PM -----

Patrick G. Locke
06/10/98 12:47:05 PM
Record Type: Record

To: Cynthia A. Rice/OPD/EOP
cc: See the distribution list at the bottom of this message
Subject: Gramm Language -- Slight Revision

Here is a slight revision on the Gramm language to make it clearer that the two offsets are reductions from the gross amounts.

Amendment to S. 1415 to Reduce Net Revenues for
Marriage Penalty Tax Expenditure

Amend Sec. 401 (c) (2) defining net revenues in the Tobacco Trust Fund as follows:

(c) Net Revenues. For purposes of subsection (b), the term "net revenues" means the amount estimated by the Secretary of the Treasury based on the excess of

- (1) the amounts received in the Treasury under subsection (b), over
- (2) amounts reflecting

(i) the decrease in the taxes imposed by chapter 1 and chapter 52 of the Internal Revenue Code of 1986, and other offsets, resulting from the amounts received under subsection (b). and

**Amendment to S. 1415 to Reduce Net Revenues for
Marriage Penalty Tax Expenditure**

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(c) Net Revenues. For purposes of subsection (b), the term "net revenues" means the amount estimated by the Secretary of the Treasury based on the excess of

(1) the amounts received in the Treasury under subsection (b), over

(2) *amounts reflecting*

(i) the decrease in the taxes imposed by chapter 1 and chapter 52 of the Internal Revenue Code of 1986, and other offsets, resulting from the amounts received under subsection (b); and

(ii) the decrease in the taxes imposed by chapter 1 of the Internal Revenue Code of 1986 resulting from the provisions of Title [XX] of this Act.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Joseph C. Fanaroff (CN=Joseph C. Fanaroff/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:10-JUN-1998 11:17:41.00

SUBJECT: DAILY TALKING POINTS -- PRESIDENT CLINTON: STRENGTHENING EQUAL PAY FOR WOM

TO: Kathy Weatherly at gore-dc (Kathy Weatherly at gore-dc @ ccm ail [UNKNOWN])
READ:UNKNOWN

TO: Amy McKay at gore-dc (Amy McKay at gore-dc @ CCMAIL [UNKNOWN])
READ:UNKNOWN

TO: Rhonda Melton at gore-dc (Rhonda Melton at gore-dc @ CCMAIL [UNKNOWN])
READ:UNKNOWN

TO: Bill Mason at gore-dc (Bill Mason at gore-dc @ ccm ail [UNKNOWN])
READ:UNKNOWN

TO: Elizabeth Katze at gore-dc (Elizabeth Katze at gore-dc @ ccm ail [UNKNOWN])
READ:UNKNOWN

TO: Andy Dryden at gore-dc (Andy Dryden at gore-dc @ ccm ail [UNKNOWN])
READ:UNKNOWN

TO: Andy Dryden at gore-dc (Andy Dryden at gore-dc @ CCMAIL [UNKNOWN])
READ:UNKNOWN

TO: Clark Ogilvie at gore-dc (Clark Ogilvie at gore-dc @ CCMAIL [UNKNOWN])
READ:UNKNOWN

TO: David Ligon at gore-dc (David Ligon at gore-dc @ ccm ail [UNKNOWN])
READ:UNKNOWN

TO: Nancy Hoit at NPR (Nancy Hoit at NPR @ CCMAIL [UNKNOWN])
READ:UNKNOWN

TO: Alberta A. Winkler (CN=Alberta A. Winkler/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Paul A. Tuchmann (CN=Paul A. Tuchmann/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Kimberly H Tilley (CN=Kimberly H Tilley/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Rachael E. Sullivan (CN=Rachael E. Sullivan/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Jonathan Spalter (CN=Jonathan Spalter/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Kevin D. Scott (CN=Kevin D. Scott/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Irwin P. Raij (CN=Irwin P. Raij/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: William H. Pickle (CN=William H. Pickle/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Wendy C. New (CN=Wendy C. New/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Heather M. Marabeti (CN=Heather M. Marabeti/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Lisa M. Mallory (CN=Lisa M. Mallory/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Christopher S. Lehane (CN=Christopher S. Lehane/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Jim Kohlenberger (CN=Jim Kohlenberger/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Aram H. Kailian (CN=Aram H. Kailian/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Ansley Jones (CN=Ansley Jones/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Joanne M. Hilty (CN=Joanne M. Hilty/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Gordon Heddell (CN=Gordon Heddell/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Kimberly M. Harold (CN=Kimberly M. Harold/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Sue R. Greenberg (CN=Sue R. Greenberg/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Michael B. Feldman (CN=Michael B. Feldman/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Lydia R. Ewing (CN=Lydia R. Ewing/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Andrew S. Dryden (CN=Andrew S. Dryden/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Jennifer N. Devlin (CN=Jennifer N. Devlin/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Michael A. Deavers (CN=Michael A. Deavers/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Maurice Daniel (CN=Maurice Daniel/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Audrey Choi (CN=Audrey Choi/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

TO: Charles W. Burson (CN=Charles W. Burson/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Lee Ann Brackett (CN=Lee Ann Brackett/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Matthew L. Bennett (CN=Matthew L. Bennett/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Bobbie J. Bauman (CN=Bobbie J. Bauman/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Doug Babcock (CN=Doug Babcock/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Eric R. Anderson (CN=Eric R. Anderson/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Steven W. Adamske (CN=Steven W. Adamske/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Robert E. Whiteman (CN=Robert E. Whiteman/OU=OA/O=EOP @ EOP [OA])
READ:UNKNOWN

TO: William C. Haymes (CN=William C. Haymes/OU=OA/O=EOP @ EOP [OA])
READ:UNKNOWN

TO: Mark H. Bartholomew (CN=Mark H. Bartholomew/OU=OA/O=EOP @ EOP [OA])
READ:UNKNOWN

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

READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TO: Allyson K. Woods (CN=Allyson K. Woods/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: JoAnn Ward (CN=JoAnn Ward/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Franklin F. Urteaga (CN=Franklin F. Urteaga/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Sheri A. Thornton (CN=Sheri A. Thornton/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Jeffrey M. Smith (CN=Jeffrey M. Smith/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Nora H. Sabelli (CN=Nora H. Sabelli/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Donald Pryor (CN=Donald Pryor/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Joan Porter (CN=Joan Porter/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

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

TO: Martin C. Offutt (CN=Martin C. Offutt/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Duncan T. Moore (CN=Duncan T. Moore/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Oliver G. McGee (CN=Oliver G. McGee/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Bruce W. MacDonald (CN=Bruce W. MacDonald/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Rachel E. Levinson (CN=Rachel E. Levinson/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Cecilia D. Lafoe (CN=Cecilia D. Lafoe/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Gerald P. Kiernan (CN=Gerald P. Kiernan/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Nirmala Kannankutty (CN=Nirmala Kannankutty/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Kerri A. Jones (CN=Kerri A. Jones/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Jefferson Hofgard (CN=Jefferson Hofgard/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Beverly K. Hartline (CN=Beverly K. Hartline/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Holly L. Gwin (CN=Holly L. Gwin/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Anthony J. Gibson (CN=Anthony J. Gibson/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Sybil Francis (CN=Sybil Francis/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Miriam A. Forman (CN=Miriam A. Forman/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

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

READ:UNKNOWN

TO: Laura L. Efros (CN=Laura L. Efros/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Sandy L. Cole (CN=Sandy L. Cole/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Cynthia M. Chase (CN=Cynthia M. Chase/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Arthur Bienenstock (CN=Arthur Bienenstock/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Susan L. Bassow (CN=Susan L. Bassow/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Peter W. Backlund (CN=Peter W. Backlund/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Judith D. Auerbach (CN=Judith D. Auerbach/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Sarah Rosen (CN=Sarah Rosen/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Christa Robinson (CN=Christa Robinson/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: David E. Pearah (CN=David E. Pearah/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

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

READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

TO: Valon J. Wadsworth (CN=Valon J. Wadsworth/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: Steven J. Naplan (CN=Steven J. Naplan/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: Wendy E. Gray (CN=Wendy E. Gray/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: Antony J. Blinken (CN=Antony J. Blinken/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: Wesley P. Warren (CN=Wesley P. Warren/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

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

TO: Nancy Marlow (CN=Nancy Marlow/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

TO: Lisa Guide (CN=Lisa Guide/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

TO: Keith E. Laughlin (CN=Keith E. Laughlin/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

TO: Judy Jablow (CN=Judy Jablow/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

TO: Ellen Athas (CN=Ellen Athas/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

TO: Edward R. Clark (CN=Edward R. Clark/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

TO: David B Sandalow (CN=David B Sandalow/OU=CEQ/O=EOP @ EOP [CEQ])
READ:UNKNOWN

TO: Bradley M. Campbell (CN=Bradley M. Campbell/OU=CEQ/O=EOP @ EOP [CEQ])

READ:UNKNOWN

TO: Morley A. Winograd (CN=Morley A. Winograd/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Jonathan Weiss (CN=Jonathan Weiss/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Moe Vela (CN=Moe Vela/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Cindy Trutanic (CN=Cindy Trutanic/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: David R Thomas (CN=David R Thomas/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

TO: Callie Shell (CN=Callie Shell/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Clark E. Ray (CN=Clark E. Ray/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Elizabeth J. Potter (CN=Elizabeth J. Potter/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Nathan B. Naylor (CN=Nathan B. Naylor/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Jennifer R. Muller (CN=Jennifer R. Muller/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

TO: Steve L. Kwast (CN=Steve L. Kwast/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Ron Klain (CN=Ron Klain/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Vivian Jones (CN=Vivian Jones/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Scott R. Hynes (CN=Scott R. Hynes/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Paul Hegarty (CN=Paul Hegarty/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Wendy Hartman (CN=Wendy Hartman/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Bruce Harding (CN=Bruce Harding/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Mary C. Gumbleton (CN=Mary C. Gumbleton/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

TO: Philip G Dufour (CN=Philip G Dufour/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Gisela J. Diaz (CN=Gisela J. Diaz/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Marc R D'Anjou (CN=Marc R D'Anjou/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Paul J. Cusack (CN=Paul J. Cusack/O=OVP @ OVP [OVP])
READ:UNKNOWN

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

TO: Alejandro G. Cabrera (CN=Alejandro G. Cabrera/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Michael J. Burton (CN=Michael J. Burton/O=OVP @ OVP [OVP])
READ:UNKNOWN

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

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

TO: Lisa A. Berg (CN=Lisa A. Berg/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: David W. Beier (CN=David W. Beier/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Gayle Bauer (CN=Gayle Bauer/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Eli G. Attie (CN=Eli G. Attie/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Bill F Althoff (CN=Bill F Althoff/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Thomas B. Samburg (CN=Thomas B. Samburg/OU=OA/O=EOP @ EOP [OA])
READ:UNKNOWN

TO: Kelly Skoloda (CN=Kelly Skoloda/OU=OA/O=EOP @ EOP [OA])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

TO: William G. Wells (CN=William G. Wells/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Victor J. Villhard (CN=Victor J. Villhard/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Sandra J. Toomey (CN=Sandra J. Toomey/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: David Y. Stevens (CN=David Y. Stevens/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Frances Sharples (CN=Frances Sharples/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Steven M. Rinaldi (CN=Steven M. Rinaldi/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Trent L. Prezler (CN=Trent L. Prezler/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Lori A. Perine (CN=Lori A. Perine/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Tracy S. Olmstead (CN=Tracy S. Olmstead/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Stephen G. Moran (CN=Stephen G. Moran/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Deborah J. McGovern (CN=Deborah J. McGovern/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

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

TO: Martha A. Livingston (CN=Martha A. Livingston/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Neal Lane (CN=Neal Lane/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Kelly Kirkpatrick (CN=Kelly Kirkpatrick/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Henry C. Kelly (CN=Henry C. Kelly/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Brian G. Kahin (CN=Brian G. Kahin/OU=OSTP/O=EOP @ EOP [OSTP])

READ:UNKNOWN

TO: Alice C. Hogan (CN=Alice C. Hogan/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Mark D. Hodge (CN=Mark D. Hodge/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Gerald J. Hane (CN=Gerald J. Hane/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Daniel L. Goroff (CN=Daniel L. Goroff/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Clifford J. Gabriel (CN=Clifford J. Gabriel/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Betty J. Fountain (CN=Betty J. Fountain/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Ruth A. Fisher (CN=Ruth A. Fisher/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Gerald L. Epstein (CN=Gerald L. Epstein/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: George G. Cravaritis (CN=George G. Cravaritis/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Donna I. Coleman (CN=Donna I. Coleman/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Rosina M. Bierbaum (CN=Rosina M. Bierbaum/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Deanna M. Behring (CN=Deanna M. Behring/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Samuel F. Baldwin (CN=Samuel F. Baldwin/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Susanne Bachtel (CN=Susanne Bachtel/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Lorena E. Ahumada (CN=Lorena E. Ahumada/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

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

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

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

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

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

READ:UNKNOWN

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

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

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

TO: Dorothy Robyn (CN=Dorothy Robyn/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: Richard W. Petty (CN=Richard W. Petty/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: Geoffrey M. Odlum (CN=Geoffrey M. Odlum/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Penelope R. O'Brien (CN=Penelope R. O'Brien/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

TO: William M. Chiong (CN=William M. Chiong/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: Erik R. Cafarella (CN=Erik R. Cafarella/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

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

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

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

TO: Natalie S. Wozniak (CN=Natalie S. Wozniak/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: Jennifer C. Poole (CN=Jennifer C. Poole/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: David T. Johnson (CN=David T. Johnson/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: Matt Gobush (CN=Matt Gobush/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

TO: Dale W. Akers (CN=Dale W. Akers/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

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

TO: Robert S. Kapla (CN=Robert S. Kapla/OU=CEQ/O=EOP @ EOP [CEQ])

**PRESIDENT CLINTON:
STRENGTHENING EQUAL PAY FOR WOMEN**

June 10, 1998

"Equal pay is not a political issue. It is not even a gender issue. It is, at heart, a national issue, a family issue, and a matter of principle -- a question of what kind of country we want America to be today and in the 21st Century."

President Bill Clinton
June 10, 1998

Today, President Clinton, First Lady Hillary Rodham Clinton, Vice President Al Gore, and Tipper Gore come together to commemorate the 35th Anniversary of President Kennedy's signing of the Equal Pay Act, and to urge passage of legislation to strengthen the laws that prohibit wage discrimination against women. In addition, the President will also announce the release of two reports providing current and historical data on the wage gap between men and women.

A CONTINUING NEED TO ADDRESS THE WAGE GAP. The President will release the results of a Council of Economic Advisers (CEA) report showing that the gender gap in wage earnings has closed 29 percent since 1963, and that the gender gap has narrowed among younger women and married women with children; however, the wage gap persists, women earn only 75 cents for every dollar earned by men. The President will also release the results of a Department of Labor report that provides a perspective of the thirty-five years since the Equal Pay Act was enacted. This report shows that:

- Participation in the labor force by women has increased from roughly 38 percent in 1960 to almost 60 percent in 1997.
- Between 1995 and 1996, the number of families with two working parents increased by nearly half a million, making equal pay even more of a family issue. The report shows that in two-parent families with children under 18, nearly 64 percent of those families have a two income household.

A CALL FOR IMPROVED ENFORCEMENT OF WAGE DISCRIMINATION LAWS. The President calls on Congress to pass legislation introduced by Senator Tom Daschle (D-SD) and Congresswoman Rosa DeLauro (D-CT) which strengthens current laws. The legislation includes the following provisions:

- **Increased Penalties For Violations Of The Equal Pay Act.** The legislation would put gender-based discrimination on equal footing with wage discrimination based on race or ethnicity, allowing for full compensatory and punitive damages against a defendant company;
- **Banning Retaliation Against Employees Who Share Salary Information.** The legislation would allow employees to share salary information, helping women better evaluate whether they are suffering wage discrimination;
- **Training, Research, and Pay Equity Award Provisions.** The legislation provides for increased training of Equal Employment Opportunity Commission workers involved in matters of wage discrimination; research on discrimination in the payment of wages; and the establishment of the "National Award for Pay Equity in the Workplace", which will recognize and promote the achievements of employers that have made strides to eliminate wage disparities.

PRESIDENTIAL LEADERSHIP TO ENSURE EQUAL PAY. The President firmly supports the Daschle-DeLauro measure. It is tough, fair, and equitable and goes a long way toward ensuring that as our nation moves forward into the 21st Century, equal pay will be a reality for all women who enter the workforce.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 09:49:17.00

SUBJECT: Diana's Responsibilities

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

After Diana leaves in August, we will have to assign to current staff her responsibilities. These include: Welfare Reform; Disabilities; and National Service. I recommend these issues be assigned to the following staffers:

Welfare Reform: Cynthia Rice

Andrea Kane

Cynthia Dailard

Disabilities:
health-related

Cynthia Dailard (to go along with some other
issues).

National Service:

Either Tanya Martin or Julie Fernandes.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 08:23:41.00

SUBJECT: Child Support/Bankruptcy

TO: Nicole R. Rabner (CN=Nicole R. Rabner/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: Sally Katzen (CN=Sally Katzen/OU=OPD/O=EOP @ EOP [OPD])
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: Sarah Rosen (CN=Sarah Rosen/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Just wanted you all to know that Sheila Jackson Lee along with women and children's groups are having a press conference and rally today at noon at the House Triangle opposing HR3150. I just got a copy of the press release.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 13:34:05.00

SUBJECT: Civil rights draft guidance on welfare reform

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Below is the passage that raised red flags for Bruce. Please take a look at it and let me know how you'd like to proceed. It explains how existing civil rights laws would apply in the case of the new 5-year time limit. Eddie Correia of WH Counsel is OK on this; he suggested changes to an earlier draft that are reflected in this version.

The overall document is the product of civil rights experts at HHS, DOJ, and several other agencies. When we OK the document, it will go out as draft guidance for states, advocates, and civil rights groups to comment on. The general impetus is a desire to clarify how civil rights laws apply to new areas of welfare law, mostly welfare to work but also time limits. The specific impetus is that Shalala told the Leadership Conference on Civil Rights that she would do this.

Here's the current text:

"Set forth below are examples of conduct that may violate Title VI:

"...The Act imposes a 5-year limit on receipt of TANF benefits. However, a state may allow hardship exemptions from the time limit for up to 20% of its caseload. State and counties may not use a racially neutral criterion that, nevertheless, excludes a disproportionately greater number of minorities than non-minorities to determine who will be granted this exemption, unless there is a substantial and legitimate justification for this criterion. Even if there is such a justification, this criterion cannot be used if there is a comparably effective alternative to identify persons who qualify for this exemption that excludes fewer minorities."

In answer to some of the questions you may have about the foregoing:

Q: In measuring whether a criterion excludes "a disproportionately greater number of minorities", is the base the welfare caseload subject to the time limit or the population at large? A: The welfare caseload subject to the time limit.

Q: Is HHS prepared to give states technical assistance to define terms like "disproportionately greater" and "substantial and legitimate justification"? A: They're prepared to talk to and try to help states, but my understanding is that they won't offer any specific guidance or comfort such as "you're OK as long as your exemptions for minorities are within +5% of the percentage of minorities in the caseload." That's the nature of the beast and that's why it will be scary to states.

What do you think?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 11:27:30.00

SUBJECT: Vouchers and tobacco

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: Broderick Johnson (CN=Broderick Johnson/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

Education groups are beginning to call here and to the Education Department about the Coverdell voucher provision in the tobacco bill. Predictably, the education groups are extremely nervous about the voucher provision, and ED is also looking for guidance for press calls.

I presume that the voucher provision is not going to result in Sen. Dems walking away from the overall bill (let me know if I'm wrong about this). Without diverting your efforts away from moving the tobacco bill forward, I think we need to way to manage the education group politcs in the short run. We neither want them fighting against the tobacco bill, nor failing to work with us fully to move our school construction and class size battle forward.

In the short run I think we need to do the following when talking to the education community:

1. Indicate the importance of moving the tobacco bill forward in the Senate. (Any talking points you want to give us on this would be great).
2. Reiterate our well-known opposition to vouchers, without in anyway implying that we are going to veto the tobacco bill over this issue.
3. Reassure the education groups that we will fight to strip this provision before final passage, and remind them that there will be lots of things that will need to be cleaned up in the end game.
4. Urge them to oppose any effort to add this provision in the House (though I suspect that battle is already a lost cause).

In addition, if we put out any statement on the bill in the next day or so--including one that reminds people of the good things in the bill--we should add a simple statement reiterating our opposition to the voucher provision. It doesn't need to be a big deal, it just needs to be there.

Let me know if this is ok with you.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:10-JUN-1998 12:58:12.00

SUBJECT: PIR/WH COORDINATING MEETING -- PLEASE NOTE TIME CHANGE

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

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

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

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

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

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

TO: Maurice Daniel (CN=Maurice Daniel/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

TEXT: