

**NLWJC - KAGAN**

**EMAILS RECEIVED**

**ARMS - BOX 074 - FOLDER -008**

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

# Withdrawal/Redaction Sheet

## Clinton Library

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

### COLLECTION:

Clinton Presidential Records  
Automated Records Management System (Email)  
WHO ([Kagan])  
OA/Box Number: 500000

### FOLDER TITLE:

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

2009-1006-F

ke732

### RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

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

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



## DECLINING MINORITY ADMISSIONS IN CALIFORNIA

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: CHANGES-- Declining Minority Admissions in California

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

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

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

Michael Cohen

04/01/98 01:55:49 PM

Record Type: Record

To: Tanya E. Martin/OPD/EOP

cc:

Subject: a few changes

in the Q&A document you sent.

===== ATTACHMENT 1 =====

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

TEXT:

Unable to convert ARMS\_EXT: [ATTACH.D80]MAIL478875093.026 to ASCII,

The following is a HEX DUMP:

FF57504370070000010A020100000002050000001E2900000002000070C7CB2A99F41E05AF123D  
FDFC1C52A2F7C506E3F8B3DAF7599155EF578FE80470C7CB2A97A97D79A8A6F25600F193089C8B  
E9623FC7FB79C5B393B27559BF0A7BF3458C6B705E1FCCFE781AAD8ECB14723FFFAAC50DC8F704  
E962637544161592EBD7941B568C89B0918877FB47A566CCA6EC82209EC1FBD32C9706BD891A2E  
0A32994DCD1D89B2470938CEB6FF0E4BB4BC3FB38B7A024B5EBCE4B46B014297CD57379D03A82D  
3307BC5FFEC5BB9D71E59141997AD49DCBE7311F21021A7E6EF1A0B88BD5291C5EBBA06470B795  
9764F8DD7B28D2E7581ACEEE6E6C719775133B5B4523D672F71FE3894EBBCD02FC2A50DD2B5AB3  
4FAEEF7E1F58D659691339476770D1B8F4E7C0F0876CF2770DB3FB774DF5D83D5AF1388AF8160B  
1597BCD8E7A02620E4E7EA57DCF7AFA65DA95DA4947818A0321839EE23DA273AA286823C636FB0  
0415E2838D87C313BFA5DF1A8729354867D495C57B435A90E4D7A39DE82CA34E5B5F5637EDCADB  
FA77FB0C9DB60B060CFAA84DA946226BFECBFECF59D5FD6E19A698B59CC486729179DAA965047A

## DECLINING MINORITY ADMISSIONS IN CALIFORNIA

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

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

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

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

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

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

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

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

Hopwood decision.

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

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

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

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

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 1-APR-1998 14:18:29.00

SUBJECT:

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

READ:UNKNOWN

TEXT:

Call Julie ASAP to clear H1B Labor letter 456-5359

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Tobacco Mtg.

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

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

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

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

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

TEXT:

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Weekly Education Strategy Meeting

TO: Vicky\_Stroud ( Vicky\_Stroud @ ed.gov @ inet [ UNKNOWN ] )

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Weekly Education Strategy Meeting -- Update

TO: Vicky\_Stroud ( Vicky\_Stroud @ ed.gov @ inet [ UNKNOWN ] )  
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

TEXT:

Tomorrow's weekly Education Strategy Meeting is CANCELLED.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Sen. Coates - Filed Notice of Intent

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

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

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

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

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

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

TEXT:

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

TEXT:

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Re: weekly reports

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

READ:UNKNOWN

TEXT:

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

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

Phillip Caplan

04/01/98 11:51:28 AM

Record Type: Record

To: Melissa G. Green/OPD/EOP

cc: Laura Emmett/WHO/EOP

Subject: Re: weekly reports

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



## DECLINING MINORITY ADMISSIONS IN CALIFORNIA

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

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

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

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

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

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

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

- We will continue to strongly support properly constructed affirmative action programs in higher education. For example, we will continue to intervene in litigation in support of appropriate affirmative action programs and to challenge the Hopwood decision.
- We will continue to press higher education officials to maintain and expand diversity, and we will offer assistance to them to do so. For example, we have called on colleges and universities burdened by new legal restrictions to develop new and creative approaches to achieving diversity, such as aggressively recruiting in secondary schools with high percentages of minority students and forming educational partnerships with such schools.

- Finally, the President has recently announced a dramatic array of education policy actions that will improve educational opportunity and outcomes for all Americans and thereby strengthen the pipeline of students progressing from K-12 education to college. These initiatives include:

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

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

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

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

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

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

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



DRAFT 4-01-98 5pm

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

**April 2, 1998**

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

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

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

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

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

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

Draft 4-01-98

**QUESTIONS AND ANSWERS ON PAY EQUITY**  
**April 2, 1998**

**Q: What is Equal Pay Day?**

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

**Q: What did the Vice President announce today?**

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

**Q: Why is this legislation necessary?**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Questions of the Federal Work Force**

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

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

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

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

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

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

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

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

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

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

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

**Q: What is the "Senior Pay" level?**

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

**Q: What percentage of promotions went to women?**

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

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

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

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

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

**Q: In which occupation are women the worst represented?**

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

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

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

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

\* Rendered in constant (FY 1992) dollars

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: H1b visas

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

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

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

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

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

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

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

TEXT:

The VP received a letter from several high-tech type Members of Congress (bipartisan) asking if they could sit down with him and appropriate White House staff to craft a consensus measure on H1b visas. Don Gips suggested that I contact you two and get your recommendations. Don thinks it would be a good idea to get the input of this group.

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Women's Mtg

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

CC: Noa A. Meyer ( CN=Noa A. Meyer/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

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



DRAFT 4-01-98 6:55pm

**THE VICE PRESIDENT ANNOUNCES SUPPORT FOR  
LEGISLATION ON PAY EQUITY AND ADMINISTRATION  
INITIATIVES TO COMBAT WAGE DISCRIMINATION  
April 2, 1998**

Today the Vice President will announce the Administration's support for legislation, introduced by Senator Daschle and Congresswoman DeLauro, to strengthen the laws that prohibit wage discrimination against women. The Vice President also will announce several Administration initiatives aimed at reducing wage discrimination in the private sector and the federal government.

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

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

**achievements of employers that have made strides to eliminate pay disparities.**

**Administration Actions to Provide Data Analysis, Technical Assistance, and Enhanced Enforcement of Wage Discrimination.** The Vice President also will announce a number of Administration initiatives including:

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

Draft 4-01-98 8pm

**QUESTIONS AND ANSWERS ON PAY EQUITY**

**April 2, 1998**

**Q: What is Equal Pay Day?**

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

**Q: What did the Vice President announce today?**

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

**Q: Why is this legislation necessary?**

A: More than three decades after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of unfair pay differentials. The average woman works a full year, plus three more months, just to earn the same pay that men earn in one calendar year. According to the Department of Labor, the average woman who works full-time earns just 74 cents for each dollar that men earn. For women of color, the gap is even wider. On average, black women earn only 63 cents, and Hispanic women earn only 53 cents for each dollar earned by white men. Some wage differences exist due to differing levels of experience, education, and skill. However, studies show that even accounting for differences in education, experience, and occupation, there is still a significant wage differential.

Women account for 46 percent of the total labor force. More than half of those graduating with bachelors degrees are women, and women earn nearly half of all masters and professional degrees awarded. While women hold over 45 percent of all executive and managerial jobs, their wages are only approximately 70 percent of the average pay of

men in these areas. Source: Department of Labor, Bureau of Labor Statistics.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Questions of the Federal Work Force**

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

A: Here are some specific accomplishments:

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

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

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

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

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

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

A: At several points in the course of the study, OPM expressed its strong disagreement with the scope and methodology used by the GAO contractor. An OPM letter, that is included as an appendix to the GAO Report, explains why OPM believes the GAO conclusions cannot be supported (factors such as misapplication of the Primary Standard in the Factor Evaluation System in the study, use of less rigorous methodology to evaluate a more job evaluation methodology, and disagreements between the study findings and other evidence). On the other hand, OPM continues to improve the Government's classification system and remains firmly committed to protecting the Merit System Principles and eliminating instances of economic discrimination against the dedicated women and minorities who serve our country.

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

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

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

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

**Q: What is the "Senior Pay" level?**

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

**Q: What percentage of promotions went to women?**

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

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

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

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

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

**Q: In which occupation are women the worst represented?**

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

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

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

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1997 (Pres. Clinton)				
Gender	92 (Bush) Appts	97 (Clinton) Appts	92 (Bush) Avg. Pay (\$)	97 (Clinton) Avg. Pay (\$)
Men	1,361	1,331	\$61,554	\$69,979*
Women	2,055	1,628	\$82,490	\$82,860*
Total	3,416	2,959	Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Women	39.8%	45.0%		

\* Rendered in constant (FY 1992) dollars

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Olivia Golden Briefing

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

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

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

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

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

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

TEXT:

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Weekly Tobacco Strategy Meeting

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

CC: haverkamp\_jennifer ( haverkamp\_jennifer @ ustr.gov @ INET @ VAXGTWY [ UNKNOWN ]  
READ:UNKNOWN

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

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

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

CC: PANERALI\_K ( PANERALI\_K @ A1 @ CD @ VAXGTWY [ UNKNOWN ] )  
READ:UNKNOWN

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

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

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

TEXT:

We will be having the Weekly Tobacco Strategy Meeting today, April 2, at 2:45 in Room 211, OEOB.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

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

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

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

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

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

TEXT:

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

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

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

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

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

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

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

Message Sent

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

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



Thursday, April 2, 1998

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

Automated Records Management System  
Hex-Dump Conversion

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: VP Remarks at Kick Butts Day

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

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

TEXT:

Remarks by Vice President Al Gore

Kick Butts Event  
Thursday, April 2, 1998

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

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

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

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

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

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

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

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

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

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

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

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Equal Pay Event

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

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

# Withdrawal/Redaction Marker Clinton Library

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

## COLLECTION:

Clinton Presidential Records  
Automated Records Management System (Email)  
WHO ([Kagan])  
OA/Box Number: 500000

## FOLDER TITLE:

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

2009-1006-F  
ke732

## RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Child Care and the LIHTC

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

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

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

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

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

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

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

TEXT:

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

P6/(b)(6)

P6/(b)(6)

[001]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Final Version of Announcement for Equal Pay

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

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

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

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

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

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

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

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

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

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

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

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

TEXT:

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

TEXT:

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

FF5750437C110000010A020100000002050000000232E0000000020000F3EDB4BFF0F56C1FE2F57D  
1A75D9FC9C1E4F2CE9509B98DB77E8B396D889D8A2B3B32681E54E345490716AAE0E34128ED1F5  
F46B5B04A7647511AA5BBFE72B6D2FE94F75F0F87D56C0DA348139385EF055BFEC45D9793FE7E7  
9BF20EAE482093585F719FA74568D2D33AA702654B06EDDC2225AE532FD12F91A79F8F37ED37C8  
CA3FD05D5A7EB49D46B3936DDF2A946E4E90158F93E7AF86A7C2BA103DB483B84D401440757D08

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

**April 2, 1998**

Today the Vice President will announce the Administration's support for legislation, introduced by Senator Daschle and Congresswoman DeLauro, to strengthen the laws that prohibit wage discrimination against women. The Vice President also will announce several Administration initiatives aimed at reducing wage discrimination in the private sector and the federal government.

**Legislation to Improve Enforcement of Wage Discrimination Laws.** The Vice President will call on Congress to pass legislation to strengthen laws prohibiting wage discrimination. The highlights of this legislation include:

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

**Administration Actions to Enhance Compliance with Equal Pay Laws.** The Vice President also will announce a number of Administration initiatives including:

- Memorandum Of Understanding (MOU) Between EEOC and DOL. EEOC and DOL are developing an MOU to train each other's staff on pay issues, to refer potential violations to the applicable EEOC or DOL office for appropriate action, and to permit the DOL's Office of Federal Contractor Compliance Programs (OFCCP) to serve as the EEOC's agent for purposes of seeking damages for wage discrimination.
- 10-Step Voluntary Self-Audit for Businesses and Employees. To help employers who would like to improve their pay and hiring practices, DOL will place on the Internet a 10-step package that gives companies guidelines in determining whether they offer equal pay, hiring, and promotional opportunities. A similar checklist for employees, to help them determine if they are being paid equitably, will also be placed on the Internet.
- Self-Audit for Agencies. To make the federal government a "model" employer, federal agencies will conduct a self-audit, similar to the one described above, and use these results to monitor their efforts on equal pay.
- Increased Data Analysis on Pay Equity. DOL will publish an annual report on pay differences by gender. The purpose of this report will be to highlight the important issue of wage disparities.
- Guide to Recruitment and Retention of Women in the Federal Government. OPM is publishing a new Guide on Recruitment and Retention of Women in the Federal Government, which contains information to make agency managers aware of career opportunities for women and to provide guidance on recruitment and career development for women.
- **Federal Contractor Best Practices.** DOL will publicize successful programs of federal contractors by placing them on DOL's web site.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: H1B visas

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

Elena,

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

NEC and I are doing a short q&a on this that I will send to you soon. Also, I am sending over a final version of the letter. Thanks.

Julie

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Q&A for Equal Pay Event

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

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

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

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

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

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

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

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

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

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

TEXT:

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

TEXT:

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

FF5750438F0A0000010A02010000000205000000A36500000020000354C97A53C1022E1E1B724  
33498AE26A9A90E15679F97DD52ED1BDC3E1D96CFCC44ABC8E9C52BDB3D48F7831FD6A7C286357  
0078CCC818D418940649346333EEFE0EDFB560BE29E4EB24BF02C27CB86166C393739F8D84D885  
617A2C73A991B75FD488163FE63496FF02259359C3D3192B8E1C99661C2439E286C3361529A964  
96DBBAF793986F456F1F6D347D21587E17CDB0827B97070DBF57EDB5E15C6355BEAAB204D93016  
99D28D541821644767D433047BAA42CDB325B0090C38AAB78E843F9CC9DBA2D9D48683A6844D09  
185236C5FC4ED4DF4776342AF9DD6AC456D14659EFC40A73DCBE71D4FAA5349D444F9F27DEC4D7  
191D47EA7C27B4B2890B9F9B9B60C3CAA6780323DA6C0F0D1C09E9AE24CE03087DC273E1708DD1  
556C1712EE27D6B2E92B6D059E8F0F1DF24C2149D6A57FA7F1FB842341A4DE25660BFA4014F397  
27A85FA72CFAE7F4A492F71BCBF7D365EF72F95C1FB651F3AE9F61E43A5C186316F25217E4A3DC  
122BED7C8F1C5CEB18D3BCD15C5595AABC398D59B36568BA9779D151AED10665DE5832514AD889  
2972317ED4ED5A719C20AC59F417189FCC53CB10908375819562F89E0C748F3B20EF5C2EC04C06

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

*Automated Records Management System  
Hex-Dump Conversion*

**Q: What is Equal Pay Day?**

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

**Q: What did the Vice President announce today?**

A: The Vice President announced the Administration's support for legislation introduced by Senator Daschle to improve the enforcement of wage discrimination laws and to strengthen the remedy provisions in the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Currently, women who are the victims of wage discrimination receive only backpay and liquidated damages, which may not fully compensate them for their loss. This change will mean that the penalties for sex-based wage discrimination will be the same as those for race-based wage discrimination.

The Vice President also announced several administration initiatives aimed at enhancing enforcement of wage discrimination laws both in the private sector and within the federal government, including the development of a Memorandum of Understanding between the Equal Employment Opportunity Commission (EEOC) and the Department of Labor and a ten-step voluntary self-audit for both private businesses and the federal agencies to help them monitor their efforts on equal pay.

**Q: Why is this legislation necessary?**

A: More than three decades after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of unfair pay differentials. The average woman works a full year, plus three more months, just to earn the same pay that men earn in one calendar year. According to the Department of Labor, the average woman who works full-time earns just 74 cents for each dollar that men earn. For women of color, the gap is even wider. On average, black women earn only 63 cents, and Hispanic women earn only 53 cents for each dollar earned by white men. Some wage differences exist due to differing levels of experience, education, and skill. However, studies show that even accounting for differences in education, experience, and occupation, there is still a significant wage differential.

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

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

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

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

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

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

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

A: Yes, this is consistent with Administration's position on tort reform. Our proposals on tort reform have never sought to cap compensatory damages, which are necessary to remedy actual harm. And except in very exceptional circumstances, we have approved the use of punitive damage awards to deter intentional misconduct..

**Questions of the Federal Work Force**

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

**A: Here are some specific accomplishments:**

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

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

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

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

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

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

**A: At several points in the course of the study, OPM expressed its strong**

disagreement with the scope and methodology used by the GAO contractor. An OPM letter, that is included as an appendix to the GAO Report, explains why OPM believes the GAO conclusions cannot be supported (factors such as misapplication of the Primary Standard in the Factor Evaluation System in the study, use of less rigorous methodology to evaluate a more job evaluation methodology, and disagreements between the study findings and other evidence). On the other hand, OPM continues to improve the Government's classification system and remains firmly committed to protecting the Merit System Principles and eliminating instances of economic discrimination against the dedicated women and minorities who serve our country.

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

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

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

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

**Q: What is the "Senior Pay" level?**

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

**Q: What percentage of promotions went to women?**

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

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

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

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

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

**Q: In which occupation are women the worst represented?**

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

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

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

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1997 (Pres. Clinton)				
Gender	92 (Bush) Appts	97 (Clinton) Appts	92 (Bush) Avg. Pay (\$)	97 (Clinton) Avg. Pay (\$)
Men	1,361	1,331	\$61,554	\$69,979*
Women	2,055	1,628	\$82,490	\$82,860*
Total	3,416	2,959	Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Women	39.8%	45.0%		

\* Rendered in constant (FY 1992) dollars

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Reception this evening

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TEXT:

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 13:44:40.00

SUBJECT:

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

READ:UNKNOWN

TEXT:

VP Briefing is now at 2:00in his ceremonial office

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

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

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

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

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

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

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

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

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

TEXT:

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

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

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

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Tobacco AP Story

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

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

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

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

TEXT:

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

SSupreme Court justice won't block release of tobacco documents

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

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

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

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

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

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

MORE

APNP-04-02-98 1451EST

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 2-APR-1998 16:31:57.00

SUBJECT: Upgrade of Disk Space on Mail2

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

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

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

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

TO: Cynthia A. Rice ( CN=Cynthia A. Rice/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: Jennifer L. Klein ( CN=Jennifer L. Klein/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: Michael Cohen ( CN=Michael Cohen/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: Cynthia Dailard ( CN=Cynthia Dailard/OU=OPD/O=EOP @ EOP [ OPD ] )  
READ:UNKNOWN

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

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

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

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

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

READ:UNKNOWN

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

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

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

TEXT:

Let me know if it is a major problem for you if e-mail is down all day Saturday. Thanks.

----- Forwarded by Laura Emmett/WHO/EOP on 04/02/98 04:31 PM -----

Ashley L. Raines  
04/02/98 03:05:02 PM  
Record Type: Record

To: Brian A. Barreto/OPD/EOP, Laura Emmett/WHO/EOP  
cc:  
Subject: Upgrade of Disk Space on Mail2

Please let me if doing the suggested upgrade on the weekend of April 17th & 18th causes a problem for your offices. Thanks.

----- Forwarded by Ashley L. Raines/OA/EOP on 04/02/98 03:05 PM -----

MICHAEL D. MALONE  
04/02/98 11:28:17 AM  
Record Type: Record

To: Ashley L. Raines/OA/EOP  
cc:  
Subject: Upgrade of Disk Space on Mail2

any problems from OPD's perspective with doing this on the 17th and 18th?

----- Forwarded by Michael D. Malone/WHO/EOP on 04/02/98 11:29 AM -----

Laura Crabtree  
04/02/98 07:47:30 AM

Record Type: Record

To: Michael D. Malone/WHO/EOP, John Dankowski/WHO/EOP  
cc: Kathleen K. Gallant/OA/EOP, Betty G. Lambuth/OA/EOP, Andrew F. Wujick/OA/EOP  
Subject: Upgrade of Disk Space on Mail2

Mike and John,

We are ready to upgrade the disk space for Mail2. However, given our past experience with this equipment we would like to schedule this for a time when we can have 24 hours of dedicated downtime. If all goes well, we won't need the full 24 hours, but if we have problems, we'll need the time to run through the contingency plan and restore the old system.

We would like to propose doing the upgrade between midnight on a Friday through midnight on a Saturday. Given the upcoming travel schedules, what dates look feasible for this effort? Here are some suggestions:

- Midnight Friday-Midnight Saturday, April 17-18
- Midnight Friday-Midnight Saturday, April 24-25
- Midnight Friday-Midnight Saturday, May 1-2

If you have any questions, please don't hesitate to call (or email) me.  
Regards,  
Laura

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: Tobacco Message Mtg

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

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

TEXT:

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

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

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

SUBJECT: The President's Trip to MO/IL

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

READ:UNKNOWN

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

TEXT:

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

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

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

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

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

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

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