

# MEMORANDUM

## INTERNATIONAL MASONRY INSTITUTE

TO: Rahm Emanuel

FR: Joan Baggett Calambokidis

DATE: February 6, 1997

SUBJECT: Maryland Example of Welfare to Training to Work Success Story

Last summer the International Masonry Institute conducted one of our mobile training programs in Baltimore providing 12 weeks of pre-job training in bricklaying to 24 trainees. (See attached article.) One of those trainees, 39-year-old Diane Cooper is now working her way up the wage scale as an apprentice bricklayer at \$10.53/hour for the Housing Authority of Baltimore doing housing rehab. Her benefits include health insurance and contributions to a pension plan.

I have not yet spoken directly to Diane. She usually gets off work at 4:00 and is usually home shortly after that. Her phone number is 410/488-2417. Incidentally, she lives in the empowerment zone in Baltimore and I'm told she has six kids. She lives in a subsidized apartment that increases when her pay increases so she's now up to \$700 per month in rent. Our business agent is trying to convince her that she can buy a house for that.

We've scheduled another 12-week pre-job training program for the spring so that we can train young people in Baltimore as bricklayers to build the new Ravens stadium at the same time they build their future.

We also have a tentative agreement worked out with Gov. Glendonning, Speaker Taylor and Senator Sarbanes to build our National Masonry Training and Research Center at Ft. Ritchie in Western Maryland as part of the redevelopment of closing military bases. This will train thousands of bricklayers.

Let me know anything else you need.

# THE SUN

August 15, 1996

Baltimore, Maryland

50 cents

## Student bricklayers building own futures

■ **Opportunity: A new training program promises to save money for employers while attracting newcomers to the masonry trade.**

By: Abbe Gluck  
SUN STAFF

Facing a work force approaching retirement, unionized masons have teamed up with management in a new training program designed to attract students and cut costs for contractors.

A training center on wheels, which rolled into Baltimore two months ago, selected two dozen students — 12 from the city and a dozen from Norfolk, Va. — for the program, which is funded by the International Masonry Institute, a joint labor-management trust.

"This program gives students the training we were giving them on the job, where

they were absolutely nonproductive," said Frank Campitelli, owner of Baltimore Masonry.

Typically, trainees serve a three-year on-the-job apprenticeship, during which they attend classes once a week for a year. For the employer, however, the first year is wasted entirely on training, said Campitelli.

The program condenses that first year into a 12-week course. As a result, graduating students are given credit for a total of 15 months of an apprenticeship, which includes the year's worth of training and the three months spent at the program, said Charles R. Driscoll Jr., vice president of Local 1 Bricklayers & Allied Craftworkers in Maryland.

On the wage scale, that means a starting salary of 60 percent of the full wage with benefits, compared with the 50 percent that other starting workers receive. And after three months, the students receive 70 percent. The national average wage for masons is \$23.40 an hour, including benefits, said Butch

Ruyder, president of Local 1 in Maryland, Virginia and Washington.

But, despite good wages, masons are a disappearing breed, workers and employers say.

"The average age in our trade now is 51 — and it's 55 in Maryland," said Clarence Nichols, IMI's national training coordinator.

Contractors such as George Strunge, owner of Dana Masonry in Baltimore, attributed the decline to the nature of the work, cutbacks in the construction industry and seasonal factors, which mean that workers are employed for only about 1,500 hours a year.

That's where the mobile training center comes in.

Decreased interest often means there aren't enough students to make teaching the one-year course worthwhile. In Baltimore, there have been no classes for the past five years, since the unions can't afford to hire an instructor for seven or eight students, said Driscoll of Local 1, who said there used to be as many as 40 students per class.

With the mobile center, IMI brings classes to a region in response to demand from the local, which specifies its needs and guarantees jobs to the students trained. Baltimore is the program's sixth location since it began in 1995.

In Virginia and Maryland, where the applicants were too few for the locals to hold classes, IMI combined the

states' students and is training them from a truck at the University of Maryland's Baltimore campus.

For Stephen Winder, a 19-year-old from Baltimore, the program will allow him "to earn more money, save and then build and sell my own homes."

Winder, who attended a vocational school for bricklaying, spent the last year completing a real estate course.

And 39-year-old Carolyn Davis said the job promised to her at the end of the program gave her the confidence to buy a house.

Davis was a member of Step Up, a city program that exposes public housing residents to different aspects of construction. After trying bricklaying, Davis, who has painted her helmet with the words "a star is born," liked the trade and the wages so much that she applied to IMI's program.

In Maryland, union firms receive about 25 percent of contracts, which translates to a higher percentage of revenue since most union work is done on commercial projects, Nichols said.

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THE BALTIMORE SUN

THE WHITE HOUSE  
WASHINGTON

FROM THE OFFICE OF:

RAHM EMANUEL

SENIOR ADVISOR TO THE PRESIDENT

DATE: 2/7

PAGES: 3

TO: Christa R / Cathy M / Elizabeth D

FROM: Michelle

FAX NUMBER: \_\_\_\_\_

COMMENTS: \* URGENT

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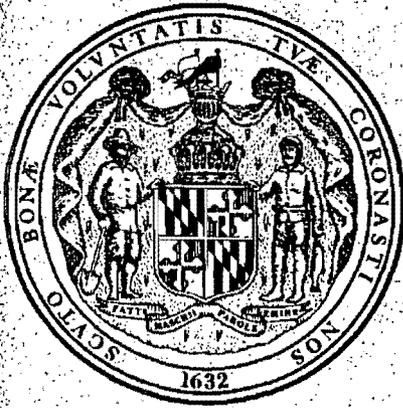
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WR - Maryland



**Governor's Commission  
on  
Welfare Policy**

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# A Family Investment System: Making Welfare Work

Initial Findings of the  
Governor's Commission on Welfare Policy

October, 1993

File: WR -  
Illegitimacy

**Charles Murray - Summary of his article, The Coming White Underclass, printed in the Wall Street Journal, October 29, 1993**

Charles Murray's proposition in the October 29th article published in the Wall Street Journal article is: Illegitimacy is the single most important social problem of our time-more important than crime, drugs, poverty, illiteracy, welfare or homelessness because it drives everything else. Doing something about it is not just one more item on the American policy agenda, but should be at the top - for moral, not economic reasons.

He writes how the high rate of illegitimate births in the African American community has been a topic of concern since Moynihan's study in the early 60's when the black illegitimacy rate was around 26 percent. Now, he explains, the illegitimacy rate in the African American community is up to 68 percent and in the white community, it is up to 22 percent. Of that 22 percent, the large majority have a high school level education or less. He suggests that the illegitimacy rate may multiply in the white community as it has in the black community and that society can't handle the problems which that will cause. Therefore, radical action must be taken.

Society must say that to have a baby that you cannot care for yourself is profoundly irresponsible and the government will no longer subsidize it.

He recommends:

1. End all economic support for single mothers; cut AFDC to zero; make single mothers ineligible for subsidized housing or food stamps (universal medical coverage is an idea which is here to stay and need not be cut). These steps will force women to take precautions against pregnancy, give the child up for adoption, or look to the resources of her family and other adults. If the government does not subsidize the costs of raising illegitimate children then the people and communities which must foot the bill will stigmatize illegitimate birth and scare young women and young men into more prudent behavior, as was the norm in the good old days.
2. Make it easy to put a child up for adoption and make it easier for married couples to adopt.
3. Make the tax code favor marriage and children.

## **Charles Murray elaborates on his article "The Coming White Underclass"**

*This Week with David Brinkley, November 28th, 1993*

In the interview he says he has gotten an overwhelming response to his article and that people are in agreement with his idea that we need to take drastic steps to reduce illegitimacy. He likes to say that he is saying what Moynihan said thirty years ago -- that too many illegitimate births will cause chaos.

He does not say that welfare is completely to blame and he does not say that women like to be on welfare. However, he does say that welfare makes it economically possible for a woman to have a baby without a husband, and illegitimacy, not welfare, is what he wants to end. Therefore, [he] "want[s] to get rid of the whole welfare system, period, lock, stock and barrel -- if you don't have any more welfare, you enlist a lot more people in the community to help take care of the children that are born." When a community has to pay the economic consequences of illegitimacy, once again the behavior will be stigmatized, and then reduced.

In order to not penalize the children he lists a few options:

1. give them up for adoption when they are born
2. operate lavish, nurturing "orphanages"

When Sam Donaldson pressed Mr. Murray on how eliminating welfare would "help" to bring back the stigma attached to illegitimacy Mr. Murray explained that parents would make sure their children knew the serious consequences of having a child. Mr. Murray said he truly thinks that low-income parents know that welfare is out there to support them and therefore they do not feel enough pressure to not have children they cannot economically afford.

*From an interview with Charles Murray on the Dianne Rehm Radio Show, January 5, 1993*

**D.R. - What about those on welfare now?**

Murray supports a grandfather clause for those presently on welfare. They will continue to receive the benefits they get now.

**D.R. - What if you are wrong? What if cutting welfare does not change people's behavior?**

Bill Clinton should not cut welfare, nationwide tomorrow. States should have flexibility and be encouraged to experiment. For example, in North Dakota there is a small AFDC caseload. Let ND try cutting AFDC and other government supports. Let States experiment with cutting supports for women under 18, etc.

**D.R. - Doesn't your plan just punishing the poor?**

If a single woman can economically and emotionally afford a child, it's not great, but it's her prerogative.

**Charles Murray elaborates on his article "The Coming White Underclass" - page 2**

**Other comments:**

**Charles Murray does not believe the root cause of society's problems is lack of jobs. He believes that illegitimacy is a problem in itself.**

**Charles Murray does not want to cut supportive services in order to save tax payer money. His primary concern stopping the moral problem of illegitimate births.**

**Charles Murray believes that unwed fathers should not have to pay child support. Then "little girls" would know that the only way to have legal right to money for their child is if they are married.**

**He is not happy about federally funded abortions but will not take a firm stand for or against it.**

## **Counterpoints to Charles Murray and his article "The Coming White Underclass"**

**Robert Greenstein of the Center on Budget and Policy Priorities and Elijah Anderson, a Professor at University of Pennsylvania, author of "Streetwise" - Dianne Rehm Radio Show, January 5, 1993**

### **Cutting welfare decreases the number of out-of-wedlock births**

Robert Greenstein says that welfare does not influence out-of-wedlock births. In States where economic benefits are lowest, out-of-wedlock birth rates are highest. (Note that this does not fully counter Murray's argument that any sort of guaranteed income could make a woman feel safer about the economic realities of giving birth to a child out-of-wedlock.)

### **Murray ignores the needs of people who get divorced and then plunge into poverty and the need for transitional support**

While Murray says there should be a grandfather clause for people on welfare now, he does not think the government should provide assistance to families who fall into poverty after divorce. Greenstein points out this problem, and says people need transitional support during this time.

There is a higher rate of poverty and crime among people who grew up on welfare but the majority of people who spend time on welfare later get jobs and live productive, happy lives. People need transitional support.

### **Responsibility of the father in out-of-wedlock births**

Charles Murray does not think that men who father children out-of-wedlock should have to pay child support. Robert Greenstein says we should get tough with paternity establishment and child support enforcement and make men responsible for controlling out-of-wedlock births.

### **Adoption**

Murray is a tremendous advocate of adoption and says that there is an endless supply of parents who want to adopt. Greenstein points out that there may be a huge market for newborn babies but not for children who are a few years old, and often people fall into poverty and go onto welfare when children are a few years old.

### **Cut welfare and people will think hard about the repercussions of sexual activity**

Murray says that if welfare is eliminated people will think hard, for the first time, about the consequences of sex and having children. Greenstein points out 70 percent of the out-of-wedlock births are to women twenty and over, (implying that they are old enough to have thought about the issues of sex, children and responsibility). Elijah Anderson says that Murray does not take into account the hopelessness in poor communities. Anderson says that poor blacks who only know poverty do not think like middle class whites like Charles Murray, who think that stigmatizing out-of-wedlock births will cut down on the rate of those births.

### **The idea and implications of the rising white underclass**

Murray says that illegitimacy rates in the white community are where they were in the black community thirty years ago and the social problems in poor black communities have escalated

**Counterpoints to Charles Murray and his article "The Coming White Underclass" -page 2**

as the out-of-wedlock birth rate has risen. His article about the "coming white underclass" implies that the social problems born out of rising illegitimacy in the white community will lead to huge social problems in society at large (because whites make up 80+ percent of society). Greenstein says that black poverty is very concentrated and it is easy for social problems to dominate a concentrated, poor area. White poverty is very spread out, Greenstein explains, and Murray's predictions of 70 percent illegitimacy rates and rampant social problems in the white community 30 years from now are not accurate.

## **Administration Responses to Charles Murray's article, "The Coming White Underclass"**

### **President Clinton**

President Clinton portrays spiritual renewal as a supplement to government action, not a substitute for it.

"I think Murray did the country a great service ... I think his analysis is essentially right," President Clinton said in a recent interview. "Now, whether his prescription is right, I question." He said Murray's solution "would work" to reduce illegitimacy, but he questioned whether it would be "morally right."

### **Secretary Shalala (*American Political Network, Abortion Report, December 14, 1993*)**

"We will never successfully deal with welfare reform until we reduce the amount of teen-age pregnancy in this country."

### **Ron Mincy (*The Independent, December 20, 1993, Peter Pringle*)**

Another reasonable voice is that of Ron Mincy of the Ford Foundation in New York. His point is that Murray is not talking about anything that government has not been thinking about for a long time. The rise of white single-parent families has been known for some time and policy responses are already under way. Since 1975 the federal government has been reforming welfare, trying to combine government and private support for "fragile families". These families, many without male heads of household, were formed over the past two decades as real wages for non-college workers declined, especially among males.

A key problem, argues Mincy, is that the government aid thus far has been directed solely at the mother and the child - alienating the male. Mincy favours projects to lure fathers back into the family. The Family Support Act of 1988 attempts such a task, offering employment and job training in return for child support.

### **Republican Response (*James Gannon, The Detroit News, December 19, 1993*)**

Even the House Republican welfare reform bill, introduced last month, stops far short of Murray's prescription. Michigan Rep. Dave Camp, who helped draft the bill, said the House GOP welfare task force considered Murray's medicine but found it too strong.

**The Boston Globe on December 28, 1993 reported Charles Murray as saying the following about Mary Jo Bane and David Ellwood:**

Murray, who said he knows and admires Ellwood and Bane, described them as "fundamentally social Democrats. They believe in the idea of the helping hand of government. And they have a president who is a cipher, who ran a tough commercial in his campaign but who has shown no real enthusiasm for a radical break with the past.

"I see Mary Jo and David in a rather isolated position," Murray said.