

NLWJC - KAGAN

EMAILS RECEIVED

ARMS - BOX 048 - FOLDER -007

[04/06/1999]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 01:12:06.00

SUBJECT: Equal Pay Panel

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

READ:UNKNOWN

CC: Karin Kullman (CN=Karin Kullman/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Here are choices for the comparable worth story and the older woman story that Karin and I talked to:

Choices for Comparable Worth Story

This first one was sent by AFSCME

Trish Higgins, Nurse, Cleveland Metro Hospital

Ms. Higgins, 50, has been a nurse for 25 years and has worked at Cleveland Metro Hospital for 16 years. She is currently involved in a union drive and is very articulate about being underpaid and undervalued as a nurse. She feels that nursing is a predominantly female profession and that it has been traditionally underpaid. She has three children -- a son who is 30 years old, a daughter in college who wants to be a nurse, and a son who is 20 and disabled. It was only when her daughter indicated that she wanted to be a nurse that Ms. Higgins became more vocal about trying to get more pay for nurses. Ms. Higgins admitted that if she did not have her husband's salary it would have been very difficult to raise her children and that she certainly could not have paid for her daughter's college tuition. She definitely believes in comparable worth and stated that the predominantly male profession of pharmacists is paid better than nurses, even though they have similar skills and experience. She is the union's choice, but if we use her we should be very careful to stay clear of her views on comparable worth.

Debbie Watkins, Park Street Children's Center, Rockville, Maryland

Ms. Watkins has a degree from Bowie State College in elementary education, and she has 15 years experience as a childcare worker, yet she earns about the same as she did teaching elementary school twenty years ago. She said that she could not continue working in this area if she did not have her husband's income. She said that even if she were single with no children, she could not really live on her current salary. She believes that in order to raise the pay of childcare workers, there should be alternate funding sources, both governmental and private.

Marcia Ansel, Social Worker, State of Maryland

Ms. Ansel who is single has been a social worker for 26 years for the State of Maryland. She has fought to get equal pay for social workers. She stated that, in the past, the few men who were social workers always received the supervisory positions. Ms. Ansel herself received two of her promotions to supervisor because of cognizance of remedying past discrimination against women. Recently, Maryland State social workers who

work in the area of protective services (such as child abuse) have gotten a pay increase. Ms. Ansel is fighting so that all the other social workers get the same increase. She also helped the social workers who work in the Department of Corrections facilities to get the same hazard pay that correctional officers do. While Ms. Ansel believes in comparable worth personally, her recent efforts have been in the area of regular equal pay, and she would be willing to talk about the need to increase the wages of social workers generally.

Senior Women

Carolyn Gantt, Clerk, RSVP (a senior program), Washington, D.C. Ms. Gantt is 74 years old, African American, and has seven children. She worked for the D.C. Housing Department between 1976 and 1980, and again between 1985 and 1992. Ms. Gantt, who has a G.E.D., admitted that when she worked for the D.C. government she was paid low wages and that men who had less education than she (high school drop outs) received better positions and more training. Ms. Gantt retired in 1992 and hoped that she would be able to relax, travel, and take some classes. However, she realized that she could not make ends meet on her social security check, and she, therefore, took a position where she works as a clerk for a senior program, RSVP. (She is actually paid by the National Black Caucus). While Ms. Gantt's story is excellent, she is not as articulate as some of the other women and will have to be asked very pointed questions in order to get her story out in a concise and clear manner.

Ann Marie Lemillard, retired, Millersville, MD

Ms. Lemillard ran one of the five Anne Arundel County senior centers. She believes that directors of senior centers have been traditionally female jobs and that our society does not value these jobs. She is not struggling in her retirement because of her husband's salary, but admits that she could not survive on her social security check alone. Ms. Lemillard did not really convey what we were looking for in the retired woman's story as strongly as Ms. Gantt (above) and came across more as a comparable worth story. However, she is exceedingly more articulate than Ms. Gantt and is very supportive of the President.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Clifford J. Gabriel (CN=Clifford J. Gabriel/OU=OSTP/O=EOP [OSTP])

CREATION DATE/TIME: 6-APR-1999 11:12:52.00

SUBJECT: A-110 revision

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Elena: Can you tell me who in DPC would want to be included in EOP discussions concerning a congressionally mandated (rider in the Omnibus approps bill) OMB revision to Circular A-110. The proposed revision would bring under FOIA all research data obtained through federal support.

The proposed revision is supported by the NRA, Tobacco and the business community in general. The research community opposes it. OMB's comment period closed yesterday and they received about 10,000 comments. Lots of form letters supporting the revision. My guess is that overall the split will be something like 40% against/60% for. OMB hasn't completed their analysis yet. The research community (and OSTP) believes that bringing data under FOIA will have a chilling effect on clinical trails and research in general. Lots of issues associated with confidentiality, IPR, cost, harassment, etc. Most agencies have adequate data release policies and science, for the most part, promotes data sharing. Some agencies have a better track record than others (e.g., EPA)--therefore we ended up with the rider that uses a sledge hammer to fix a problem that only required a minor tap. Rep. George Brown (D-CA) has submitted a bill (with 28 bipartisan co-sponsors so far) that would repeal the rider. Thanks, Cliff

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 11:18:09.00

SUBJECT: racial profiling

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

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

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

TEXT:

Is there any paper floating around on this issue that indicates where we are on it, what options are being considered, etc.? If so, I'd like to get it ASAP. Thanks. tds

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 11:47:19.00

SUBJECT: nag

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Sorry to be pestering, but Maria is trying to push this process quickly, so I need any comments that you have on other sections, like civil rights.

I will need to pull a meeting or meetings together at staff level this week to see what can be sorted through and what can't be. As I mentioned, I'm meeting with Terry this afternoon to work through as much as we can on the first half of the book. That obviously won't get to the areas of policy and message where there are serious disagreements. I wouldn't be surprised if there were a POTUS meeting as early as next week. Also, I need a copy of memo on Education and Crime chapters that is suitable for showing to Maria, who asked to see comments I've received. I haven't given her anything from DPC. tds

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Karin Kullman (CN=Karin Kullman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 6-APR-1999 12:02:56.00

SUBJECT: Friday's PBOR Event

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

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

CC: Devorah R. Adler (CN=Devorah R. Adler/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

We now have site for the Patients' Bill of Rights Event on Friday. The event will take place at Memorial Hall, which can seat 400-500 people.

As of yet, the Mayor has not cleared his schedule, but we are waiting to get official word from his office regarding his attendance.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 12:53:55.00

SUBJECT: Michael Myers

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

TO: mike.cohen (mike.cohen @ ed.gov @ inet [UNKNOWN])
READ:UNKNOWN

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

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

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

TEXT:

wants us to get together with him sometime this week to plot ESEA and class size strategy. I'll ask Cathy to set something up.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 13:34:34.00

SUBJECT: IMPORTANT Info about timing of TANF Rule

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

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

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

TEXT:

If we DO NOT want the TANF rule on display on Friday and published on Monday, we MUST tell the Federal Register NO LATER THAN NOON THURSDAY. This is a hard deadline.

If we want to postpone publication, the head of the Federal Register has personally committed that we can postpone it to whatever date we prefer.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 15:06:57.00

SUBJECT: DPC Phone List

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

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

TO: Devorah R. Adler (CN=Devorah R. Adler/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])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

TO: MELANNE (Pager) #VERVEER (MELANNE (Pager) #VERVEER [UNKNOWN])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

TO: Mary L. Smith (CN=Mary L. Smith/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: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

TO: Sarah A. Bianchi (CN=Sarah A. Bianchi/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

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

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

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

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

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

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

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

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

TO: Nicole L. Elkon (CN=Nicole L. Elkon/OU=NSC/O=EOP @ EOP [NSC])
READ:UNKNOWN

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

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

TEXT:

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

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D4]MAIL431097804.136 to ASCII,
The following is a HEX DUMP:

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C42997C7C718DE55869AB25FB88AF9FEF274D4A2A53B299694EC228E4E261F8C148EE91FEA6F09

**DOMESTIC POLICY COUNCIL (DPC)
STAFF PHONE LIST**

<u>Person</u>	<u>Phone</u>	<u>Fax</u>	<u>Location</u>
ADLER, Devorah Assistant Director	65707	65557	216, OEOB
BIANCHI, Sarah (OVP) Associate Director & Senior Health Care Advisor to the Vice President	65585	65557	217L, OEOB
BUENO, Irene Special Assistant to the President	66558	65581	217R, OEOB
CERDA, Jose Special Assistant to the President	65568	67028	224R, OEOB
CHOUGH, Genie Assistant Director	65566	67431	
EMMETT, Laura Policy Assistant	65565	62878	2 FL/WW
FREEDMAN, Tom Special Assistant to the President	65587	67431	213, OEOB
GOULD, Eric Associate Director	67871	67431	210 OEOB
JENNINGS, Chris Deputy Assistant to the President	65560	65557	216R, OEOB
JONES, Teresa Policy Assistant	65594	65557	216, OEOB
KAGAN, Elena Deputy Assistant to the President & Deputy Director DPC	67928/65584	62878	218L, OEOB
KANE, Andrea Associate Director	65573	67431	212L, OEOB
KULLMAN, Karin Director for Communications & Events	62823	67431	207, OEOB
LAMBREW, Jeanne (NEC) Senior Director	65377	67431	209, OEOB
LITTLE, Bethany Assistant Director	65543	65581	217, OEOB
MARTIN, Tanya Associate Director	65228	65581	220, OEOB
MAYS, Cathy Executive Assistant to the Director	66515	62878	2 FL/WW
RABNER, Nicole Special Assistant to the President & Senior Policy Adviser to the First Lady	67263	62878	2 FL/WW
REED, Bruce Assistant to the President & Director DPC	66515	62878	2 FL/WW
RICE, Cynthia Special Assistant to the President	62846	67431	212R, OEOB
SCHNUR, John Associate Director & Senior Education Adviser to the Vice President	65567	65581	218R, OEOB
SHAMIR, Ruby Assistant Director	65696	66244	2FL/WW
SHIMABUKURO, Leanne Associate Director	65574	67028	224L, OEOB
SMITH, Mary Associate Director	65571	67431	213 1/2, OEOB
TANDEN, Neera Associate Director & Senior Policy Adviser to the First Lady	66275	66244	2 FL/WW
WASHINGTON, Essence Policy Assistant, Intern & Supply Coordinator	67732	67028	224, OEOB
WEINSTEIN, Paul Special Assistant to the President & Chief of Staff DPC	65577	65581	214, OEOB

GENERAL DPC NUMBER	62216		
DPC CONFERENCE ROOM	65564		211, OEOB

4/5/99

Domestic Policy Council Staff/Issue List

Issue Area	Staffer	Phone	Fax	Room Number
AIDS	Sandy Thurman	6-2437	6-2438	736 Jackson Place
	Todd Summers	6-2437	6-2438	736 Jackson Place
Adoption	Nicole Rabner	6-7263	6-2878	WW 2FL
	Neera Tanden	6-6275	6-2878	WW 2FL
	Ruby Shamir	6-5696	6-2878	WW2FL
Child Support Enforcement	Cynthia Rice	6-2846	6-7431	212R OEOB
	Eric Gould	6-7871	6-7431	210 OEOB
	(TEMPORARY PHONE NO.) Genie Chough	6-5566	6-7431	
Choice	Elena Kagan	6-5584	6-2878	WW 2FL
Children & Families/ Child Care	Nicole Rabner	6-7263	6-2878	WW 2FL
	Neera Tanden	6-6275	6-2878	WW 2FL
	Ruby Shamir	6-5696	6-2878	WW 2FL
Civil Rights/Race Commission	Irene Bueno	6-6558	6-5581	217R OEOB
Communications/Scheduling Events	Karen Kullman	6-2823	6-7431	207 OEOB
Consumer Issues/Privacy	Tom Freedman	6-6587	6-7431	213 OEOB
	Mary Smith	6-2216	6-7431	213 ½ OEOB
Crime	Jose Cerda	6-5568	6-7028	224R OEOB
	Leanne Shimabukuro	6-5574	6-7028	224L OEOB
Community Empowerment/Housing/ Economic Development	Paul Weinstein	6-5577	6-7028	214 OEOB
Drugs	Jose Cerda	6-5568	6-7028	224R OEOB
	Leanne Shimabukuro	6-5574	6-7028	224L OEOB
Education & Training	John Schnur	6-5567	6-5581	218R OEOB
	Tanya Martin	6-5228	6-5581	220 OEOB
	Bethany Little	6-5543	6-5581	217 OEOB
Environment/Livability	Paul Weinstein	6-5577	6-7028	214 OEOB
Health Care	Chris Jennings	6-5560	6-5557	216 OEOB
	Jeanne Lambrew (NEC)	6-5377	6-7431	209 OEOB
	Devorah Adler	6-5707	6-5557	216 OEOB
	Sarah Bianchi (OVP)	6-5585	6-5557	217 OEOB
Immigration	Irene Bueno	6-6558	6-5581	217R OEOB
Policy Planning	Tom Freedman	6-6587	6-7431	213 OEOB
	Mary Smith	6-2216	6-7431	213 ½ OEOB
Campaign Finance/ Political & Government Reform	Paul Weinstein	6-5577	6-7028	214 OEOB
Product Liability	Elena Kagan	6-5584	6-2878	WW 2FL
FDA Reform	Tom Freedman	6-6587	6-7431	213 OEOB
	Mary Smith	6-2216	6-7431	213 ½ OEOB
Tobacco	Cynthia Rice	6-2846	6-7431	212R OEOB
	Eric Gould	6-7871	6-7431	210 OEOB
	(TEMPORARY PHONE NO.) Genie Chough	6-5566	6-7431	
Welfare Reform	Cynthia Rice	6-2846	6-7431	212R OEOB
	Andrea Kane	6-5573	6-7431	212L OEOB
	(TEMPORARY PHONE NO.) Genie Chough	6-5566	6-7431	

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 16:25:36.00

SUBJECT: equal pay paper

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

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

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

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

TEXT:

Here are draft Q&A and the announcement that have been reviewed by CEA,
EEOC, Labor, and NEC. ===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D87]MAIL40921190K.136 to ASCII,
The following is a HEX DUMP:

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**PRESIDENT AND FIRST LADY HOLD ROUNDTABLE ON EQUAL PAY
AND URGE PASSAGE OF PAYCHECK FAIRNESS ACT
WITH NEW WAGE COLLECTION PROVISION**

At a roundtable discussion with working women and business leaders, the President and First Lady will discuss the need to ensure that every working American receives equal pay and equal opportunities. A recent Council of Economic Advisors report found that, although the gap between women and men's wages has narrowed substantially since the signing of the Equal Pay Act in 1963, there still exists a significant wage gap that cannot be explained by differences between male and female workers in labor market experience and in the occupation, industry, and union status of jobs they hold. The President urged prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional training and public education efforts on this important subject. Senator Daschle, the chief sponsor of the Paycheck Fairness Act, has indicated he will include a new data collection provision in the bill. That provision will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to effectively and efficiently enforce the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. Finally, the President urged Congress to provide **\$14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.**

Paycheck Fairness Act with New Data Collection Provision

The President again will urge Congress to pass legislation called the "The Paycheck Fairness Act," introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. The highlights of this legislation include:

- **New Pay Data Collection Provision.** This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.
- **Increased Penalties for the Equal Pay Act (EPA).** The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back pay awards currently available under the EPA. This proposal would put gender-based wage discrimination on an 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. Many employers are currently free to take action against employees who share wage information. Without the ability to learn about wage disparities, it is difficult for employees to evaluate whether there is

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wage discrimination.

- **Training, Research, and Pay Equity Award.** The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; **research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.**

Roundtable with Working Women and Business Leaders

The President and First Lady will hold a roundtable discussion with working women, including a university professor, a senior citizen, and a college basketball coach. This roundtable will provide an opportunity for the President and the First Lady to listen to the concerns of working women regarding the important issue of equal pay and to urge Congress to pass the soon-to-be reintroduced "Paycheck Fairness Act."

Equal Pay Initiative

Previously, the President has announced a new \$14 million Equal Pay Initiative as part of his Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

**Questions And Answers on Equal Pay
April 7, 1999**

Q: What did the President announce today?

A: The President announced a new provision to collect pay data that will be added to the Paycheck Fairness Act, sponsored by Senator Daschle and Congresswoman DeLauro, that will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to effectively and efficiently enforce the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. The President and First Lady also held a roundtable discussion with working women to highlight the need to ensure that every working American receives equal pay and equal opportunities. The President urged prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws; provide for additional training and public education efforts on this important subject; and ensure that pay data is collected. Finally, the President urged Congress to provide **\$14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.**

Q: What will the new provision on data collection do?

A: This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.

Q: Why is collection of data related to wages needed?

A: Currently, the federal government does not collect wage data that can be used to monitor and enforce employer compliance with laws that prohibit wage discrimination, with the exception of higher education. This data collection provision will provide an important source of data that will help to end the gender pay gap.

Q: How large is the wage gap?

A: According to the Department of the Labor, in 1998, the average woman who worked full-time earned about 75 cents for each dollar earned by the average man. For women of color, the gap was even wider. Based on weekly wages in 1998, the median black woman who worked full-time earned only 65 cents, and median Hispanic woman earned only 55 cents for each dollar earned by the median white man. Some wage differences exist due to differing levels of experience, education, and skill. However, a recent Council of Economic Advisors (CEA) study shows that even accounting for differences

in education, experience, and occupation, there is still a significant wage differential between women and men.

Q: What about recent reports that there is no longer a wage gap?

A: While these studies are correct that women's wages and educational attainment have been rising in recent years, there is still a sizeable gender wage gap that cannot be explained by observable characteristics. According to the Council of Economic Advisors, in 1997, the gender pay ratio was about 75 percent, leaving a gap between men's and women's wages of approximately 25 percent. The most recent detailed longitudinal study found that in the late 1980s about one-third of the gender pay gap was explained by differences in the full-time experience that women bring to the labor market and about 28 percent was due to differences in industry, occupation, and union status among men and women. Accounting for these difference raised the female/male pay ratio in the late 1980s from about 72 percent to about 88 percent, leaving around 12 percent as an "unexplained" difference. **Applied to 1998 data, that leaves a gap of about 10% still unexplained. The 98 percent figure cited by these other studies is based on data narrowly limited to women and men aged 27 to 33 who have never had children.**

A recently released report by the Massachusetts Institute of Technology (M.I.T.), "A Study on the Status of Women Faculty in Science at MIT" also refutes the notion that there is no longer gender discrimination or a wage gap. The report documents a pattern in the M.I.T. School of Science of sometimes subtle -- but substantive and demoralizing -- gender discrimination. Examination of data revealed that many tenured women faculty feel marginalized and that this marginalization is often accompanied by differences in salary, space, awards, resources, and response to outside offers between men and women faculty with women receiving less despite professional accomplishments equal to those of their male colleagues. The M.I.T. report also found that the percentage of the School of Science faculty who are women, 8 percent, remained virtually unchanged for at least 10 and probably 20 years. In another recent report, the American Association of University Professors found that although women grew from 23 percent in 1975 to 34 percent of faculty nationwide currently, the gap between salaries of male and female professors actually widened in that period. The federal government currently collects some wage data at post-secondary institutions, and the EEOC will look at this data in the course of its survey of data for use in the enforcement of federal laws prohibiting pay discrimination.

Q: What does the Paycheck Fairness Act do?

A: The legislation, sponsored by Senator Daschle, 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. The bill also 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 an award to recognize and promote the achievements of employers that have made strides to eliminate pay disparities.** Finally, the new data collection provision will be added to the bill so that the EEOC will issue a regulation to provide for collecting pay information to enhance enforcement of the federal laws prohibiting pay discrimination.

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

A: Currently, the Equal Pay Act 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, employees bringing a claim under the Equal Pay Act cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing will ensure that women are fully compensated and will be able to receive punitive damages if an employer's conduct is particularly egregious.

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 on 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 More Women than Any Other President --40 percent of Administration

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appointees are women.

·Women Hold 29 Percent of the Top Positions --29 percent of the positions requiring Senate confirmation (PAS) are held by women. Additionally,

< 35 percent of Presidential appointments, including boards and commissions, are held by women.

40 percent of non-career Senior Executive Service positions are held by women.

56 percent of Schedule C positions are held by women.

·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 32 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 Barshefsky, United States Trade Representative all serve in the President's Cabinet.

·30 Percent of All of the President's Judicial Nominees Are Women.

·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.

1/99

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

A: Women represented 42.9 percent of the Federal permanent workforce in 1998 compared to 46.3 percent of the Civilian Labor Force, a difference of a -3.4 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 1998, in the Clinton Administration, the percentage of women appointees increased to 44 percent, and the average woman's salary increased to 86 percent of the average man's.

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1998 (Pres. Clinton)				
Gender	1992 (Bush) Appts	1998 (Clinton) Appts	1992 (Bush) Avg. Pay (\$)	1998 (Clinton) Avg. Pay (\$)
Women	1,361	1,292	\$61,554	\$72,329*

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Men	2,055	1,629	\$82,490	\$84,023*
TOTAL	3,416	2,921	NOTE: Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Pct. Women	39.8%	44.2%		

* Rendered in constant (FY 1992) dollars
Source: Office of Personnel Management

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 16:50:15.00

SUBJECT: LRM MNB39 - - REVISED LABOR Draft Bill on Employer Tax Credit User Fees

TO: Janet R. Forsgren (CN=Janet R. Forsgren/OU=OMB/O=EOP@EOP [OMB])
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LRM JUSTICE (LRM JUSTICE [UNKNOWN])
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LRM HHS (LRM HHS [UNKNOWN])
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Sondra Wallace (Sondra Wallace [UNKNOWN])
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Kenneth CLARK (Kenneth CLARK [UNKNOWN])
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LRM COMMERCE (LRM COMMERCE [UNKNOWN])
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LRM Small Business Administration (LRM Small Business Administration [UNKNOWN])
READ:UNKNOWN

TEXT:

This is a slightly revised version of the draft bill that was previously circulated (LRM MNB24). In addition to the revised bill, Labor has provided answers to the questions that were included in OMB's passback.

Note to EOP staff: you will not receive a hard copy of this LRM. The attachments are approximately 5 pages total.

----- Forwarded by Melissa N. Benton/OMB/EOP on 04/06/99
04:44 PM -----

LRM ID: MNB39
EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
Washington, D.C. 20503-0001

Tuesday, April 6, 1999

LEGISLATIVE REFERRAL MEMORANDUM

TO: Legislative Liaison Officer - See Distribution below

FROM: Janet R. Forsgren (for) Assistant Director for Legislative Reference

OMB CONTACT: Melissa N. Benton
PHONE: (202)395-7887 FAX: (202)395-6148

SUBJECT: REVISED LABOR Draft Bill on Employer Tax Credit User Fees

DEADLINE: 3 p.m. Wednesday, April 7, 1999

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

COMMENTS:

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Janet R. Forsgren

LRM ID: MNB39 SUBJECT: REVISED LABOR Draft Bill on Employer Tax Credit User Fees

RESPONSE TO
LEGISLATIVE REFERRAL
MEMORANDUM

If your response to this request for views is short (e.g., concur/no

comment), we prefer that you respond by e-mail or by faxing us this response sheet. If the response is short and you prefer to call, please call the branch-wide line shown below (NOT the analyst's line) to leave a message with a legislative assistant.

You may also respond by:

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

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

TO: Melissa N. Benton Phone: 395-7887 Fax: 395-6148
 Office of Management and Budget
 Branch-Wide Line (to reach legislative assistant): 395-7362

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

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

- _____ Concur
- _____ No Objection
- _____ No Comment
- _____ See proposed edits on pages _____
- _____ Other: _____
- _____ FAX RETURN of _____ pages, attached to this response sheet

- Wotcqna.wpd===== ATTACHMENT 1 =====
 ATT CREATION TIME/DATE: 0 00:00:00.00

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SUBTITLE H-EMPLOYER TAX CREDIT USER FEES

SEC. _ WORK OPPORTUNITY CREDIT AND WELFARE-TO-WORK CREDIT USER FEES.

(a) ESTABLISHMENT.- Subject to subsection (e), the Secretary of Labor is authorized to impose a fee on employers submitting applications for certification of individuals as members of target groups under sections 51(d)(12) or 51A(d)(1) of the Internal Revenue Code of 1986 (26 U.S.C. 51(d)(12) and 51A(d)(1)), relating to the Work Opportunity Credit and the Welfare-to-Work Credit, respectively. The fees imposed under this section shall not be paid, directly or indirectly, by the individual who is the subject of the certification.

(b) AMOUNT OF FEE.-The amount of the fee imposed under this section shall be determined by the Secretary of Labor based on the Secretary's estimate of the amounts needed to fully fund the costs of administering the requirements relating to the certification of target group members under sections 51 and 51A of the Internal Revenue Code of 1986 (26 U.S.C. 51 and 51A). The Secretary of Labor is authorized to establish a fee for employers with fewer than 100 employees at an amount that is less than the fee established for employers with 100 or more employees.

(c) COLLECTION AND DEPOSIT.-The fees imposed under this section shall be collected by the Secretary of Labor through the designated local agency specified in section 51(d)(11) of the Internal Revenue Code of 1986 (26 U.S.C. 51(d)(11)) and deposited as offsetting receipts in the State Unemployment Insurance and Employment Service Operations account of the Treasury of the United States.

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(d) USE OF FUNDS.-The funds deposited pursuant to subsection (c) shall be available to the Secretary of Labor to pay the costs of administering the requirements relating to the certification of individuals as target group members under sections 51 and 51A of the Internal Revenue Code of 1986 (26 U.S.C. 51 and 51A). The Secretary of Labor shall allocate the funds among the States based on the relative workload of the States in processing the certifications.

(e) APPROPRIATIONS ACTION REQUIRED.- The fees authorized under this section shall be collected and available for obligation only to the extent and in the amount provided in advance in appropriations acts. The fees are authorized to be appropriated to remain available until expended.

STATEMENT IN EXPLANATION OF SUBTITLE H
EMPLOYER TAX CREDIT USER FEES

Subtitle H would authorize the Secretary of Labor, subject to approval provided in advance in appropriations acts, to impose a fee on employers submitting applications for certification of individuals as target group members under the Work Opportunity Tax Credit (WOTC) and the Welfare-to-Work Tax Credit (WtW) programs.

These two employer tax credits are administered by the Secretary of Labor and the Secretary of the Treasury and allow employers to claim a credit for wages paid to individuals hired by the employer who are certified as being members of one or more target groups specified in the law. There are eight target groups specified under the WOTC (e.g., qualified welfare recipients, qualified veterans) and the one target group of long-term family assistance recipients specified under the WtW credit. The Secretary of Labor is responsible for accepting and processing applications submitted by employers to certify that an individual to be hired is a member of a target group. Under current law, the Secretary carries out the certification responsibilities through the State employment security agencies.

Currently, employers are not charged a fee for the processing of the application and the administrative costs are funded from appropriations out of general revenues. However, since employers are able to claim significant benefits under these programs, it is appropriate that they assist in funding these administrative costs. Specifically, employers are able to claim a credit of up to \$2400 for the first \$6000 in wages paid to a target group member under the WOTC, up to \$3500 for the first \$10,000 in wages paid to a target group member under WtW in the first year of employment, and up to \$5,000 for the first \$10,000 paid to the member under WtW in the second year of employment.

The amount of the fee would be based on the Secretary of Labor's estimate of the amount necessary to fully fund the administration of the certification process. For example, based on current information relating to the number of certifications processed and related administrative costs, the fee would likely be an average of \$75 per application if the amount was presently determined. When weighed against the amounts of the credits, it is unlikely that such a fee would be a significant burden on employers or deter employer participation in the programs. However, in order to minimize the burden on small employers, this section would authorize the Secretary to establish a lower fee for employers with fewer than 100 employees.

The funds collected would be deposited as offsetting receipts in the State Unemployment Insurance and Employment Service Operations account in the U.S. Treasury (the account that contains the funds appropriated to carry out the current certification activities and other UI/ES activities) and would be available to the Secretary of Labor for the administration of the WOTC and WtW credit target group certification process. The Secretary of Labor would allocate the funds among States based on the relative workload of each State. This approach would assist in providing for a stable source of funding for these administrative activities and in ensuring that

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funds are distributed based on the relative administrative burdens on the States.

This subtitle contains one section with five subsections. Subsection (a) authorizes the Secretary of Labor to impose the fee on employers submitting the application for certifications under the WOTC and WtW credit programs and provides that the fee is not to be paid, directly or indirectly, by the individual who is the subject of the certification.

Subsection (b) provides that the amount of the fee is to be determined by the Secretary of Labor based on the Secretary's estimate of the amounts necessary to fully fund the certification process. In addition, the Secretary is authorized to establish a fee for employers with fewer than 100 employees that is lower than the fee established for larger employers.

Subsection (c) provides that the fee is to be collected by the Secretary of Labor through the designated local agency under the WOTC (i.e., the State employment security agencies) and deposited as offsetting receipts in the State Unemployment Insurance and Employment Service Operations account of the U.S. Treasury.

Subsection (d) provides that funds deposited in the account are available to the Secretary of Labor to pay the costs of administering the certification processes under the WOTC and WtW credit. The Secretary is to allocate the funds based on the relative workload of the States in processing the certifications.

Finally, subsection (e) provides that the fees under this section may only be collected and available for obligation to the extent and in the amounts provided for in advance by appropriations acts. This subsection also provides that the fees are authorized to be appropriated to remain available until expended.

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Questions/General Comments on the Legislation:

1. **The draft bill would allow the DOL to charge a lower fee for employers with less than 50 employees. Why did the Department of Labor choose this cutoff level, as opposed to a larger one (e.g. 500, as is generally used under other statutes)?**

The Department settled upon the threshold of 50 workers since more than 85% of all employers have a workforce of less than 50 employees. However, the Department is willing to establish an employer threshold at 100 or fewer workers since employers are aware that employees are generally covered by the Worker Adjustment and Retraining Notification (WARN) Act if they have at least 100 employees.

2. **What is the rationale for allowing a smaller fee (as opposed to uniformly establishing a smaller fee) for small employers? Why not establish a requirement that the fee be waived or reduced by a certain percentage? A requirement would provide more certainty for small businesses.**

The Department will establish uniform non-discretionary nationwide fees -- one for large employers and a significantly reduced fee for small employers.

3. **How would the size cutoff pertain to franchises (e.g. fast food restaurants)? Would they qualify based on the size of the establishment or the size of the parent company?**

Both tax liability and number of employees will determine the applicable fee for a particular franchisee. In addition, the Department will work with Internal Revenue Service, to modify IRS Form 8850 to include firm size.

2. **The bill does not state whether the fee would be imposed in cases where an employer submits an incomplete form.**

The entire user fee will be assessed upon the employer request for the tax credit, despite the submittal of incomplete forms. Since States incur an immediate administrative cost upon initial receipt of IRS Form 8850, fragmentary or subsequent payments will inflate the administrative cost and will minimize the States capacity to efficiently and effectively manage the tax credit program.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Karin Kullman (CN=Karin Kullman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 6-APR-1999 17:00:00.00

SUBJECT: Briefing Paper for Equal Pay Event

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

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

CC: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])
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===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

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*Automated Records Management System
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April 6, 1999

EQUAL PAY EVENT AND ROUND TABLE

DATE: April 7, 1999
LOCATION: Presidential Hall
BRIEFING TIME: 1:10 pm - 1:25 pm
EVENT TIME: 1:30 pm - 2:30 pm
FROM: Bruce Reed

I. PURPOSE

To announce a new wage data collection provision in the pending legislation which would strengthen enforcement of the Equal Pay Act and to meet with working women to highlight the issue of equal pay and to emphasize the need for Congress to pass this legislation.

II. BACKGROUND

This event is an opportunity for you to announce the new data collection provision for wages in the Paycheck Fairness Act, which is sponsored by Senator Daschle. In addition, it is an opportunity for you and the First Lady to hear first-hand from working women the problem of wage discrimination and issues of equal pay.

One of the panelists highlights the issue of “comparable worth,” where an job in a female-dominated profession is “equivalent” to a job in a male-dominated profession but is paid less. This panelist is included because the Administration recently has been pressured by Senator Harkin, Congresswoman Norton, the women’s groups, and the unions to support Senator Harkin’s comparable worth legislation that requires companies to equalize wages between “equivalent jobs,” which is defined in the legislation as jobs that may be dissimilar, but whose requirements are equivalent when viewed as a composite of skills, effort, responsibility, and working conditions. While we cannot support this legislation, in a compromise to the above persons and groups, we agreed to include a panelist that highlights the comparable worth problem, but not the solution proposed in the legislation. However, you should not use the words “comparable worth,” and should merely emphasize that this woman’s story highlights the need for women to be paid equally with men.

Before beginning the roundtable, you will announce the following:

Paycheck Fairness Act with New Data Collection Provision

You again will urge Congress to pass legislation called "The Paycheck Fairness Act," introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. The highlights of this legislation include:

- **New Pay Data Collection Provision.** This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.
- **Increased Penalties for the Equal Pay Act (EPA).** The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, 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. Many employers are currently free to take action against employees who share wage information. Without the ability to learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.
- **Training, Research, and Pay Equity Award.** The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; **research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.**

Equal Pay Initiative

Previously, you have announced a new \$14 million Equal Pay Initiative as part of your Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

III. PARTICIPANTS

Briefing Participants:

Secretary Alexis Herman
Bruce Reed
Elena Kagan
Karen Tramontano
Jenny Luray
Nicole Rabner
June Shih

Event Participants:

The First Lady
Secretary Herman
Dr. Nancy Hopkins, Molecular Biologist, Massachusetts Institute of Technology
Sanya Tyler, Head Coach, Women's Basketball, Howard University
Carolyn Gantt, Retiree from District of Columbia Government
Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, OH

IV. PRESS PLAN

Open Press.

V. SEQUENCE OF EVENTS

- **YOU** will enter the room where each of the roundtable participants will be seated.
 - The First Lady will make remarks and introduce **YOU**.
 - **YOU** will make brief remarks and take your seat at the roundtable.
 - Secretary Herman will briefly introduce the roundtable participants.
 - **YOU** will invite the participants to speak by posing a question to each person.
 - **YOU** will first call on Dr. Nancy Hopkins, a professor at the Massachusetts Institute of Technology, who spearheaded a study on the status of women professors there.
 - **YOU** will pose questions to each of the participants, concluding with Secretary Herman.
- [*SEE ATTACHED SCRIPT]
- **YOU** will make brief informal closing remarks and depart.

VI. REMARKS

Provided by Speechwriting.

VII. ATTACHMENTS

- Sequence of panel speakers and suggested questions.
- Bios of panelists.
- NY Times article about the M.I.T. study.
- Newsweek article by George Will disputing that there is a wage gap.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Karin Kullman (CN=Karin Kullman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 6-APR-1999.17:01:59.00

SUBJECT: new briefing -- sorry

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

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

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Automated Records Management System
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April 6, 1999

EQUAL PAY EVENT AND ROUND TABLE

DATE: April 7, 1999
LOCATION: Presidential Hall
BRIEFING TIME: 1:10 pm - 1:25 pm
EVENT TIME: 1:30 pm - 2:30 pm
FROM: Bruce Reed, Jennifer Luray

I. PURPOSE

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II. BACKGROUND

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One of the panelists highlights the issue of “comparable worth,” where an job in a female-dominated profession is “equivalent” to a job in a male-dominated profession but is paid less. This panelist is included because the Administration recently has been pressured by Senator Harkin, Congresswoman Norton, the women’s groups, and the unions to support Senator Harkin’s comparable worth legislation that requires companies to equalize wages between “equivalent jobs,” which is defined in the legislation as jobs that may be dissimilar, but whose requirements are equivalent when viewed as a composite of skills, effort, responsibility, and working conditions. While we cannot support this legislation, in a compromise to the above persons and groups, we agreed to include a panelist that highlights the comparable worth problem, but not the solution proposed in the legislation. However, you should not use the words “comparable worth,” and should merely emphasize that this woman’s story highlights the need for women to be paid equally with men.

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- New Pay Data Collection Provision. This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.
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Equal Pay Initiative

Previously, you have announced a new \$14 million Equal Pay Initiative as part of your Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

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Provided by Speechwriting.

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- NY Times article about the M.I.T. study.
- Newsweek article by George Will disputing that there is a wage gap.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 17:10:03.00

SUBJECT: minor changes to drafts

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

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

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

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

===== ATTACHMENT 1 =====
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**PRESIDENT AND FIRST LADY HOLD ROUNDTABLE ON EQUAL PAY
AND URGE PASSAGE OF PAYCHECK FAIRNESS ACT
WITH NEW WAGE COLLECTION PROVISION**

At a roundtable discussion with working women and business leaders, the President and First Lady will discuss the need to ensure that every working American receives equal pay and equal opportunities. A recent Council of Economic Advisors report found that, although the gap between women's and men's wages has narrowed substantially since the signing of the Equal Pay Act in 1963, there still exists a significant wage gap that cannot be explained by differences between male and female workers in labor market experience and in the occupation, industry, and union status of jobs they hold. The President will urge prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional training and public education efforts on this important subject. Senator Daschle, the chief sponsor of the Paycheck Fairness Act, has indicated he will include a new data collection provision in the bill. That provision will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to effectively and efficiently enforce the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. Finally, the President will urge Congress to provide **\$14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.**

Paycheck Fairness Act with New Data Collection Provision

The President again will urge Congress to pass legislation called the "The Paycheck Fairness Act," introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. The highlights of this legislation include:

- **New Pay Data Collection Provision.** This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to determine the most effective and efficient means possible to collect pay information from employers and issue a regulation, within eighteen months, to collect pay data identified by the race, sex, and national origin of employees.
- **Increased Penalties for the Equal Pay Act (EPA).** The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back pay awards currently available under the EPA. This proposal would put gender-based wage discrimination on an 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. Many employers are currently free to take action against employees who share wage information. Without the ability to

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learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.

- **Training, Research, and Pay Equity Award.** The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; **research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.**

Roundtable with Working Women and Business Leaders

The President and First Lady will hold a roundtable discussion with working women, including a university professor, a senior citizen, and a college basketball coach. This roundtable will provide an opportunity for the President and the First Lady to listen to the concerns of working women regarding the important issue of equal pay and to urge Congress to pass the soon-to-be reintroduced "Paycheck Fairness Act."

Equal Pay Initiative

Previously, the President has announced a new \$14 million Equal Pay Initiative as part of his Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

**Questions And Answers on Equal Pay
April 7, 1999**

Q: What did the President announce today?

A: The President announced a new provision to collect pay data that will be added to the Paycheck Fairness Act, sponsored by Senator Daschle and Congresswoman DeLauro, that will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to enforce effectively and efficiently the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. The President and First Lady also held a roundtable discussion with working women to highlight the need to ensure that every working American receives equal pay and equal opportunities. The President urged prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws; provide for additional training and public education efforts on this important subject; and ensure that pay data is collected. Finally, the President urged Congress to provide **\$14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.**

Q: What will the new provision on data collection do?

A: This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.

Q: Why is collection of data related to wages needed?

A: Currently, the federal government does not collect wage data that can be used to monitor and enforce employer compliance with laws that prohibit wage discrimination, with the exception of higher education. This data collection provision will provide an important source of data that will help to end the gender pay gap.

Q: How large is the wage gap?

A: According to the Department of the Labor, in 1998, the average woman who worked full-time earned about 75 cents for each dollar earned by the average man. For women of color, the gap was even wider. Based on weekly wages in 1998, the median earnings of a black woman who worked full-time were only 65 cents, and the median earnings of an Hispanic woman were only 55 cents for each dollar earned by the median white man. Some wage differences exist due to differing levels of experience, education, and skill. However, a recent Council of Economic Advisors (CEA) study shows that even

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accounting for differences in education, experience, and occupation, there is still a significant wage differential between women and men.

Q: What about recent reports that there is no longer a wage gap?

A: While these studies are correct that women's wages and educational attainment have been rising in recent years, there is still a sizeable gender wage gap that cannot be explained by observable characteristics. According to the Council of Economic Advisors, in 1997, the gender pay ratio was about 75 percent, leaving a gap between men's and women's wages of approximately 25 percent. The most recent detailed longitudinal study found that in the late 1980s about one-third of the gender pay gap was explained by differences in the full-time experience that women bring to the labor market and about 28 percent was due to differences in industry, occupation, and union status among men and women. Accounting for these differences raised the female/male pay ratio in the late 1980s from about 72 percent to about 88 percent, leaving around 12 percent as an "unexplained" difference. **Applied to 1998 data, that leaves a gap of about 10% still unexplained. The 98 percent figure cited by these other studies is based on data narrowly limited to women and men aged 27 to 33 who have never had children.**

A recently released report by the Massachusetts Institute of Technology (M.I.T.), "A Study on the Status of Women Faculty in Science at MIT" also refutes the notion that there is no longer gender discrimination or a wage gap. The report documents a pattern in the M.I.T. School of Science of sometimes subtle -- but substantive and demoralizing -- gender discrimination. Examination of data revealed that many tenured women faculty feel marginalized and that this marginalization is often accompanied by differences in salary, space, awards, resources, and response to outside offers between men and women faculty with women receiving less despite professional accomplishments equal to those of their male colleagues. The M.I.T. report also found that the percentage of the School of Science faculty who are women, 8 percent, remained virtually unchanged for at least 10 and probably 20 years. In another recent report, the American Association of University Professors found that although women grew from 23 percent in 1975 to 34 percent of faculty nationwide currently, the gap between salaries of male and female professors actually widened in that period. The federal government currently collects some wage data at post-secondary institutions, and the EEOC will look at this data in the course of its survey of data for use in the enforcement of federal laws prohibiting pay discrimination.

Q: What does the Paycheck Fairness Act do?

A: The legislation, sponsored by Senator Daschle, 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.

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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. The bill also 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 an award to recognize and promote the achievements of employers that have made strides to eliminate pay disparities.** Finally, the new data collection provision will call upon EEOC to issue a regulation to provide for collecting pay information to enhance efficiently and effectively the enforcement of the federal laws prohibiting pay discrimination.

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

A: Currently, the Equal Pay Act 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, employees bringing a claim under the Equal Pay Act cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing will ensure that women are fully compensated and will be able to receive punitive damages if an employer's conduct is particularly egregious.

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 all persons receives the pay they deserve. The Administration is focusing on legislation that can be passed during this congressional session.

Questions on 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 More Women than Any Other President --40 percent of Administration

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appointees are women.

•Women Hold 29 Percent of the Top Positions --29 percent of the positions requiring Senate confirmation (PAS) are held by women. Additionally,

< 35 percent of Presidential appointments, including boards and commissions, are held by women.

40 percent of non-career Senior Executive Service positions are held by women.

56 percent of Schedule C positions are held by women.

•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 32 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 Barshefsky, United States Trade Representative all serve in the President's Cabinet.

•30 Percent of All of the President's Judicial Nominees Are Women.

•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.

1/99

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

A: Women represented 42.9 percent of the Federal permanent workforce in 1998 compared to 46.3 percent of the Civilian Labor Force, a difference of a -3.4 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 1998, in the Clinton Administration, the percentage of women appointees increased to 44 percent, and the average woman's salary increased to 86 percent of the average man's.

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1998 (Pres. Clinton)				
Gender	1992 (Bush) Appts	1998 (Clinton) Appts	1992 (Bush) Avg. Pay (\$)	1998 (Clinton) Avg. Pay (\$)
Women	1,361	1,292	\$61,554	\$72,329*

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Men	2,055	1,629	\$82,490	\$84,023*
TOTAL	3,416	2,921	NOTE: Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Pct. Women	39.8%	44.2%		

* Rendered in constant (FY 1992) dollars
Source: Office of Personnel Management

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 18:10:16.00

SUBJECT: draft script and bios of panel

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

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

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

TEXT:

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

TEXT:

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9F01CB798966C1D152A265F4A668380A889C3E80186178896F9034F64B0170F6F4FB65EC7A6A80

Panel Participants for Equal Pay Event

Professor Nancy Hopkins, molecular biologist, Massachusetts Institute of Technology

Professor Hopkins was the initiator of the effort at M.I.T. to study gender discrimination in the School of Science. At the beginning of her career at M.I.T, Professor Hopkins felt that she was treated equally with the male faculty members. However, even after learning somewhat fortuitously that she was 20 percent underpaid, she did not really believe that she was being discriminated against, albeit unintentionally. However, in 1994 after seeing how other women were treated, Professor Hopkins joined forces with the only 14 other tenured women faculty vs. 194 tenured male faculty in the School of Science to see whether their situations were unique. These woman found that they shared common experiences, and the university agreed to set up a committee to study how female faculty were treated in the School of Science. The committee found that senior female faculty members were marginalized; were not given sufficient space or resources for their research; and were not paid equally. Recently, M.I.T. published the report of the committee and has made concerted efforts to correct these disparities. Professor Hopkins believes that the success of this initiative stemmed, in large part, from the collaboration between the school and the professors in trying to identify and solve the problem. Professor Hopkins continues to try to expand this effort to the entire university.

Sanya Tyler, Head Women's Basketball Coach, Howard University

Ms. Tyler is the head women's basketball coach at Howard University. Ms. Tyler sued Howard University under Title IX and the Equal Pay Act and won. Ms. Tyler claimed that her program received fewer resources such as locker room facilities and equipment and that she made less money than the men's basketball and football coaches. Ms. Tyler has worked at Howard for 24 years, and has coached there 18 years, winning many championships and being voted coach of the year several times.

Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, Ohio

Ms. Higgins, 50, has been a nurse for 25 years and has worked at MetroHealth Medical Center, a public hospital, in Cleveland for 16 years. She is currently involved in an AFSCME union drive and feels very strongly that nurses are underpaid and undervalued. She has three children -- a son who is 30 years old, a daughter in college who wants to be a nurse, and a son who is 20 and disabled. It was only when her daughter indicated that she wanted to be a nurse that Ms. Higgins became more vocal about trying to get more pay for nurses. Ms. Higgins admitted that if she did not have her husband's salary it would have been very difficult to raise her children and that she certainly could not have paid for her daughter's college tuition.

**Carolyn Gantt, Clerk, Retired Seniors Volunteer Program (a senior program),
Washington, D.C.**

Ms. Gantt is 74 years old, African American, and has seven children. She worked for the D.C. Housing Department between 1976 and 1980, and again between 1985 and 1992. Ms. Gantt, who has a G.E.D., admitted that when she worked for the D.C. government she was paid low wages and that men who had less education than she (high school drop outs) received better positions and more training. Ms. Gantt retired in 1992 and hoped that she would be able to relax, travel, and take some classes. However, she realized that she could not make ends meet

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on her social security check, and she, therefore, took a position where she works as a clerk for a senior program, RSVP. (She is actually paid by the National Black Caucus).

Sequence and Suggested Questions for Panel Discussion

- The Secretary of Labor will begin by calling on panelists to briefly introduce themselves.
- You will lead the discussion by asking any of the below questions, starting with Professor Nancy Hopkins.
- You will close the panel discussion.

Questions for POTUS/FLOTUS

Nancy Hopkins, Professor of Molecular Biology, Massachusetts Institute of Technology.

- How did you become involved with the status of women professors at M.I.T.?
- What did the recent study at M.I.T. find regarding the status of women professors, and what did it recommend? How are you working with M.I.T. to followup?

Carolyn Gantt, Clerk, Retired Senior Volunteer Program (a senior program), Washington, D.C.

- When you were working, did you ever experience a situation where men with less education and experience received better jobs and were paid differently?
- While you were working full-time, was it difficult to support your family and save for your retirement?
- When you left full-time employment, were you able to quit working and live on your retirement benefits?

Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, Ohio.

- As a nurse, would it be difficult, on your salary alone, to support your family and provide for college education for your children?
- How do think the services that nurses provide relate to the pay and the respect that they receive?

Sanya Tyler, Head Women's Basketball Coach, Howard University.

- What were your experiences at Howard University that led you to file suit under the Equal Pay Act and Title IX?
- How has your work experience been since your case was resolved?
- Do you think the problem of wage discrimination has been solved?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 18:31:53.00

SUBJECT: equal pay draft

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: MITTLEBEEL_E@a1@CD@VAXGTWY (MITTLEBEEL_E@a1@CD@VAXGTWY @ VAXGTWY [UNKNOWN])
READ:UNKNOWN

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

TEXT:

Draft 4/6/99 6:15 pm
Shih

PRESIDENT WILLIAM J. CLINTON
OPENING STATEMENT EQUAL PAY ROUNDTABLE
THE WHITE HOUSE
APRIL 7, 1999

Acknowledgments: The First Lady, who has worked so hard over the past 25 years on behalf of America's children and families. Sec. Herman; Sen. Harkin and Del. Eleanor Holmes-Norton, who have been champions for equal pay in the Congress.

As Americans, we believe that all people who work hard and play by the rules should be able to build better lives for themselves and their families. And, for the past six years, I have worked to make this vision real for all Americans. Today, we are living in a time of unprecedented prosperity. We have more than 18 million new jobs. The lowest unemployment in a generation. The greatest real wage growth in more than 20 years. Median family income up \$3500. Black poverty and Hispanic unemployment at record lows. And, as the First Lady has said, we have made progress in closing the wage gap between men and women.

But we all know we have much more to do. Imagine working hard every day and taking home just three paychecks for every four collected by a male colleague in the same job. Unfortunately, that's still the reality for too many women across America.

Equal pay is much more than a women's issue. Whenever we deny a woman equal pay for equal work, we aren't just shortchanging her bank account; we are shortchanging her family. With more families relying on two paychecks to pay the mortgage or the rent, every man whose wife is underpaid is himself being taken advantage of! The wage gap can translate into fewer bags of groceries, fewer visits to the doctor; and over a lifetime, hundreds of thousands of dollars in smaller pensions and retirement savings. The CEA estimates that, for a woman who began working in 1963, the wage gap has cost some \$210,000 in lost earnings.

But this is more than just about paychecks. It is about

principle. When we deny a woman equal pay for equal work, whether in the halls of academia or on the factory floor, we are undermining the idea at the heart of the American Dream: Equal opportunity for all.

Today, in this time of abundance, we have a remarkable opportunity to end wage discrimination once and for all. There will never be a better time to act.

Earlier this year, I called on Congress to pass two measures to strengthen our wage discrimination laws and boost enforcement of existing ones. So, on the eve of Equal Pay Day, I renew my call. I again ask Congress to support the \$14 million Equal Pay Initiative in my balanced budget. This initiative would help the EEOC identify and respond to wage discrimination, educate employers and workers about their rights and responsibilities, and help bring more women into better-paying jobs, especially non-traditional ones.

And again, I ask Congress to pass the Paycheck Fairness Act, sponsored by Sen. Daschle and Rep. DeLauro. The Act would put employers on notice that wage discrimination against women is just as unacceptable as discrimination based on race and ethnicity. Under current law, victims of racial wage discrimination can seek compensatory and punitive damages -- this new law would give women the same right. The law would protect employees who share salary information from retaliation. And it would expand training for EEOC workers, strengthen research and establish an award for exemplary employers.

We can do even more. Today, I am pleased to announce that we will strengthen this legislation by requiring the EEOC to determine what more information on worker salaries they need to improve enforcement of wage discrimination laws and to find a way to collect it. Under this new provision, we would call on the EEOC to issue a new rule within 18 months to collect -- in the most effective and efficient way possible -- pay data from companies based on the race, sex and national origin of employees.

Addressing wage discrimination takes courage, as our panelists can tell you. It takes courage as an employee to speak out and to gather the evidence you need to make your case. And, it takes courage as an employer to recognize problems in pay equity and to take steps to remedy them. Just recently, we saw this courage among the administrators and women scientists at MIT, who together, looked at the cold hard facts -- about disparities in everything from lab space to annual salary -- and sought to make things right. I commend them. I hope their success can be replicated in workplaces across the country. I look forward to hearing their stories.

Let's all get to work. This is not a partisan issue. It is about building the America we all want to live in -- and the America we want our daughters and sons to inherit -- an American that is fair, that is just, that truly provides equal opportunity for all.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Seidman Ricki L <Ricki.L.Seidman@usdoj.gov> (Seidman Ricki L <Ricki.L.Seid

CREATION DATE/TIME: 6-APR-1999 18:43:39.00

SUBJECT: FW: Draft Executive Order on Data Collection for Fed Law Enforcement

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

READ:UNKNOWN

TEXT:

Please keep my confidence on this....give me a call with your comments and I will pass them on. I will also forward my comments and some of the other comments that have come across my email.

-----Original Message-----

From: Karen L. Stevens

Sent: Monday, April 05, 1999 10:22 AM

To: Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Gess Nicholas M; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; Stevens Karen L.; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

Subject: Draft Executive Order on Data Collection for Fed Law Enforcement

As discussed at our meeting on Wednesday, attached is a rough first cut for an executive order that would require federal law enforcement agencies to collect data on the use of race and national origin in covered law enforcement activities. We would like to circulate something to folks at Treasury late today, if possible, so please forward me your comments today so that they can be incorporated. My fax number is 514-9962. Thanks.

Karen Stevens
353-8622

- EXDATA.WPD===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D50]MAIL472594904.136 to ASCII,
The following is a HEX DUMP:

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5B0BC12ADBE1D8384CCED77DDF58FC8BF14A32EE47B4728E3307A22E56F1420EE5C5DBD8958B57
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DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT

Executive Order No. *****

Fairness in Law Enforcement: Collection of Data

WHEREAS tools such as traffic stops, searches, and examinations of persons entering the jurisdiction of the United States from other countries are a vital tool for federal law enforcement and for maintaining the integrity of our borders; and

WHEREAS the principles on which our Government is based require the fair administration of law enforcement activities throughout the Federal establishment, without discrimination because of race, color, [religion, gender?] or national origin; and

WHEREAS the systematic and comprehensive collection of statistics regarding federal law enforcement activities will increase both the effectiveness and the fairness of our law enforcement practices;

NOW, THEREFORE, by the authority vested in me as President by the Constitution and laws of the United States of America, including [specific statutes?], it is hereby ordered as follows:

Section 1. Data Collection

a. The head of each department in the executive branch of the Government shall be responsible for designing and implementing a system to collect and report the statistics set forth in section 2 for each covered law enforcement activity in his or her department within six months of the date of this order.

b. The head of each department shall report annually a summary of the data collected to the Attorney General [and the Secretary of the Treasury?] for transmittal to the President.

c. The report of the Attorney General [and the Secretary of the Treasury] shall include recommendations on training, management techniques, the investigation and resolution of citizen complaints, and other methods for identifying and preventing bias and stereotyping based on race, color, or national origin in federal law enforcement activities, including specific measures to address any indications of bias and stereotyping in the reported statistics.

Section 2. The data collected by each department respecting covered law enforcement activities shall, to the extent practicable, be sufficiently detailed to permit an analysis, by department component, of those categories of stops, requests for consent to search,

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searches, and other investigatory targeting relevant to the activities of each department and agency by race and national origin, [religious garb?] including the following:

- (a) Traffic stops
 - (1) the number of individuals stopped
 - (2) the alleged violation leading to the stop
 - (3) the race, ethnicity, gender, [and religious garb if any] of the individual stopped
 - (4) other physical or behavioral characteristics of the vehicle or driver that prompted the stop
 - (5) whether the officer requested consent to search
 - (6) whether consent was granted
 - (7) whether a search was conducted, and whether consent was required for the search
 - (8) any warning or citation issued as a result of the stop
 - (9) whether any other charges were issued pursuant to the stop
 - (10) number of citizen complaints of discrimination based on race, color, or national origin, and resolution of such complaints.
- (b) Pedestrian stops
 - (1) the number of individuals stopped
 - (2) the alleged violation or reason leading to the stop
 - (3) the race, ethnicity, gender, [and religious garb if any,] of the individual stopped
 - (4) whether the officer requested consent to search
 - (5) whether consent was granted
 - (6) whether a search was conducted, and whether consent was required to justify the search
 - (7) any citations or charges resulting from the stop
 - (8) number of citizen complaints of discrimination based on race, color, or national origin, and the resolution of such complaints.
- (c) Point of Entry Stops/Inspections
 - (1) the number of individuals subjected to an examination exceeding the agency's customary and routine interview and search
 - (2) the reason for the referral for additional questioning or inspection
 - (3) the race, ethnicity, gender, [and religious garb if any,] of the individual so referred
 - (4) whether the officer requested consent for a search
 - (5) whether consent was granted
 - (6) whether a search was conducted, and whether consent was required for that search
 - (7) whether any violation was found, and the nature of such violation
 - (8) whether any other charges were issued

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(9) number of citizen complaints of discrimination based on race, color, or national origin, and the resolution of such complaints.

(d) Other Targeting of Individuals. Agencies shall collect similar data regarding other covered law enforcement activities in which individuals are targeted.

Section 3. Covered law enforcement activity. The term "covered law enforcement activity," as used herein, means the targeting of individuals for actions such as traffic stops, pedestrian stops, a more extensive inspection or interview than that customarily conducted with all entrants to the United States, requests for consent to search, or searches where the officer is not acting pursuant to information on a specific suspect who was described in part by his or her race, national origin, or religious apparel. The term shall include such functions of the Federal Bureau of Investigation, the Drug Enforcement Agency, the Immigration and Nationalization Service, the United States Customs Service, the Bureau of Alcohol, Tobacco and Firearms, the Secret Service, the United States Park Police, and [Federal Aviation Administration?], [United States Marshals Service?], [Interior Indian Affairs officers?].

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RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Seidman Ricki L <Ricki.L.Seidman@usdoj.gov> (Seidman Ricki L <Ricki.L.Seid

CREATION DATE/TIME: 6-APR-1999 18:43:40.00

SUBJECT: FW: Draft Executive Order on Data Collection for Fed Law Enforcement

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

READ:UNKNOWN

TEXT:

-----Original Message-----

From: Gess Nicholas M

Sent: Monday, April 05, 1999 12:13 PM

To: Stevens Karen L.; Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

Subject: RE: Draft Executive Order on Data Collection for Fed Law Enforcement

Karen,

My overall thoughts:

1. EO's are generally much less specific. I would stay away from the exact sorts of statistics to be collected. If it turns out that one or more of these can't be effectively collected, even though the language is slightly broad, the President will be attacked for being ineffective. The best way to be effective is to require the AG & Sec. Treas. to report back within 60 days on the elements to be collected (in addition to the 6-month report).

2. I have forwarded to Therese McAuliffe for Budget review. We need to put an internal dollar tab on this and make sure that we are budgeting to do this. Congress will watch this like a hawk and ding us if we don't appropriate funds.

Nick

-----Original Message-----

From: Karen L. Stevens

Sent: Monday, April 05, 1999 10:22 AM

To: Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Gess Nicholas M; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; Stevens Karen L.; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

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today so that they can be incorporated. My fax number is 514-9962.
Thanks.

Karen Stevens
353-8622

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Seidman Ricki L <Ricki.L.Seidman@usdoj.gov> (Seidman Ricki L <Ricki.L.Seid

CREATION DATE/TIME: 6-APR-1999 18:46:13.00

SUBJECT: FW: Draft Executive Order on Data Collection for Fed Law Enforcement

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

READ:UNKNOWN

TEXT:

-----Original Message-----

From: Katyal Neal K

Sent: Monday, April 05, 1999 3:08 PM

To: Gess Nicholas M; Stevens Karen L.; Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

Subject: RE: Draft Executive Order on Data Collection for Fed Law Enforcement

Karen:

You might clarify the report in Sec 1, c. Nothing in b or c says that the AG will provide her own report, just that the AG shall transmit the data from the agencies to POTUS. Instead, you need a sentence explaining that the AG will need to write an annual report.

I think Nick's suggestion makes a good deal of sense, though its obviously a WH call on whether they would like to enumerate out the categories. Assuming Brian Jackson agrees, perhaps it is worth preparing both versions and seeing which one Elena and Jose like more.

-----Original Message-----

From: Gess Nicholas M

Sent: Monday, April 05, 1999 12:13 PM

To: Stevens Karen L.; Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

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Nick

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From: Karen L. Stevens

Sent: Monday, April 05, 1999 10:22 AM

To: Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Gess Nicholas M; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; Stevens Karen L.; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

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Karen Stevens
353-8622

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Seidman Ricki L <Ricki.L.Seidman@usdoj.gov> (Seidman Ricki L <Ricki.L.Seid

CREATION DATE/TIME: 6-APR-1999 18:46:14.00

SUBJECT: FW: Draft Executive Order on Data Collection for Fed Law Enforcement

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

READ:UNKNOWN

TEXT:

-----Original Message-----

From: Scott-Finan Nancy

Sent: Monday, April 05, 1999 1:38 PM

To: Stevens Karen L.; Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Gess Nicholas M; Katyal Neal K; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

Subject: RE: Draft Executive Order on Data Collection for Fed Law Enforcement

I would put the 2nd Whereas clause first--

Sect 3, if you are going to list federal law enf. agencies, you should list all, for example OSI, NCIS, CID, EPA Investigators.

-----Original Message-----

From: Karen L. Stevens

Sent: Monday, April 05, 1999 10:22 AM

To: Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Gess Nicholas M; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; Stevens Karen L.; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

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Karen Stevens
353-8622

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 18:48:45.00

SUBJECT: FYI- unrelated litigation at MIT

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

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

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

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

TEXT:

FYI -- On Monday, a state appeals court in Massachusetts reversed a lower court ruling that MIT had not discriminated against a woman because of her gender. The case was filed in 1995 by a woman who alleged that her post-doctoral position was terminated because she was pregnant. The case is now remanded back to the trial court for further proceedings. Our panelist, Nancy Hopkins, was quoted in the article as saying this litigation is unrelated to the issues addressed in the report about the status of women professors in the science department.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Seidman Ricki L <Ricki.L.Seidman@usdoj.gov> (Seidman Ricki L <Ricki.L.Seid

CREATION DATE/TIME: 6-APR-1999 18:51:13.00

SUBJECT: FW: Draft Executive Order on Data Collection for Fed Law Enforcement

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

READ:UNKNOWN

TEXT:

-----Original Message-----

From: Seidman Ricki L

Sent: Monday, April 05, 1999 10:01 PM

To: Stevens Karen L.; Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Gess Nicholas M; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Hodgkiss Anita; Fernandes Julie; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

Subject: RE: Draft Executive Order on Data Collection for Fed Law Enforcement

Karen,

I generally agree with the comments I've seen (from Nick Gess, Nancy Scott-Finan, Neal Katyal...) A couple of other suggestions: Make section one about data collection -- briefly describe the type of information that should be collected without enumerating it in all circumstances that you now have in section 2 (put the onus on the AG/Treas. Sec'y to report back within six months on details as you mention in section 1(a)) Make section 2 a directive that the AG/Treas. Sec'y will compile the data from all affected agencies and make annual reports to the President that include recommendations about how to improve fair administration of federal law enforcement activities. Move section 1(C) to be part of section 2.

Sorry to be responding so late in the day....

-----Original Message-----

From: Karen L. Stevens

Sent: Monday, April 05, 1999 10:22 AM

To: Simon Charles A; Scrivner, Ellen; Castello James E; Morton John T; Gess Nicholas M; Katyal Neal K; Scott-Finan Nancy; Jerome Richard; Jackson Brian A; Seidman Ricki L; Hodgkiss Anita; Fernandes Julie; Stevens Karen L.; King Loretta; Yeomans William R.

Cc: Rosenbaum Steven; Lee Bill Lann; Kayyem Juliette N.

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Karen Stevens

353-8622

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 19:15:48.00

SUBJECT: Hate Crimes Hearings

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

TEXT:

Eddie Correia told me that he heard today that Hatch has scheduled his hate crimes hearings for April 28.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 19:38:02.00

SUBJECT: TIMING OF One Stop/Workforce Investment Act Rule

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: J. Eric Gould (CN=J. Eric Gould/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

As I said at this morning's staff meeting, the Workforce Investment Act rule will be published Friday (on public display Thursday). DOL is planning to brief trade press Thursday morning and distribute a press release that day. I believe our options include:

- 1) At a minimum, get good quotes from the President in the DOL release
- 2) Issue a written statement from the President Thursday from the WH
- 3) Have the President discuss the issue at the top of the press conference Thursday
- 4) Have the President do an event Thursday
- 5) Have the President do an event later around the approval of the first new One Stop (maybe coinciding with the monthly employment statistics or some other jobs announcement).

I recommend #1 and #5.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Karin Kullman (CN=Karin Kullman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 6-APR-1999 19:45:39.00

SUBJECT: Re: IMPORTANT Info about timing of TANF Rule

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

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

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

TEXT:

What does everyone think about this. I thought we had decided this would be a better radio address, but do you think we could do an event?

----- Forwarded by Karin Kullman/OPD/EOP on 04/06/99
06:49 PM -----

Jennifer M. Palmieri
04/06/99 07:36:04 PM
Record Type: Record

To: Karin Kullman/OPD/EOP
cc:
bcc:
Subject: Re: IMPORTANT Info about timing of TANF Rule

I think folks want to do this as an event -- maybe on April 15. Let's talk about it in the am.

Karin Kullman
04/06/99 03:08:45 PM
Record Type: Record

To: Loretta M. Ucelli/WHO/EOP, Stacie Spector/WHO/EOP, Jennifer M. Palmieri/WHO/EOP, Douglas B. Sosnik/WHO/EOP
cc:
Subject: IMPORTANT Info about timing of TANF Rule

I know that there are other contenders for this week's radio address, but DPC would like to push for the topic to be the release of the final welfare reform rule. The rule is currently scheduled to be public on Monday, and therefore this would be great to do for the Saturday address. HOWEVER, if we do not use this for this week's address, but want to use it next week or very soon, we need to know by NOON ON THURSDAY to hold the Federal Register from publishing the rule. If this can not be the radio address topic this week, we would like to firm up another date in the near term schedule.

Please let us know as soon as possible, and let me know if you have any questions. Thank you.

----- Forwarded by Karin Kullman/OPD/EOP on 04/06/99
02:06 PM -----

Cynthia A. Rice
04/06/99 01:35:03 PM
Record Type: Record

To: See the distribution list at the bottom of this message
cc:
Subject: IMPORTANT Info about timing of TANF Rule

If we DO NOT want the TANF rule on display on Friday and published on Monday, we MUST tell the Federal Register NO LATER THAN NOON THURSDAY. This is a hard deadline.

If we want to postpone publication, the head of the Federal Register has personally committed that we can postpone it to whatever date we prefer.

Message Sent

To: _____
Bruce N. Reed/OPD/EOP
Cathy R. Mays/OPD/EOP
Elena Kagan/OPD/EOP
Laura Emmett/WHO/EOP
Karin Kullman/OPD/EOP

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 6-APR-1999 20:21:01.00

SUBJECT: Cardin Wants Two Changes to Our Welfare-to-Work Proposal

TO: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP @ EOP [WHO])
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: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

As I mentioned Monday, Rep Cardin wants to introduce our Welfare-to-Work reauthorization proposal. However, he wants to make two changes:

- 1) Add stand-alone training as an allowable activity (now training is allowed only as a post-employment activity for someone who is working); and
- 2) Add youth aging out of foster care as an eligible population

Frankly I think both of these detract from our work-focused program for long-term welfare recipients. However, so far we have few champions for our \$1 billion reauthorization proposal (except for the fathers piece and as I mentioned Monday, Republicans are pushing to re-program 1999 funds instead of using new dollars), and we need Cardin's help. Secretary Herman supports the first change (will probably call you Bruce) and is agnostic on the second. These changes will give us more things we could drop in future negotiations. Cardin wants to drop the bill in the next two weeks, so it will be out there before the April 27th W&M subcommittee hearing on fathers (at which DOL has been asked to testify).

When we thought Cardin was going to introduce our bill as is, we were considering skipping the formal transmission of the language to the Hill and just giving it to Cardin informally. However, now I think we should transmit it, so it's clear what our proposal is (however, Leg Affairs think that would be somewhat obnoxious since Cardin is helping us by pushing what is 99% our proposal).
On the Senate side, Robb may be our lead sponsor. Republicans range from indifferent (Roth) to critical (Voinovich).

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Karin Kullman (CN=Karin Kullman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 6-APR-1999 22:34:25.00

SUBJECT: Teacher of the Year

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

READ:UNKNOWN

TEXT:

Kris Balderston mentioned to me that he spoke to you regarding the National Teacher of the Year event (week of April 19th). I know that Cabinet Affairs is pushing hard to get this on the schedule (apparently every President has done this for years). This is the also the week we talked about doing the ESEA rollout.

I wanted to see if you have any thoughts or reactions to your conversation with Kris, and just wanted to check on the status in general.

Let me know. Thanks!