



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S-2220
Washington, DC 20210
Main: 202-693-4939
Fax: 202-693-4929
TTY: 202-693-4920
www.dol.gov

AUG 31 2000

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task Force
on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

SUBJECT: July-August 2000 Report on the Work of the Task Force

This has been an extremely productive period for the Task Force, and a very visible and reaffirming time for the disability community in general. The celebrations surrounding the 10th anniversary of the Americans with Disabilities Act provided Task Force member agencies with unique opportunities to develop new and aggressive initiatives, announced at various events in Washington, D.C. and around the country. The cooperation shown by Task Force members, White House staff, the Domestic Policy Council and the Vice President's Office was outstanding. As a result of this hard work and commitment, the President, Vice President, First Lady and member agencies announced a number of strong new initiatives:

- An Executive Order calling on Federal agencies to hire 100,000 people with disabilities over a five-year period.
- Automatic adjustment of the Substantial Gainful Activity (SGA) level for individuals with disabilities who receive Social Security and SSI benefits.
- An increase in the amount of monthly earnings that indicate a successful trial work period for Social Security beneficiaries who go to work.
- An increase in the amount that can be earned by students who receive SSI disability benefits while continuing to receive benefits and health care coverage.
- A series of major initiatives to promote the delivery of home and community-based services and supports: a \$50 million investment to help states offer services to people with disabilities in the most integrated setting appropriate to their needs; new guidance to State Medicaid directors on coverage of home and community based

Put Ability to Work!

L 0611

services, designed to help them comply with the Olmstead Supreme Court ruling; and a new public-private partnership between the Administration and the National Program Office on Self-Determination to help individuals with disabilities in institutions transition into the community.

- Creation of a new website, *Access America for People with Disabilities* (www.disAbility.gov), to serve as a "one-stop" electronic link to Federal resources and information for people with disabilities and their families.
- An interagency Youth to Work Initiative to help young people successfully transition from school to work, created by amending the Executive Order that established the Task Force.

The Task Force was the primary sponsor of the July 25 ADA celebration at the FDR Memorial (in which Tony Coelho, Vice Chair of the Task Force, served as emcee), and also co-sponsored and participated in several others, including the 24-city Torch Relay, the ADA reception at the Vice President's residence, and the ADA Gala Celebration at Union Station.

Senior Federal agency staff participated in and spoke at many ADA-related events, including the following ADA Torch Relay sites: DOT Deputy Secretary Mort Downey (June 13 in Austin); DOE Assistant Secretary Judy Heumann (June 17 in San Francisco and August 7 in New York City); FCC Chair Bill Kennard (June 19 in Los Angeles); HUD Deputy Secretary Saul Ramirez (June 27 in Denver); OPM Director Janice Lachance (July 7 in Madison, Wisconsin); SSA Deputy Commissioner Bill Halter (July 7 in Madison, July 21 in Atlanta); Assistant Attorney General Bill Lann Lee (July 15 in Montgomery, Alabama); SSA Commissioner Ken Apfel (July 17 in Tallahassee); Attorney General Janet Reno (July 19 in Warm Springs, Georgia); SRA Administrator Aida Alvarez (July 20 in Atlanta); DOT Secretary Rodney Slater (July 21 in Washington, D.C. and July 29 in Philadelphia); EEOC Chair Ida Castro (July 31 in Detroit); DOL Secretary Alexis Herman (August 3 in Boston); and DOE Assistant Secretary Richard Riley and Richard Holbrooke, United States Ambassador to the United Nations (August 7 in New York City).

Other Task Force activities during this period include:

- Co-sponsoring and participating in, along with the Small Business Administration and the President's Committee on Employment of People with Disabilities, workshops on entrepreneurship for people with disabilities in Portland, Oregon; Iowa City, Iowa; and Chicago, Illinois.
- Co-sponsoring and participating in, along with SSA, DOL, Rehabilitation Services Administration, and the Health Care Financing Administration, regional forums on new Federal and State employment-related policies and programs

L 0612

for people with disabilities in Chicago, Illinois and Harrisburg, Pennsylvania.

Participating in the annual Equal Opportunity Conference of the DOL Civil Rights Center in Washington, D.C. and sponsoring a session focusing on the employment of persons with mental retardation and other cognitive disabilities.

The efforts you and the Vice President continue to make related to increasing the employment of all Americans, including those with disabilities, are greatly appreciated.

cc: The Honorable Al Gore, Vice President
Task Force Members
John Podesta, Chief of Staff to the President

L 0613



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S-2220
Washington, DC 20210
Main: 202-693-4939
Fax: 202-693-4929
TTY: 202-693-4920
www.dol.gov

JUL 26 2000

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task Force
on Employment of Adults with Disabilities

Tony Coelho
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

SUBJECT: May-June, 2000 Report on the Work of the Task Force

The Task Force is working with the White House and with other disability groups on the events surrounding the tenth anniversary of the Americans with Disabilities Act. A two-day celebration in Washington, D.C. beginning on July 25 will feature events on Capitol Hill, the FDR Memorial, Gallaudet University and the Endependence Center of Northern Virginia. The Task Force is sponsoring the FDR Memorial event where Tony Coelho, Vice Chair of the Task Force, will serve as emcee at this important ceremony. In addition, the Task Force is proud to be a sponsor of an important and very visible aspect of the nation's celebration of the 10th anniversary of the Americans with Disabilities Act: the 25-city Spirit of ADA Torch Relay.

In addition to those events, the Task Force is working with White House staff and the Vice President's staff in developing a number of federal agency products and activities that will be announced during the anniversary celebrations.

On June 20-21, the Task Force, through its Youth Subcommittee, sponsored National Transition Summit on Young People with Disabilities. This Summit, which featured an address by Secretary of Education, Richard Riley, brought together young people, parents, educators, employment programs, employers, advocates and researchers to develop a national strategy for removing barriers, streamlining government services, and improving results for young people with disabilities in transitioning from high school to college and then to the workplace. The Summit received enormous positive national media attention. The recommendations from the Summit will be

Put Ability to Work!

L 0614

incorporated into a Youth-to-Work initiative containing major recommendations for agency policy changes, and subsequent initiatives.

Other Task Force activities during this period include:

- Co-sponsoring with the Social Security Administration, the Department of Health and Human Services, and the Department of Labor a series of bidders conferences for their respective grant programs related to implementing the Ticket to Work and Work Incentives Improvement Act and the Workforce Investment Act.
- Convening a Think Tank of experts from across the nation to develop recommendations for action to increase employment of adults with the most significant disabilities. This Think Tank was a follow up to issues raised at the Task Force Summit in April which focused on "Real Choice, Real Jobs, Real Pay" for individuals who have frequently been segregated from employment opportunities entirely.
- Co-sponsoring the five-day Youth Leadership Summit, organized by the President's Committee on Employment of People with Disabilities.
- Co-sponsoring, along with the Small Business Administration and the President's Committee on Employment of People with Disabilities, workshops throughout the country on entrepreneurship services for people with disabilities. During this period, workshops were held in Phoenix, Arizona; Las Vegas, Nevada; and Hartford, Connecticut.
- Participating with the Social Security Administration, Departments of Labor, Education, and Health and Human Services in the ongoing regional multi-agency forums on Federal and State employment-related policies and programs for people with disabilities. Forums during this period were held in Austin, Texas; Seattle, Washington; and Worcester, Massachusetts.
- Holding a Town Hall meeting in Hartford, Connecticut, which addressed the employment needs and capacities of individuals with mental health disabilities.

As always, we appreciate the leadership, vision, and commitment that you and the Vice-President have shown to increasing the employment of all Americans with disabilities. As we come upon

L 0615

the tenth anniversary of the Americans with Disabilities Act, we are once again heartened by your continued support for this important effort.

cc: The Honorable Al Gore, Vice President
Task Force Members
John Podesta, Chief of Staff to the President

L 0616



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S-2220
Washington, DC 20210
Main: 202-693-4939
Fax: 202-693-4929
TTY: 202-693-4920
www.dol.gov

MAY 17 2000

MEMORANDUM FOR THE PRESIDENT

FROM:

Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task Force
on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

SUBJECT: February-April, 2000 Report on the Work of the Task Force

The members and staff of the Presidential Task Force are addressing the very critical and ambitious issues set out under your March 1998 Executive Order. The Domestic Policy Council, Office of Management and Budget, and the Office of the Vice President are providing invaluable support to the Task Force as we implement the recommendations contained in our second report, *Recharting the Course: If Not Now, When?*

The Task Force and White House staff are planning and coordinating the highly anticipated White House meeting on the employment of people with disabilities and the numerous other events commemorating the tenth anniversary of the Americans with Disabilities Act. We are especially appreciative of the guidance and effort provided by the White House staff in preparing for this exciting celebration. The tenth anniversary of the Americans with Disabilities Act will also be a time to acknowledge the strong support and vision of your Administration that has resulted in significant progress on increasing employment opportunities for people with disabilities.

Upcoming Task Force activities and events include:

- * Sponsoring a National Summit on Youth Transition on June 20-21 in Washington, D.C. that will result in a plan of action to increase employment opportunities for young people with disabilities;
- * Conducting a town hall meeting on May 24 in Hartford, Connecticut that will focus on the many issues that people with psychiatric disabilities face when seeking employment; and
- * Co-sponsoring, along with the Small Business Administration and the President's Committee on Employment of People with Disabilities, ten workshops throughout the country on entrepreneurship services for people with disabilities.

Put Ability to Work!

L 0617

Ongoing and recent Task Force activities include:

- Collaborating with the Department of Labor to ensure that the National Skills Summit highlighted the skills and talents people with disabilities bring to the workforce;
- Working with the Social Security Administration, the Department of Health and Human Services, and the Department of Labor to coordinate their respective proposals, initiatives and programs in implementing the Ticket to Work and Work Incentives Improvement Act and the Workforce Investment Act;
- Coordinating a National Summit on the employment of Americans with the most significant disabilities: "Real Choice, Real Jobs, Real Pay: Employment for the 21st Century" which addressed the participation of individuals in day activity programs, sheltered work and other sub-minimum wage programs;
- Sponsoring a two-day conference addressing the training and employment needs of youth with psychiatric disabilities in the juvenile justice system;
- Participating with the Social Security Administration, Departments of Labor, Education, and Health and Human Services in the ongoing regional multi-agency forums on Federal and State employment-related policies and programs for people with disabilities. Forums during this period were held in Kansas City, Missouri; Durham, North Carolina; Phoenix, Arizona; and New York, New York;
- Addressing the annual meeting of the President's Committee on Employment of People with Disabilities and gaining the membership's support for the proposed Office of Disability within the Department of Labor; and
- Participating in a mini-forum on TANF and Disability sponsored by the President's Committee on Mental Retardation.

As always, we appreciate the commitment that you have shown to increase the employment of all Americans with disabilities, both through your support of our efforts and through your example.

cc: The Honorable Al Gore, Vice President
Task Force Members
John Podesta, Chief of Staff to the President

L 0618



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S-2220
Washington, DC 20210
Main: 202-693-4939
Fax: 202-693-4929
TTY: 202-693-4920
www.dol.gov

NOV 3 1999

MEMORANDUM FOR THE PRESIDENT

FROM:

Alexis M. Herman
Alexis M. Herman

Secretary of Labor and Chair, Presidential Task Force
on Employment of Adults with Disabilities

Tony Coelho
Tony Coelho

Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

**SUBJECT: September-October 1999 Report on the Work of the
Presidential Task Force on Employment of Adults with
Disabilities**

The Task Force was honored to be present at the October 15, 1999, radio address and signing of the Presidential Memorandum directing all federal agencies to bring qualified people with disabilities into the Federal workforce. We commend the Office of Personnel Management (OPM) team, led by Director Janice Lachance, the Equal Employment Opportunity Commission, the Justice Department, and the White House for bringing this effort to fruition and moving the Federal government into a leadership role in employing adults with disabilities. We also commend you for your continued commitment to passing a strong Work Incentives Improvement Act this year, and for your release of the two OPM publications, *Accessing Opportunity: Employment of People with Disabilities in the Federal Government* and its companion guide, *People with Disabilities in the Federal Government*.

It has been a busy time at the Task Force. Initially, we are nearing completion of our second annual report, which we look forward to presenting to you at our December 13, 1999, meeting. As required by Executive Order 13078, the report this year will include the following:

- HUD's assessment of its programs, and identification of those which can best be used to create new work incentives and/or remove existing barriers to employment. [Section 2(d)]
- An overview of programs and policies related to employment of people with disabilities in other agencies that are not members of the Task Force. [Section 2(g)]

Put Ability to Work!

1.0619

- conducting reviews of current case law, complaint processes and training/educational programs to address employment issues for people with disabilities;
- coordinating the respective web sites of Task Force member agencies and;
- focusing on federal hiring, retention, and advancement and its implications for persons with disabilities.

The Task Force is committed to being all inclusive and ensuring opportunity for participation and input from the "grassroots." The first in a series of ten Town Hall Meetings was conducted in Los Angeles on June 3 where two key areas of concern were addressed: (1) expanding employment opportunities for youth with disabilities, and (2) expanding entrepreneurial opportunities for self-employment for people with disabilities. Some of the issues participants identified included:

- continued collaboration among federal, state, and local agencies to increase educational, training, and employment opportunities for persons with disabilities and especially for young people with disabilities;
- improving systems designed for young people with disabilities and;
- increasing the nation's capacity to meet the demand for technology and training among people with disabilities.

A full report of the Town Hall meeting will be available to all participants and be posted on the Task Force web site.

We appreciate your continued support and look forward to a productive summer.

cc: The Honorable Al Gore, Vice President of the United States
of America
Task Force Members



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S-2220
Washington, DC 20210
Main: 202-693-4939
Fax: 202-693-4929
TTY: 202-693-4920
www.dol.gov

SEP 13 1999

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task Force
on Employment of Adults with Disabilities

Tony Coelho *Ty Coelho*
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

**SUBJECT: July-August 1999 Report on the Work of the Presidential
Task Force on Employment of Adults with Disabilities**

It has been a highly productive summer for the Task Force. Task Force activities during July and August related primarily to the following: 1) preparing and submitting the Fiscal Year 2001 budget request; 2) participating on the Expert Panel on Mental Health and Stigma convened by Mrs. Gore; 3) furthering the work of Task Force Committees; 4) scheduling additional Town Hall meetings; and 5) educating constituencies on the importance of the President's Fiscal Year 2000 budget submission as it relates to all people, particularly those with disabilities.

The Task Force developed a comprehensive FY 2001 budget, through the outstanding leadership of its Committee leaders, coupled with the collaborative work of the Committee participants. The budget proposal places a high priority on continued coordination among Federal agencies, identification and use of best practices, and elimination of barriers or programs that impede the full participation of people with disabilities in the workforce. The FY 2001 Task Force budget submission is designed to ensure that adults with disabilities are guaranteed a rightful, equal place in the workforce of the 21st century.

The Task Force was honored to participate on the August 11 Expert Panel on Mental Health and Stigma convened by Mrs. Gore that took place in Washington, D.C. This meeting was designed to begin developing the White House campaign to reduce the stigma surrounding mental illness and promote a dialogue on mental health that will lead to positive action.

Task Force members and their agency representatives continue performing their Committees' work. A cross-cutting committee

Put Ability to Work!

L 0621

As you are aware, the Task Force has also conducted a series of town hall meetings to increase public awareness of our efforts, and to gather broad public input regarding our mission and our work. A meeting held in Birmingham, Alabama, on October 25, 1999, focused on civil rights. Future town hall meetings will be held in New York, Chicago, Kentucky, and Connecticut to ensure that individuals across the nation have the opportunity to provide input to the Task Force. Task Force members are actively involved in the town hall meetings and should be further encouraged to take advantage of the opportunity to learn first hand from communities and people with disabilities about the barriers to employment and strategies for removing those barriers.

In addition, in September, the Task Force coordinated a meeting with the Social Security Administration, Department of Labor, and Department of Education state "systems change" grantees to examine state strategies for reducing the unemployment rates of people with disabilities. Task Force staff also conducted a series of discussions at the Native Health Promotion and Disability Conference regarding the employment of Native Americans with disabilities. As many issues raised at these meetings cut across all Task Force Committees, they will serve to further focus our efforts to address emerging workforce systems to ensure that all persons with disabilities across America are included in the labor force of the future.

The Task Force also continues to educate the public about the appropriations' process as it relates to your FY 2000 budget. In this regard, we are anxiously awaiting the fate of the following proposals; the tax credit to cover work-related costs for people with disabilities; expanded access to assistive technology for Federal employees; support for new and expanded state loan programs to make assistive technology more affordable for Americans with disabilities; funding for the Work Incentives Grants program; and full funding of the Work Incentives Improvement Act. We are also hopeful that pending legislation supported by your Administration affecting people with disabilities will ultimately succeed.

Please let us know if you need any additional information before our next update memorandum. We appreciate all that your Administration is doing to increase the employment of adults with disabilities.

cc: The Honorable Al Gore, Vice President
Task Force Members
John Podesta, Chief of Staff to the President
Ronald Klain, Chief of Staff to the Vice President

L 0622



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S-2220
Washington, DC 20210
Main: 202-693-4939
Fax: 202-693-4929
TTY: 202-693-4920
www.dol.gov

JUL - 9 1999

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

SUBJECT: May-June 1999 Report on the Work of the Presidential
Task Force on Employment of Adults with Disabilities

The primary activities of the Task Force during May and June related to: 1) participating in the first White House Mental Health Conference; 2) furthering the work of Task Force Committees; and 3) convening the Task Force's first Town Hall Meeting in Los Angeles.

The Task Force was honored to participate in the White House Mental Health Conference that took place on June 7, 1999. In addition, the Task Force was especially pleased about the announcement of the Executive Order amending civil service rules relating to Federal employees with psychiatric disabilities. In response to the Conference, the Task Force will schedule a Town Hall Meeting to specifically address employment concerns among consumers of mental health services.

Each Task Force member and their agency representatives continue to devote significant time and effort in Committee activities. All members who chair Committees are very invested in moving the Committees forward. Currently the Committees are:

- improving cross-agency research coordination for collection of reliable data on employment outcomes of young people with disabilities;
- recommending interim standards to federal agencies for compliance with Section 508 of the Rehabilitation Act to maintain continuity in enforcement until the actual standards are in full effect in August 2000;
- conducting reviews of current case law, complaint processes and training/educational programs to address employment

Put Ability to Work!

L 0623

- conducting reviews of current case law, complaint processes and training/educational programs to address employment issues for people with disabilities;
- coordinating the respective web sites of Task Force member agencies and;
- focusing on federal hiring, retention, and advancement and its implications for persons with disabilities.

The Task Force is committed to being all inclusive and ensuring opportunity for participation and input from the "grassroots." The first in a series of ten Town Hall Meetings was conducted in Los Angeles on June 3 where two key areas of concern were addressed: (1) expanding employment opportunities for youth with disabilities, and (2) expanding entrepreneurial opportunities for self-employment for people with disabilities. Some of the issues participants identified included:

- continued collaboration among federal, state, and local agencies to increase educational, training, and employment opportunities for persons with disabilities and especially for young people with disabilities;
- improving systems designed for young people with disabilities and;
- increasing the nation's capacity to meet the demand for technology and training among people with disabilities.

A full report of the Town Hall meeting will be available to all participants and be posted on the Task Force web site.

We appreciate your continued support and look forward to a productive summer.

cc: The Honorable Al Gore, Vice President of the United States
of America
Task Force Members

L 0624

PTFEAD



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

MEMORANDUM FOR THE PRESIDENT

MAY 17 1999

FROM:

Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment
of Adults with Disabilities

SUBJECT:

April 1999 Report on the Work of the Presidential
Task Force on Employment of Adults with
Disabilities

This month the Task Force made significant progress, as the membership of the Task Force increased, the Task Force's Committees and Subcommittee convened, and we continued to work collaboratively with Federal agencies on many activities.

We are pleased that Mr. William Kennard, Chairman of the Federal Communications Commission, officially joined the Presidential Task Force in April. The role of the FCC is critical to assuring the employment of adults with disabilities through its responsibility in regulating and enforcing the Telecommunications Act of 1996. We look forward to drawing upon his leadership and the FCC's knowledge and expertise as the work of the Task Force progresses.

The work of the Presidential Task Force, as determined by Members, should be inclusive. Information collected and support of the public is essential if the intent and spirit of our work are to be successful. To that end, the Task Force will hold a series of Town Hall Meetings with the first meeting scheduled for June 3, 1999 in Los Angeles, California. Several Task Force members will participate, and we are expecting more than 300 people attending.

The Task Force staff continues to work on several collaborative efforts with a host of Federal agencies. We continue to work with Mrs. Gore's staff in conducting the White House Mental Health Summit, scheduled for June 7, 1999. We are also collaborating with the National Council on Disability to convene the annual Youth Leadership Summit.

Put Ability to Work!

L 0625

The work of the seven interagency Committees and the Subcommittee of the Presidential Task Force is now underway.

Chairs convened the Committee on Access to Employment and Lifelong Learning on April 5, 1999. This meeting resulted in the initial organization of the Committee's membership, charge, and identification of programs and initiatives. The Subcommittee on Expanding Employment Opportunities for Young People with Disabilities conducted two meetings. These meetings have resulted in the Subcommittee formalizing its charge and an initial set of goals, objectives, and strategic directions.

The Committee on Economic Incentives and Entrepreneurship met on March 13, 1999. They identified many excellent ideas for interagency collaboration. These initial ideas and suggestions will be the focus of the Committee's April 30, 1999 meeting. The Chair convened the Committee on Civil Rights on April 20, 1999. They divide the committee into five Project Teams that will meet frequently to address and report to the full Civil Rights Committee on a variety of issues.

Remaining Task Force Committees are well underway to assembling their meetings. The Committee on the Federal Government as a Model Employer will meet on May 6, 1999. Vice-Chairs of the Committee on Health Care and Income Support Programs will be meeting on May 5, 1999 to organize their work and to schedule its meeting for May. The Statistics Committee continues to work on the mandate to design and carry out a statistically reliable and accurate method for measuring the employment rate of adults with disabilities. The Committee has scheduled a meeting for June.

Please let us know if you need any additional information before our next monthly update memorandum. Again, thank you for all you have been doing to increase the employment of adults with disabilities.

cc: The Honorable Al Gore, Vice President of the United States
Task Force Members

L 0626



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

MAR 23 1999

MEMORANDUM FOR THE PRESIDENT

FROM:

Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment
of Adults with Disabilities

SUBJECT:

February 1999 Report on the Work of the
Presidential Task Force on Employment of Adults
with Disabilities

The influence of the Task Force in assuring people with disabilities are represented in federal programs continues to grow.

In February, Task Force staff extended its collaboration efforts with staff at the Department of Labor (DOL), Department of Education (DOE), and with representatives of other federal agencies on several key and cross-cutting initiatives.

Task Force staff were active contributors to the development of training modules that will be used for at least six two-day training sessions around the country on the implementation of the Workforce Investment Act (WIA). Input from the Task Force ensured that training will specifically identify people with disabilities as one of the customer groups for the One-Stop Delivery System. Task Force staff also emphasized to the WIA implementation teams the importance of involving Department of Education's Rehabilitation Services Administration (RSA) staff in the training planning process. Finally, Task Force staff stressed the importance of making all materials used in the training session available in alternate, accessible formats.

Staff of the Task Force are now part of DOL's agency-wide workgroups charged with developing the Secretary's Initiative for (1.) Dislocated Workers and (2.) Youth. As a direct result of Task Force participation, the concepts of "individualized training" and "universal access", which are vital to the re-employment of dislocated workers with disabilities, have been

Put Ability to Work!

L 0627

incorporated in the developing plan. In addition, the developing plan for initiatives related to youth now incorporates information and references related to youth with disabilities.

Task Force staff took the lead in negotiating with Senate staff to include the Work Incentives Assistance grant program, proposed in your FY 2000 budget, in the Work Incentive Improvement Act (Kennedy-Jeffords). This effort did not succeed, but Senate staff have agreed to offer it as part of a package of amendments during the floor debates. Task Force staff are also developing a strategy to include the program in the House version of Kennedy-Jeffords. At the same time, Task Force staff are developing a strategy, in conjunction with DOL and White House staff, to obtain appropriations for the program under existing statutory authority.

The Task Force is now completing plans for an inter-agency "Research Round Table" which will bring together key federal disability research program officers and administrators. This Round Table will mark the beginning of the Task Force's review and oversight of federally-sponsored disability employment research. The inter-agency group will seek ways to coordinate and maximize research efforts; ensure that emerging disability issues are appropriately articulated, prioritized and addressed; and eliminate duplication of effort.

The Task Force will co-sponsor with DOL's Welfare-to-Work Office, the Department of Education's Office of Vocational and Adult Education, and other federal departments and agencies, a series of focus groups that bring together representatives of state and local government, community-based organizations, legal services providers, civil rights advocates, and consumers. The purpose of the focus groups is to develop training and education products to help local welfare-to-work service providers better meet the needs of individuals with disabilities. These groups will be launched in spring 1999, with training products available in the fall.

The Task Force is continuing to work with OMB and the Executive Department and agencies to track the status of the interim recommendations produced last December. We will provide a full report for you on the recommendations in next month's report.

Please let us know if you need any additional information before our next monthly update memorandum. Once again, thank you for all you have been doing to increase the employment of adults with disabilities.

cc: The Honorable Al Gore, Vice President of the United States
Task Force Members

L 0628



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

FEB 11 1999

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task Force
on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

SUBJECT: January Report on the Work of the Presidential Task
Force on Employment of Adults with Disabilities

The members and staff of the Presidential Task Force on Employment of Adults with Disabilities are extremely proud, and wish to thank you and the entire Administration for the support that has generously been given to the work of the Task Force. We are most encouraged that since the release of "Re-charting the Course" the Administration has embraced, whether through directives or legislative proposals, all initial recommendations contained in the first report submitted to Vice-President Gore on December 14, 1998.

The January 13, 1999 East Room White House event highlighting the Administration's three-part budget initiative, encompassing five of the Task Force's initial recommendations was well received across the nation. Individuals with disabilities, families, friends and other interested parties have joined together in applause at the historic package of proposals being sent from the Administration to Congress for their approval. We would be remiss in not mentioning that the following day's event with Mrs. Gore won wide respect from the disability community when they learned of the Administration's announcement of the remaining Task Force recommendation to expand competitive hiring exemption in the federal government for persons with psychiatric disabilities.

Press coverage for the Task Force and initiatives has been excellent. The January 13, 1999 event at the White House received extensive coverage and was taped by C-SPAN. Articles relating to the President's proposals to improve economic opportunities for Americans with disabilities appeared in several print media,

Put Ability to Work!

L 0629

including *Time Magazine*, *The New York Times*, *The Washington Post*, *USA Today*, and *The Los Angeles Times*.

We look forward to working with members of the Administration and Congress to pass and implement these vital initiatives announced during the last month and a half such as the full-funding of the Work Incentives Improvement Act; the long-term care tax credit; and increased funding for technology; renewed efforts to pass a Patients' Bill of Rights; the directive for the Small Business Administration to expand its outreach efforts to people with disabilities; the directive to OPM to develop plans to increase hiring of persons with disabilities at levels above GS 14; and the proposal to expand competitive hiring opportunities in the federal government for adults with psychiatric disabilities.

Meanwhile, the influence and impact of the Task Force in assuring that people with disabilities are represented in all new federal programs continues to grow. In January, Task Force staff collaborated with Department of Labor (DOL) staff on several key proposals: The Task Force continues to have input into the revision of "Round Three" of the \$240 million, Welfare-to-Work grant competition. For the first time, weighting factors will be used as incentives for proposals that focus on one or more of five designated consumer groups, one of which are "people with disabilities." Also, for the first time, peer review will be used in the evaluation of the proposals.

In addition, Task Force staff is exploring ways to most effectively provide input into the development of the technical assistance guides, training outlines, and "implementation checklists" that will be used within the next 30 - 60 days to implement the Workforce Investment Act in many of the states.

The impact of the Task Force has extended to the private sector as well. Microsoft has invited the Executive Director of the Task Force, Rebecca Ogle, to serve a two-year term as a member of Microsoft's newly established "Accessibility Advisory Council." The DOL Counsel for Ethics is reviewing issues associated with her participation.

Please let us know if you need any additional information before our next monthly update memorandum. Thank you for all that you are doing to increase the employment of adults with disabilities.

cc: The Honorable Albert Gore, Vice President of the United States
Task Force Members

L 0630

ASP



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

JAN 28 1999

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman **ALEXIS M. HERMAN**
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *T Coelho*
Vice Chair, Presidential Task Force on Employment
of Adults with Disabilities

SUBJECT: December Report on the Work of the Presidential
Task Force on Employment of Adults with
Disabilities

The Presidential Task Force on Employment of Adults with Disabilities held its second public meeting on December 14, 1998. At the meeting, we were proud to submit to Vice President Gore *Re-Charting the Course--First Report of the Presidential Task Force on Employment of Adults with Disabilities.*

After accepting the Task Force report, the Vice President announced adoption of two of its recommendations: First, he asked the Office of Personnel Management to develop a plan to increase the representation of people with disabilities in the federal workplace; and second, he requested that the Small Business Administration launch a new outreach campaign targeting Americans with disabilities.

The more than five hundred individuals who attended the meeting heard from panels addressing issues relating to representation of people with disabilities in the federal workplace, welfare-to-work, and small business and entrepreneurial opportunities for adults with disabilities.

To date, feedback on the meeting and the report have been excellent. An estimated 450 copies of the report were distributed at the meeting. Visits to the web site, which contains the full text of the report, doubled -- reaching a record high of 886 "hits" in the week following release of the report.

With the issuance of the report and the extensive media coverage

Put Ability to Work!

L 0631

of the meeting, we expect that many others had the opportunity to learn from these historic proceedings.

We were all honored by the presence of the Vice President and Senator Harkin, and grateful for their clear commitment to the work of the Task Force.

Task Force committees and operating principles, ratified at the meeting, set the stage for the next phase of our work. Over the next months, committee members will continue efforts to identify barriers and propose new policies which enhance access to employment of adults with disabilities. We look forward to your continued support and leadership in assuring the cooperation of committee members and agencies as we begin this challenging phase of our work.

In the last month, Task Force staff participated in a variety of meetings: Rebecca Ogle, the Executive Director of the Task Force, was a keynote speaker at the 17th Annual National Symposium: *Perspectives on Employment of Persons with Disabilities*. Her remarks were reported in the *Bureau of National Affairs Daily Labor Report*.

In addition, Task Force staff participated in briefings on the implementation of the Workforce Investment Act and was invited to comment on the draft version of the solicitation for the third round of competitive grants under the Welfare-to-Work program. The input of Task Force staff in these discussions will assure that the employment needs of adults with disabilities are addressed as these new policies are developed. The Task Force staff's involvement in these discussions continues to further the mission of the Executive Order by creating "a coordinated and aggressive national policy" to increase employment of adults with disabilities.

Task Force staff continues to work toward resolution of the FY 2000 budget. We look forward to the announcement of new initiatives emerging from our work in the months to come.

Please let us know if you need any additional information before our next monthly update memorandum.

Thank you for all that you are doing to increase the employment of adults with disabilities.

cc: The Honorable Albert Gore, Vice President of the United States
First Lady Hillary Rodham Clinton
Task Force Members

L 0632



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment
of Adults with Disabilities

SUBJECT: December Report on the Work of the Presidential
Task Force on Employment of Adults with
Disabilities

The Presidential Task Force on Employment of Adults with Disabilities held its second public meeting on December 14, 1998. At the meeting, we were proud to submit to Vice President Gore *Re-Charting the Course--First Report of the Presidential Task Force on Employment of Adults with Disabilities.*

After accepting the Task Force report, the Vice President announced adoption of two of its recommendations. First, he asked the Office of Personnel Management to develop a plan to increase the representation of people with disabilities in the federal workplace; and second, he requested that the Small Business Administration launch a new outreach campaign targeting Americans with disabilities.

The more than five hundred individuals who attended the meeting heard from panels addressing issues relating to representation of people with disabilities in the federal workplace, welfare-to-work, and small business and entrepreneurial opportunities for adults with disabilities.

To date, feedback on the meeting and the report have been excellent. An estimated 450 copies of the report were distributed at the meeting. Visits to the web site, which contains the full text of the report, doubled -- reaching a record high of 886 "hits" in the week following release of the report.

With the issuance of the report and the extensive media coverage

Put Ability to Work!

L 0633

of the meeting, we expect that many others had the opportunity to learn from these historic proceedings.

We were all honored by the presence of the Vice President and Senator Harkin, and grateful for their clear commitment to the work of the Task Force.

Task Force committees and operating principles, ratified at the meeting, set the stage for the next phase of our work. Over the next months, committee members will continue efforts to identify barriers and propose new policies which enhance access to employment of adults with disabilities. We look forward to your continued support and leadership in assuring the cooperation of committee members and agencies as we begin this challenging phase of our work.

In the last month, Task Force staff participated in a variety of meetings: Rebecca Ogle, the Executive Director of the Task Force, was a keynote speaker at the 17th Annual National Symposium: *Perspectives on Employment of Persons with Disabilities*. Her remarks were reported in the Bureau of National Affairs *Daily Labor Report*.

In addition, Task Force staff participated in briefings on the implementation of the Workforce Investment Act and was invited to comment on the draft version of the solicitation for the third round of competitive grants under the Welfare-to-Work program. The input of Task Force staff in these discussions will assure that the employment needs of adults with disabilities are addressed as these new policies are developed. The Task Force staff's involvement in these discussions continues to further the mission of the Executive Order by creating "a coordinated and aggressive national policy" to increase employment of adults with disabilities.

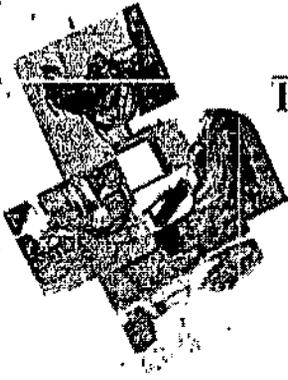
Task Force staff continues to work toward resolution of the FY 2000 budget. We look forward to the announcement of new initiatives emerging from our work in the months to come.

Please let us know if you need any additional information before our next monthly update memorandum.

Thank you for all that you are doing to increase the employment of adults with disabilities.

cc: The Honorable Albert Gore, Vice President of the United States
First Lady Hillary Rodham Clinton
Task Force Members

L 0634



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room 62312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

DEC 17 1998

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment
of Adults with Disabilities

SUBJECT: November Report on the Work of the Presidential
Task Force on Employment of Adults with
Disabilities

During November the Task Force's main focus was to finalize *Re-Charting the Course: The First Report of the Presidential Task Force on Employment of Adults with Disabilities* and to prepare for the next meeting of the Task Force. At this time, the report has been distributed to Task Force Member Agencies for final approval. It will be officially presented to Vice President Gore and the Task Force Members at the next meeting set for December 14, 1998.

In addition to the formal presentation and discussion of the report, panels comprised of the Chairs of the Inter-Agency Work Groups created to address the Section 2 mandates of Executive Order 13078 will present highlights from their conclusions and will answer questions from the Task Force Members, including the Task Force Chair, Secretary Herman, and Vice-Chair Coelho. Vice President Gore will also be presenting the Hammer Award to the Department of Defense Computer/Electronic Accommodations Program (CAP) for its exemplary practices in providing assistive technology to Department of Defense employees with disabilities. Internal Task Force business, such as approving the committee structure and operating guidelines, will also be conducted.

Put Ability to Work!

L 0635

In the last month, the Task Force participated in two international events. First, representatives from the Task Force, the President's Committee on Employment of People with Disabilities, the Department of Labor, the State Department and the Social Security Administration traveled to Madrid to attend the first European Union/United States conference on disability issues. The conference, which focused on the potential of technology to enhance employment of people with disabilities, was attended by 250-300 public and private sector disability experts and advocates from Europe and the US. Tony Coelho, Vice Chair of the Task Force, was a keynote speaker at the event.

Second, on November 16, a five-member South African Labor Delegation began the first of a series of visits and meetings in the U.S. to learn about U.S. disability policy and the implementation of the Americans with Disabilities Act. Rebecca Ogle, Executive Director of the Task Force, welcomed the delegation to the U.S. and chaired the first meeting.

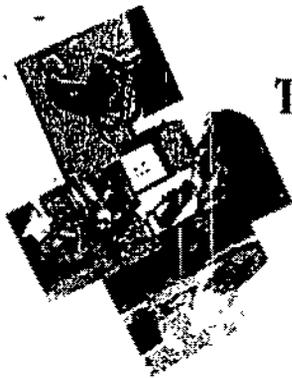
We are pleased to report that the Task Force initiative entitled "Building Resources for Individuals with Disabilities to Gain Employment" ("BRIDGE") continues to move forward. Discussions between the Office of Management and Budget, the Domestic Policy Council, the National Economic Council, and senior officials from the departments involved have been instrumental in finalizing the program.

Please let us know if you need any additional information before our next monthly update memorandum.

Thank you for all that you are doing to increase the employment of adults with disabilities.

cc: The Honorable Albert Gore, Vice President of the United States
Task Force Members

L 0636



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

NOV 10 1998

MEMORANDUM FOR THE PRESIDENT

FROM:

Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment
of Adults with Disabilities

SUBJECT:

October Report on the Work of the Presidential
Task Force on the Employment of Adults with
Disabilities

The Presidential Task Force on Employment of Adults with Disabilities was honored to be showcased at "The Workforce Inclusion: From Barriers to Bridges" conference co-sponsored by the Social Security Administration, the Department of Education, the Department of Labor and other federal agencies held October 5, 6, 7. This interagency collaboration focused on the work of the Task Force and brought together policy experts, program coordinators, and stakeholders throughout the country.

Keynote speakers included Secretary of Labor, Alexis Herman; Commissioner of Social Security, Kenneth Apfel; AFL-CIO Vice President, Linda Chavez-Thompson; Beth Buehlmann of the U.S. Chamber of Commerce; and Senators Edward Kennedy and James Jeffords.

The Task Force, with the help of Office of Management and Budget, National Economic Council, and Domestic Policy Council, has taken additional steps to finalize the design of the program entitled "Building Resources for Individuals with Disabilities to Gain Employment" ("BRIDGE"). We are nearing completion on the concept and structure of the program and look forward to submitting proposals for the Deputies' review.

Put Ability to Work!

L 0637

The next working meeting of the Task Force will be held in December 1998. The proposed agenda will highlight key findings from the efforts of the Section 2 Work Groups. The Work Groups focused on the diverse Federal efforts currently underway and found many areas where great strides were being taken to insure that adults with disabilities have the chance to participate in federal government employment opportunities. Several of these initiatives will be showcased during this meeting.

Also on the agenda for the December meeting is presentation of the Hammer Award by the Vice President to the Department of Defense Computer/Electronic Accommodations Program (CAP). The innovative CAP program has developed exemplary practices in providing assistive technology to employees with disabilities at the Department of Defense.

We hope to be able to announce a major initiative in the area of assistive technology. This initiative is expected to significantly streamline the process of equipment selection and purchase, and should increase availability of assistive technology for all federal employees who can benefit from its use.

Lastly, the December meeting will be used to conduct internal Task Force business such as approving the committee structure and operating guidelines to guarantee that the Task Force performs effectively and efficiently in its efforts to fulfill the objectives of the Executive Order.

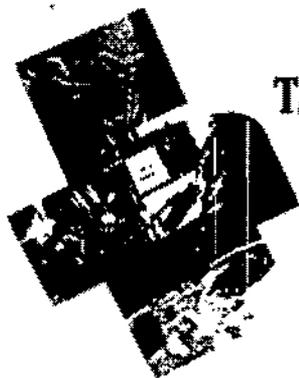
The Task Force is in the final stages of completing the First Report as mandated in Executive Order 13078. The report was sent to the Office of Management and Budget and has begun the clearance process. We look forward to presenting it to you by the November 15, 1998 due date.

The work of the Task Force is on schedule. Please let us know if you need any additional information before our next monthly update memorandum.

Thank you for all that you are doing to increase the employment of adults with disabilities.

cc: The Honorable Albert Gore, Vice President of the United States
Task Force Members

L 0638



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
Fax: 202-219-6523
www.dol.gov

OCT 7 1998

MEMORANDUM FOR THE PRESIDENT

FROM:

Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task
Force on Employment of Adults with Disabilities

Tony Coelho *Tony Coelho*
Vice Chair, Presidential Task Force on Employment
of Adults with Disabilities

SUBJECT:

Sixth Monthly Report on the Work of the
Presidential Task Force on the Employment of
Adults with Disabilities

The Task Force is well ahead of schedule with completing the First Annual Report to the President which we look forward to presenting to you. The representatives of the various federal agencies that worked to provide input to the Task Force for the report made a significant and meaningful contribution toward this effort.

We anticipate that the next working meeting of the Task Force will coincide with our presentation to you of the First Annual Report planned for November. The proposed agenda for the November meeting will also focus on the diverse Federal efforts underway to ensure new technologies are accessible to individuals with disabilities. We will discuss implementation of the new provisions of the Rehabilitation Act, signed by you on August 27th, requiring that all software, technology and electronic devices purchased by the federal government must be accessible to individuals with disabilities. A demonstration by the CAP-TEC program of the Department of Defense will exemplify the efforts already underway in various federal departments to meet the intent of the Rehabilitation Act provisions.

Put Ability to Work!

L 0639

During September 1998, the Task Force made significant progress toward designing the program entitled "Building Resources for Individuals with Disabilities to Gain Employment" ("BRIDGE") that is designed to help increase the employment rate for adults with disabilities. Agreement has been reached regarding both the need and conceptual basis of BRIDGE program. The discussions with the Office of Management and Budget, the Domestic Policy Council, and the Council of Economic Advisers, regarding the "BRIDGE" program are currently focused on more difficult administrative and policy issues. Their attention and support for the program have been constructive and very helpful.

In another collaborative effort, the Social Security Administration, the Department of Education, the Department of Labor and other federal agencies are co-sponsoring a conference entitled "The Workforce Inclusion: From Barriers to Bridges," which focuses on the work of the Presidential Task Force on Employment of Adults with Disabilities. The Task Force staff has taken an active role in the planning of the conference. One of us will be a keynote speaker along with Commissioner of Social Security, Ken Apfel and others. The conference will be held at the National Press Club in Washington, D.C. on October 5-7, 1998.

The work of the Task Force is on schedule. Please let us know if you need any additional information before our next monthly update memorandum.

Thank you for all that you are doing to increase the employment of adults with disabilities.

cc: The Honorable Albert Gore, Vice President of the United States
Task Force Members

L 0640

ASP

SEP 16 1998

MEMORANDUM FOR THE PRESIDENT

ALEXIS M. HERMAN

FROM: Alexis M. Herman
Secretary of Labor and Chair, Presidential Task Force on Employment of Adults with Disabilities

Tony Coelho
Vice Chair, Presidential Task Force on Employment of Adults with Disabilities

SUBJECT: Fifth Monthly Report on the Work of the Presidential Task Force on the Employment of Adults with Disabilities

During August 1998, the Task Force made significant progress toward the development of immediate objectives of identifying short-term recommendations for early Administration action. Discussions continue with the Office of Management and Budget, the Domestic Policy Council, and the Council of Economic Advisers, regarding the program entitled "Building Resources for Individuals with Disabilities to Gain Employment" ("BRIDGE") that is designed to help increase the employment rate for adults with disabilities. Their attention and support for the "BRIDGE" Program has been constructive and very helpful.

The six Section 2 mandate interagency work groups submitted reports to the Task Force staff. These reports will be included in the first annual report to be provided to you by November 15, 1998. The reports of the six work groups will help us clarify our short-term goals and recommendations. The reports identify many of the federal efforts already underway that encourage the employment of adults with disabilities as well as areas that need improvement in program authority and coordination.

EXCLUSIVE SECRETARY
OFFICE OF THE SECRETARY
DEPARTMENT OF LABOR
RECEIVED
1998 SEP - 2 P 4 44

CONCURRENCES	Initials	BC							
	Date	1/3							
	Last Name	Coelho							
	Office Symbol	DFCAD							
OFFICIAL FILE COPY		Return to: Room _____		Bldg. _____		OL 1-441, Rev. July 1978			

L 0641

U.S. GPO: 1988-625-004

In a another collaborative effort, the Social Security Administration, the Department of Education, the Department of Labor and other federal agencies are co-sponsoring a conference entitled "The Workforce Inclusion: From Barriers to Bridges," which will focus on the work of the Presidential Task Force on Employment of Adults with Disabilities. The Task Force staff has been asked to take an active role in the planning of the conference. Scheduled keynote speakers include Mrs. Tipper Gore, the Secretary of Labor, Alexis Herman, Chair of the President's Committee on Employment of Adults with Disabilities, Tony Coelho and Commissioner of Social Security, Ken Apfel. Mr. Christopher Reeve has also been invited as a keynote speaker. The conference will be held at the National Press Club in Washington DC on October 5,6,7 1998.

The October conference also coincides with the National Disability Employment Awareness Month. The Task Force is exploring the possibility of video taping your proclaiming October 1998 as National Disability Employment Awareness Month. We could then make the video tape available for wider distribution throughout the nation.

As was indicated in the last monthly report on the work of the Presidential Task Force on the Employment of Adults with Disabilities, the next working meeting of the Task Force is planned for September. We have requested the Vice President's appearance at the September meeting. The proposed agenda for the meeting focuses on the diverse federal efforts currently under way to ensure new technology and the Internet are accessible to individuals with disabilities. Proposed agenda items include a presentation of the Department of Education's Self-Evaluation of its compliance with 504 of the Rehabilitation Act, and a report on the government's participation and adherence to the World Wide Web Consortium Web Accessibility Initiative.

The work of the Task Force is on schedule. Please let us know if you need any additional information before our next monthly update memorandum.

Thank you for all that you are doing to increase the employment of adults with disabilities.

cc: Task Force Members

L 0642

M. Major Labor-Related Legislation: Enacted and Proposed

The Department's legislative accomplishments during the Clinton Administration have led to real, significant and positive changes for millions of American workers, touching almost every aspect of work life for every wage earner. The Department of Labor's commitment to ensuring and enforcing basic workplace standards such as the minimum wage, safe workplaces, guaranteed pensions, and job training, is demonstrated in the legislative efforts taken this period.

1. Enacted legislation

The following are some of the most important legislative accomplishments affecting workers and workplaces that were realized during the Clinton Administration. These laws are either administered by the Department or sponsored by other agencies. In either case, the legislation noted below expanded the Department's role and responsibility regarding its mission. The legislative accomplishments are grouped by the contribution the legislation made to the Department's goals.

Employment earnings and assistance

The Department is committed to providing the American workforce with tools and assistance needed to raise skills and to lower barriers to employment. Legislation pursued by the Clinton Administration was aimed at preparing working Americans to succeed in the next century and to strengthen U.S. competitiveness in the global economy.

Unemployment Compensation Amendments of 1993 (Public Law 103-152). Signed into law on November 24, 1993, these amendments expanded the Emergency Unemployment Compensation (EUC) program by providing extended unemployment compensation to the long-term unemployed and establishing the Worker Profiling Program under which State Unemployment Insurance (UI) agencies identify claimants who are most likely to exhaust benefits for referral to reemployment services.

Goals 2000/Educate America Act (Public Law 103-227). On March 31, 1994, President Clinton signed the Goals 2000 bill into law. This legislation identified national goals in school readiness, school completion, student achievement and citizenship, teacher education and professional development, mathematics and science, adult literacy and lifelong learning, safe and disciplined schools, alcohol and drug-free schools, and parental participation. The legislation was designed to forge partnerships among States and communities to overhaul the Nation's education and occupational training systems. The Act also established a National Skill Standards Board in the executive branch to develop and to certify voluntary national standards for content areas, student performance, and fair opportunities to learn.

School-to-Work Opportunities Act (Public Law 103-239). The Department of Labor spearheaded the School-to-Work Opportunities Act, which President Clinton signed into law on May 4, 1994. The Act, which provided grants to states to implement school-to-work transition programs, eased the transition from secondary education to the world of work for the 75 percent of America's youth who did not graduate from college. The School-to-Work Opportunities

program integrated work-based and school-based learning with academic and occupational learning to establish an effective link between secondary and post-secondary education. The program provided students with the opportunity to complete career majors, and provided participating students with experience and understanding of the industry they were preparing to enter.

Veterans' Re-employment Rights (Public Law 103-353). The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) was signed into law by President Clinton on October 13, 1994. The Department has made special efforts to help reservists, National Guardsmen and veterans make a successful transition back into civilian occupations. This Act prohibits any employer from discriminating in employment or taking any adverse employment action against any person because of his or her veteran status or when he or she is called up for active duty in the military. The Act also entitles a person re-employed after military service to all seniority and other employment rights and benefits.

Amendments to the Elementary and Secondary Education Act of 1965 (P.L. 103-382). Signed by President Clinton on October 20, 1994, the legislation authorized the Department of Labor to award grants for the development of cooperative approaches to implementing new technologies in the workplace. This legislation directed the Secretary of Labor to assist employers, employer associations, workers, and labor organizations in identifying

and disseminating information on best workplace practices and workplaces practices assessment tools.

Minimum Wage Increase Act of 1996 (Public Law 104-188). President Clinton and the Department of Labor were committed to make work pay for millions of low-wage working families through the increase in the minimum wage. On August 20, 1996, President Clinton signed the legislation that amended the Fair Labor Standards Act to increase the minimum wage in two annual steps to \$5.15 an hour by September 1, 1997. The Act also contained amendments that provided a \$4.25 subminimum wage for youth under 20 in their first 90 days with an employer; set the minimum wage at \$2.13 for tipped employees (if they receive the rest of the minimum wage in tips); set the hourly compensation test at \$27.63 for exempt workers in certain computer related occupations; and excluded from compensable work time home-to-work travel in employer-provided vehicles under certain conditions.

Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (Public Law 104-193) and the Balanced Budget Act of 1997. Signed by President Clinton on August 22, 1996, the Act created the Temporary Assistance for Needy Families (TANF) program, replacing the Aid to Families with Dependent Children (AFDC) and the Job Opportunities and Basic Skills Training (JOBS) programs. In 1997, TANF was amended to establish a program of welfare-to-work grants authorized by DOL. The Department of Labor was authorized to award welfare-to-work grants to States and local communities to promote job opportunities and employment preparation for the hardest-to-employ recipients of TANF.

Workforce Investment Act of 1998 (Public Law 105-220). Signed by President Clinton on August 7, 1998, the Workforce Investment Act (WIA) revolutionized America's employment and training systems. This landmark legislation represented a major reform of the Nation's job training system. This legislation established a coordinated system of Federal aid programs for vocational education, adult education, and job training at State and local levels. WIA streamlined the job training system through a nationwide network of One-Stop Career Centers that provide employment and training services for all workers and employers.

Veterans Employment Opportunity Act of 1998 (Public Law 105-339). President Clinton signed the Act into law on October 31, 1998. This legislation provides expanded opportunities for veterans to compete for Federal jobs. The law moves investigations of complaints regarding Federal veterans' preference regulations from the Office of Personnel Management (OPM) to the Department of Labor. The law also expands the criteria for determining the veterans covered under the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) to include veterans who served on active duty during a war or a campaign or expedition for which a campaign badge has been authorized. In 2000, the 106th Congress passed the Veterans Benefits and Health Care Improvement Act, which further expanded the criteria to include recently separated veterans (for one year from separation).

Ticket to Work and Work Incentives Improvement Act of 1999 (Public Law 106-170). President Clinton signed this legislation on December 19, 1999. The Act will ensure that

individuals with disabilities have a greater opportunity to participate in the workforce. It offers new ways for the Federal Government to partner with the States and the private sector to help people with disabilities to work and to keep their health care coverage.

Most significantly this law expands States' ability to provide a Medicaid "buy-in" to individuals with disabilities who return to work; creates a new Medicaid demonstration to assess the effectiveness of providing Medicaid coverage to people whose condition has not yet deteriorated enough to prevent work, but who need health care to prevent or forestall that level of deterioration; lengthens from 4 years to 8-1/2 years the period for which Social Security disability beneficiaries who return to work can continue to receive reduced-cost Medicare coverage; provides grants to States to design and administer infrastructures to provide services that support working individuals with disabilities; provides Social Security disability beneficiaries a choice of providers for employment-related services; authorizes the Social Security Administration to test new and innovative ways to enable individuals with disabilities to return to work; and enables individuals with disabilities to reestablish eligibility for Social Security disability benefits on an expedited basis if their attempts to return to work prove to be unsuccessful. These individuals will be able to request reinstatement of benefits without having to file a new disability benefits application -- thereby reducing the risk of returning to work.

These provisions give people who want to work a chance to do so by ensuring access to health care insurance and modernizing the employment services system for people with disabilities. Together, these provisions affirm the basic principle manifested in the Americans

with Disabilities Act: that all Americans should have the same opportunity to be productive citizens.

Economic security

To ensure a secure workforce, the Department of Labor is committed to promoting economic security of workers, securing quality health care, and increasing retirement security. President Clinton and the Secretaries of the Department of Labor worked on securing important legislation that helped American families balance work and family obligations, provided help to dislocated workers, and protected worker' health and pension benefits.

Family and Medical Leave Act (Public Law 103-3). On February 5, 1993, President Clinton signed this ground-breaking legislation. For the first time, unpaid family and medical leave rights were guaranteed to millions of American workers. This legislation entitles covered and eligible employees to up to 12 workweeks of leave during any 12-month period because of the birth of a child; the placement of a child for their adoption or foster care; the care of a child, spouse, or parent who has a serious health condition; or for a serious health condition that makes the employees unable to perform the functions of their positions.

North American Free Trade Agreement (Public Law 103-82). Subtitle A of title V of this Act established the North American Free Trade Agreement - Transitional Adjustment Assistance (NAFTA-TAA) program to provide employment and training assistance and income

support to workers who lose their jobs due to imports or shift in production to Mexico and Canada. The Subtitle also established the Self-Supplement Assistance program that authorized States to assist unemployed workers in establishing their own businesses and becoming self-employed.

The Retirement Protection Act of 1994 (Public Law 103-465). Signed by President Clinton on December 8, 1994, this legislation ensured that more Americans would have better and safer pension plans. With the enactment of the Retirement Protection Act (RPA) of 1994, the Administration took decisive steps to strengthen the private defined benefit pension system, to safeguard the solvency of the Pension Benefit Guaranty Corporation's (PBGC) single-employer insurance program, and to keep the retirement benefits of millions of Americans secure. RPA reduced underfunding in defined benefit pension plans by strengthening and accelerating the funding of these plans. RPA gave the PBGC new authority to enforce compliance with pension obligations. RPA improved information for workers and retirees in underfunded plans – companies with pension plans that are less than 90 percent funded are now required to provide a notice to participants, in simple language, on the plan's funding and on the statutory limits of the PBGC's guaranty. Finally, RPA increased the premiums for pension plans that pose the greatest risk to the PBGC's insurance program.

Health Insurance Portability and Accountability Act of 1996 (Public Law 104-191). On August 21, 1996, President Clinton signed legislation that amends the Employee Retirement Income Security Act (ERISA) of 1974, adding group health plan portability, access and

renewability requirements. This law placed limitations on pre-existing-condition exclusions for persons who previously had health coverage under a group health plan or with a health insurer, and prohibited discrimination against persons based on health status. The Act expanded the Department's responsibility in health benefit enforcement.

Mental Health Parity Act (MHPA) and Newborns' and Mothers' Health Protection Act of 1996 (Public Law 104-204). The Employee Retirement Income Security Act (ERISA) of 1974 was amended to add requirements for employee health benefit plans with respect to maternity benefits and mental health benefits provided under these plans. President Clinton signed this legislation on September 26, 1996. The MHPA provides for parity in the application of dollar limits on mental health benefits with dollar limits on medical/surgical benefits for group health plans that provide coverage for both mental health and medical/surgical benefits. The Newborns' and Mothers' Health Protection Act of 1996 puts the decisions affecting length of hospital stays following childbirth in the hands of mothers and the attending providers. The Newborns' Act provides that health plans and insurance issuers not restrict a mothers' or newborns' benefits for a hospital length for childbirth to less than 48 hours following a vaginal delivery or 96 hours following a delivery by cesarean section.

Savings are Vital to Everyone's Retirement Act of 1997 (SAVER) (Public Law 105-92). Signed by President Clinton on November 19, 1997, this legislation amends the Employee Retirement Income Security Act of 1974. The Act directed the Department of Labor to engage in an on-going retirement saving education program and maintain and assist workers in calculating

their retirement needs. This essentially turned into law what the Department had been doing for the two prior years.

Women's Health and Cancer Rights (Public Law 105-277). This law contains protections for breast cancer patients who elect breast reconstruction in connection with a mastectomy. In certain cases, plans offering coverage for a mastectomy must also cover reconstructive surgery in connection with a mastectomy. President Clinton signed this legislation on October 21, 1998. This law also expanded the Department's role in protecting health benefits.

American Competitiveness in the Twenty-first Century Act of 2000 (Public Law 106-313). Signed by President Clinton on October 17, 2000, this legislation increases the available nonimmigrant H-1B specialty occupation visas for fiscal years 2000 through 2003. Legislation authorized the use of 55 percent of the H-1B application fees to finance the Department of Labor's Technical Skill Training Grant program, which helps American workers acquire skills in occupations that are in demand, particularly in industries such as information technology and health. The legislation amended the American Competitiveness and Workforce Improvement Act of 1998, which directly the Department of Labor to monitor H-1B grant programs.

Older Americans Act Amendments of 1999 (Public Law 106-501). Signed by President Clinton on November 13, 2000, this legislation revises the Older Americans Act. This legislation requires the Secretary of Labor to make competitive grants to States and public and

nonprofit private organizations to provide unemployed low-income older individuals who have poor employment prospects with employment opportunities.

Safe, healthful and fair workplaces

The Department is committed to ensuring that workplaces are safe, healthy and fair. President Clinton and the Secretaries of the Department of Labor have worked to secure important legislation to ensure that every American has equal access to safe and healthy workplace.

Occupational Safety and Health Administration Compliance Assistance

Authorization Act of 1998 (Public Law 105-197). Signed by President Clinton on July 16, 1998, this legislation placed into law a requirement for the Occupational Safety and Health Administration (OSHA) to cooperate with the states in establishing programs by which employers, upon request, may obtain on-site consultation assistance. Small business employers in high-hazard industries are to receive priority for consultation visits.

The OSH Act was also amended to prohibit the use of quotas or measurement of activities such as number of citations or penalties assessed when evaluating OSHA's enforcement staff.

Postal Employees Safety Enhancement Act (Public Law 105-241). Signed on September 28, 1998, this legislation applies the OSHA requirements and penalties to the United

States Postal Service (USPS). This law allows OSHA to impose the same inspections, citations and penalties on the Postal Service as it does on private companies.

Child Labor Initiative (Public Law 106-200). Under the Trade Development Act of 2000, the Trade Act of 1974 is amended to make ineligible for duty-free treatment any country that has not implemented its commitment to eliminate the worst forms of child labor. This law was signed by President Clinton on May 18, 2000. The law defined the "worst forms of child labor" as follows: all forms of slavery or practices similar to slavery; child prostitution or use of a child for pornographic purposes; use of a child for the production and trafficking of drugs; and work that is likely to harm the health and safety of children.

2. Proposed legislation

The following are some of the more significant pieces of legislation relating to workers and workplaces that were advanced but not passed during the Clinton Administration.

Comprehensive Occupation Safety and Health Reform Act (S. 574). Introduced in March 1993, this proposed legislation would have amended the Occupational Safety and Health Act of 1970. The amendments would have established requirements for each employer to set up and carry out a written occupational safety and health program that included specified methods and procedures. It would have extended anti-discrimination coverage to employees reporting any injury, illness or unsafe condition, and refusing to perform duties when apprehensive that doing so would result in an injury to them or to other employees.

Youth Employment and Skills Crime Prevention Program (H.R. 4033). Introduced in March 1994, this legislation would have authorized the Department of Labor to provide grants to local government to fund targeted youth employment and skills development projects to help reduce crime in target areas. The defined "target areas" were neighborhoods where high crime and high unemployment among young adults coexist.

Child Labor Deterrence Act (H.R. 4693, H.R. 1328 and S. 332). This legislation was introduced once in 1994 and twice in 1997. This proposed legislation would have required the Department of Labor to identify foreign countries that do not comply with national laws that prohibit child labor in the workplace, utilize child labor in the export of products, or have, on a continuing basis, exported such products to the United States.

Family-Friendly Workplace Act of 1996 (Not introduced). Submitted by President Clinton to Congress in June 1996, this proposed legislation would have amended the Family and Medical Leave Act of 1993 to allow eligible employees to take additional leave for specified parental and elder care purposes. In addition, the legislation would have offered workers more choice and flexibility in finding ways to earn wages, and spend time with their families. The Family and Medical Leave Act amendments would have covered more family obligations such as participating in school activities that related directly to the educational advancement of their child, accompanying a child or an elderly relative to a routine medical appointment, or attending to other health needs of an elderly relative. The compensatory time provisions amending the

Fair Labor Standards Act would have allowed eligible employees to reach agreement with their employees to work overtime in exchange for paid leave – compensatory time – with a limit of 80 hours per year.

Patients' Bill of Rights Act (H.R. 3605). This legislation would provide strong and enforceable patients' rights, including the right to see a specialist, to go to the nearest emergency room, ensure continuity of care during a treatment, and hold health plans accountable for actions that have caused harm or death.

Children's Act for Responsible Employment (H.R. 4450, S. 2383 and S. 3100). Introduced in 1998 and 2000, this legislation would have addressed three important issues regarding youth employment: (1) normalizing the child labor standards for hired farm workers with those that applied to other young workers; (2) prohibiting children from working in commercial street sales; and, (3) increasing the penalties for egregious child-labor violations.

The Genetic Nondiscrimination in Health Insurance & Employment Act of 1999 (S. 1322). Introduced in July 1999, this bill would have extended the protections for genetic information included in the President's Executive Order to workers in the private sector. In addition to employment protections, the proposed legislation also contains protections against genetic discrimination in the provision of health insurance.

Minimum Wage Act of 2000(H.R. 5538). Introduced in October 2000, this bill would have amended the Fair Labor Standards Act of 1938 to increase the Federal minimum wage, (currently at \$5.15 per hour), to \$5.65 an hour during the year beginning on January 1, 2001, and \$6.15 an hour beginning on January 2, 2002.

N. Economic Security: Other Accomplishments

Chapter V of the report, Accomplishments: Economic Security, describes the most significant activities in this area during the Clinton Administration in the Department of Labor (DOL).

Brief summaries of additional accomplishments follow.

1. Enforcing worker protection laws

Protecting pensions. The Pension and Welfare Benefits Administration (PWBA) corrected prohibited transactions and recovered plan assets worth \$1.13 billion through enforcement efforts to ensure that American workers and their families receive their promised pension benefits. PWBA also assisted more than 463,000 workers and their families by recovering more than \$127 million in pension benefits through a nationwide participant assistance program.

To encourage voluntary compliance of the Employment Retirement Income Security Act's (ERISA) plan report filing requirements, PWBA initiated a program that reduces the monetary penalties for employee benefit plan administrators. This program, known as the Delinquent Filer Voluntary Compliance Program (DFVC), is targeted at plan administrators who are delinquent in filing annual reports and must resolve late filing penalties with the Department.

Through the years, the Department heard concerns by the employee benefit community that correcting late filing deficiencies would result in substantial penalties under the law. Under

ERISA, the Department may assess civil penalties of up to \$1,000 a day against plan administrators who fail to file complete and timely annual reports. A 1992 grace period program resulted in the filing of over 40,000 delinquent reports.

To help shorten the time period for the public to receive an exemption from the Department for a prohibited transaction, in 1996 DOL established a process through the grant of a class exemption known as EXPRO. Under this process, an exemption can be obtained in as little as 78 days. While shortening the time period by not requiring publication of separate notices, the EXPRO process still protects participants and beneficiaries in benefit plans. The EXPRO program has been a major success in providing an alternative means for obtaining approval to engage in otherwise prohibited transactions while still providing participants and beneficiaries with the safeguards that must be in place for the transaction to be undertaken. From July 31, 1996 to September 30, 2000, the Department issued 116 final authorizations under the EXPRO program.

PWBA protected the pension plan assets of nearly ten million workers by permitting participants in the 605,000 plans run by small businesses and other organizations to verify and monitor the assets of these plans, worth more than \$300 billion.

PWBA also simplified the annual reporting format for pension and health plans, using state-of-the-art technology that allows the forms to be filled out and submitted on-line. This will greatly reduce compliance costs for employers and plan administrators.

Ensuring employment compensation. Initiatives undertaken in the Employment Standards Administration's (ESA), Office of Worker Compensation Program (OWCP) to improve customer service and productivity include installing imaging technology, developing medical authorization tracking, implementing an interactive voice response system, expanding electronic submission capabilities, and implementing a secure Internet system.

Imaging technology was implemented in five district offices to support electronic case processing, with implementation scheduled for the whole system in FY 2001. This permits staff to review documents on line and to give answers based on letters and medical reports, without having to take a message, find and review a paper case file, and call back.

A new medical authorization tracking capability was developed, which permits callers and OWCP to obtain more complete information, ensuring better communication with customers as well as providing data that will be useful in designing further improvements.

Interactive Voice Response (IVR) systems were implemented in all 12 OWCP district offices. An IVR system provides bill and compensation payment information and authorization information to claimants and providers. The systems were expanded in 1999 to allow pharmacy staff to verify OWCP claimant eligibility and drug payment amounts while the claimant is still at the counter. In addition, a secure Internet system was installed to allow real-time pharmacy inquiry and direct billing, which greatly increases the number of pharmacies that will bill OWCP

rather than demand case payment from claimants at the counter, reducing the claimants need to seek reimbursement from OWCP.

Black lung claims. On September 26, 1997 a Memorandum of Understanding was signed transferring responsibility for managing approximately 100,000 Part B Social Security Black Lung claims to the Department of Labor. The change was aimed at ending confusion as to which Federal agency handles Part B claims and enhancing service to beneficiaries. The Black Lung claimant population now deals with only one agency with the payoff being more efficient use of government resources.

Safeguarding welfare benefits. DOL helped convince the Supreme Court that an employer violated ERISA when it made deceptive statements to induce workers to withdraw from the company's welfare benefit plan (Varity v. Howe). DOL also obtained a court order directing Blue Cross of Massachusetts to repay \$10 million in refunds it received from health care providers but which it did not pass along to health plans and their participants.

DOL argued in an amicus brief that General Motors' should not have terminated health benefits for many of its 84,000 salaried employees because it made binding promises of lifetime benefits. A panel of the Sixth Circuit agreed, but the decision was overturned by the court sitting en banc.

DOL participated as amicus curiae in a landmark Supreme Court health care case granting states greater flexibility to deal with cost and accessibility questions (New York Conf. Of Blue Cross & Blue Shield Plans v. Travelers Ins. Co.) Agency lawyers later filed dozens of amicus briefs in other cases around the country, convincing courts that various state health care schemes do not run afoul of ERISA's preemption provisions.

Reinforcing pension guarantees. In 1993, the Pension Benefits Guaranty Corporation (PBGC) relied primarily on paper records for participant information and plan documents. Today, PBGC has moved from a paper-based system to computerized systems, including a state-of-the-art computerized participant database. PBGC also has made customer service a priority, adopting a "One Call Does It All" philosophy. PBGC's goal has been to become a premier customer service organization for all who deal with the PBGC – the workers and retirees the agency protects, the employers that pay premiums, and the pension professionals who advise plan sponsors. PBGC has instituted a process of continuously listening to customers through focus groups, annual surveys, and meetings, and has taken numerous steps to respond to what customers have said they want.

PBGC established a Customer Service Center with a toll-free telephone number so participants can speak personally with trained customer service representatives. A PBGC Internet website now provides on-line information on benefits and guarantees as well as answers to frequently-asked questions, and copies of regulations and technical bulletins. Newsletters and other types of communications are periodically sent to retirees and participants to inform them of

the status of their benefits. PBGC conducts meetings with participants of newly-trusted plans to assure them that their benefits are safe. PBGC has also established a Pension Search Directory on the Internet to locate missing participants so they can claim pensions that are owed to them. This program has located over 6,600 people owed over \$21 million in benefits.

PBGC set up a toll-free number, as well as a website, to answer questions about premiums, standard terminations, and plan coverage. A Problem Resolution Officer was appointed to respond to calls from plan administrators and pension practitioners. PBGC greatly simplified the standard termination process and made it more flexible. PBGC moved the premium filing date to October 15 to coincide with the filing date for the Form 5500, making it easier to stay within the safe harbor for estimated premium payments. The new filing date accelerated processing of requests for premium refunds and penalty waivers, and eased penalty policies.

Finally, PBGC instituted annual surveys to assess how well customer services were being delivered. According to the most recently completed surveys, 70 percent of participants and 66 percent of practitioners rated PBGC's service as above average or outstanding.

Protecting wages through litigation. DOL sued garment manufacturers, construction companies, and nightclub employers in the Commonwealth of the Northern Marianas Islands for abusive pay practices and eventually recovered hundreds of thousand of dollars for exploited workers.

DOL curtailed unpaid work in the meatpacking industry by successfully pursuing litigation against industry giants IBP, Monfort, Inc., and the Excel Corp. As a result of these efforts, thousands of workers are receiving millions of dollars in unpaid backwages. Through litigation, \$10 million was recovered by DOL for Southern New England Telecommunications Group employees who had not been paid for working through their lunch hours.

DOL also secured, through litigation, \$13.2 million in backwages for Food Lion grocery store employees – and \$3 million in penalties for the Government – after the company violated minimum wage, overtime, and child labor laws.

Stock options. The Employment Standards Administration secured reform of the Fair Labor Standards Act to ensure that employers are not discouraged from offering stock options to their employees to provide equity and ownership in their firms.

2. Worker benefits'

Dislocated workers. The Employment and Training Administration (ETA) tripled monetary support of retraining programs for dislocated workers to \$1.59 billion in 2000, which resulted in 836,000 out-of-work people being served, compared to 291,000 in 1993. The North American Free Trade Agreement (NAFTA)/Trade Adjustment Assistance (TAA) program was established in 1993 under the NAFTA Implementation Act to assist workers who lose jobs due to increases in imports from or shifts in positions to Mexico and Canada.

Following Hurricane Floyd , ETA released \$17.1 million in disaster assistance to four States to create about 2,500 temporary clean-up jobs for workers dislocated from their usual employment by the flooding and storm damage.

Increasing benefits. Recognizing the need for education with respect to employment based benefits, PWBA created two education campaigns, each with a fully dedicated coordinator, to work with partners to develop, share and distribute educational tools to help American workers and their families. As discussed in Chapter V, Secretary Reich launched the national outreach and education campaign in 1995 to raise public awareness about the need to save for retirement. Then, in 1998, Secretary Herman launched the second campaign – “Health Benefits Education.” The mission of this campaign is to educate consumers about their rights and issues of quality under their employer-provided health plans and to inform employers, particularly small employers, of the value of providing quality health benefits to employees. The campaign is developing several helpful tools -- both in print and on the Internet -- to help American workers and their families when they utilize their employment-based health benefits. The campaign is also working with its partners to develop tools to help address the diverse ethnic and language issues that affect many employees when utilizing their employer provided health benefits.

In September 1999, the Department marked the 25th Anniversary of the enactment of ERISA by renewing its commitment to continued outreach, education and assistance to workers and employers. Secretary Herman stated, “ERISA - the Employee Retirement Income Security

Act - has provided a solid foundation for the growth of the nation's private employee benefits plan system. For 25 years, it has afforded pension and health plan protections for millions of American workers." The Department's efforts included the Secretary's conversations with consumer reporters around the country to answer the most frequently asked questions of American workers and their families, and to let American workers and their families know that the Department is here to help them with their questions.

O. Other Regulatory Accomplishments

All Department of Labor (DOL) regulatory agencies eliminated obsolete and redundant regulations, especially during the first four years of the Clinton Administration. For example, the Employment and Training Administration (ETA) eliminated regulations governing the expired Work Incentive Program and eliminated duplicative regulations governing alien labor certification programs that were issued both by Employment Standards Administration (ESA) and ETA. The format and the substance of the new Workforce Investment Act (WIA) regulations reflect the Administration's commitment to regulatory reform and to writing regulations that are user friendly and in plain English. Furthermore, the WIA regulations are only half as long as the Job Training Partnership Act (JPTA) regulations they replaced. (See Appendix E for additional information on DOL's regulatory re-invention efforts.)

In addition to its regulatory reinvention efforts, DOL agencies issued a number of new or revised rules. This report discusses these new regulations in several chapters. The following are descriptions of selected additional regulatory activities not covered in the report.

The Occupational Safety and Health Administration (OSHA) issued a rule regarding confined space entry. Many workplaces contain spaces that are considered confined because their configurations hinder the activities of any employees who must enter, work in, and exit them. For example, employees who work in process vessels generally must squeeze in and out through narrow openings and perform their tasks while cramped or contorted. Additionally,

there are many instances when employees who work in confined spaces face increased risk of exposure to serious hazards, such as asphyxiating atmospheres or the moving parts of machinery, and confinement itself can pose an entrapment hazard. OSHA's standard, issued in 1993, requires employers to develop a written permit space program, and measure hazardous atmospheres prior to anyone entering a permit-required space. Under certain circumstances an attendant is required to remain outside a permit-required space to monitor the authorized entrants who are working in the confined space.

Lead overexposure is a leading cause of workplace illness. OSHA's 1978 lead standard did not cover the construction industry because of insufficient information regarding lead use in construction at that time. In 1990, NIOSH set a goal to reduce occupational blood lead levels nationwide. Consequently, OSHA began developing a proposal for a comprehensive standard regulating lead in construction. In October 1992, Congress passed Section 1031 of Title X of the Housing and Community Development Act, requiring OSHA to issue an interim final lead standard. The interim has remained the final rule since 1993.

Each year, falls consistently account for the greatest number of fatalities in the construction industry. Events surrounding these types of accidents often involve a number of factors, including unstable working surfaces, misuse of fall protection equipment, and human error. Studies have shown that the use of guardrails, fall arrest systems, safety nets, covers, and travel restriction systems can prevent many deaths and injuries from falls. The fall protection in construction standard was promulgated in 1994.

Analysis of 1986 data from the Bureau of Labor Statistics (BLS) support OSHA's scaffolding standard estimates that of the 500,000 injuries and illnesses that occur in the construction industry annually, 10,000 are related to scaffolds. In addition, of the estimated 900 occupational fatalities occurring annually, at least 80 are associated with work on scaffolds. Seventy-two percent of the workers injured in scaffold accidents covered by the BLS study attributed the accident either to the planking or support giving way, or to the employee slipping or being struck by a falling object. The 1996 scaffolding standard closely relates to the walking/working surfaces and fall protection standards.

Approximately 237,000 workers are exposed to methylene chloride (MC) in the following industrial processes: paint stripping, pharmaceutical manufacturing, paint-remover manufacturing, metal cleaning and degreasing, adhesives manufacturing and use, polyurethane foam production, film base manufacturing, polycarbonate resin production, and distribution and formulation of solvents. The 1997 MC standard reduces the Permissible Exposure Level to 25 ppm over an eight-hour, time-weighted average to significantly reduce the risk of MC related health effects. MC exposure is known to cause irritation of the eyes and respiratory tract and to aggravate or contribute to an employee's skin, heart, liver, or neurological disease. Animal studies indicate that long-term exposure causes cancer. Inhaling MC vapor causes mental confusion, lightheadedness, nausea, vomiting and headache. With acute exposure, MC acts as an anesthetic; continued exposure can cause death.

In September 2000, the Mine Safety and Health Administration's (MSHA) new health standards on noise went into effect. The noise standard is aimed at protecting miners from hearing loss associated with prolonged exposure to damaging levels of noise. Some 36,000 active miners are at risk of hearing loss if they are not protected. With the new rules, as many as two-thirds of new cases can be prevented. For the first time, the noise rule requires mine operators to enroll miners in a hearing protection program if they are exposed to an average sound level of 85 decibels (85 dBA) or more over an eight-hour period. The program will include training, hearing tests and providing protectors such as ear plugs. Use of hearing protectors at that noise level will be voluntary, as will the hearing tests, but mine operators must offer miners the protectors and the testing. The exposure limit allowed in the work environment remains unchanged at 90dBA over an eight-hour period. Where feasible engineering and administrative controls cannot reduce the noise in the working environment to the exposure limit, the rule requires hearing protection. The new standard provides uniform requirements to protect coal and metal and nonmetal miners.

For nearly 20 years, sand and gravel pits and some other mines were exempt from enforcement of safety and health training requirements. That changed in October 2000, when regulations went into effect allowing MSHA to inspect for training programs at 10,000 mines involving 120,000 miners. The Part 46 training regulations affect all miners who work at shell dredging, surface clay, surface stone, sand, gravel, colloidal phosphate and surface limestone mines. The final training rule comes at a time when new highway construction demands on production for quarried gravel and other highway materials are at their highest.

Under Part 46, new miners must receive at least 24 hours of training, with a minimum of four hours of instruction in seven specific areas before they start to work. Additionally, miners must receive at least eight hours of refresher training yearly, which cover any major changes at the mine. They must also be trained on the safety features of each newly assigned task.

A new rule on the use of diesel-powered equipment in underground coal mines became effective in November 1996. These regulations set approval, exhaust gas monitoring, and safety requirements for the use of diesel-powered equipment in underground coal mines. Diesel-powered equipment can pose a number of potential hazards in underground coal operations. The regulations were developed to help safeguard miners from fires, explosions, toxic exhaust gases and other dangers that can be encountered when using diesel-powered equipment underground.

In June 1996, new, comprehensive ventilation regulations went into effect that would guarantee miners more protection in their work environment than ever before, since adequate ventilation is fundamental to operating an underground coal mine in a safe manner. Ventilation is the primary method used to prevent the accumulation of potentially explosive methane gas in underground coal mines. Failures in proper ventilation have led to catastrophic explosions and problems with escape from mine fires in the past. The new regulations addressed, among other things, mine fans, air quality, ventilation methods and changes to the ventilation systems, construction of seals, examinations before and during a work shift, correcting hazardous conditions, the ventilation plan and mine map, and escape.

In January of 1997, the Employment Standards Administration's Office of Workers' Compensation Programs (OWCP) published a proposal to amend the black lung program regulations, which had not been updated in 14 years. The proposal would eliminate rules that were no longer necessary and would incorporate changes resulting from litigation. DOL held three days of public hearings and received comments for 210 days. The Congressional Majority was critical of the Department's handling of the proposal and the fiscal year 1999 appropriation directed the Department to be in full compliance with the Small Business Regulatory Enforcement Act (SBREFA) and the Regulatory Flexibility Act before finalization. The Department complied with this directive and submitted a revised proposal with accompanying economic analysis to OMB in March of 1999. DOL published the revised proposal on October 8, 1999, with a 60-day period for public comment.

Industry and Congressional requests for a 180-day extension of the comment period or withdrawal of the proposal were denied, but a thirty-day extension was granted. All major parties submitted comments within the time frame allowed. DOL carefully reviewed and considered all comments. The final rule was submitted to OMB for review in June 2000 and published in December.

The Department published amendments to ERISA's disclosure regulations that govern the content of summary plan descriptions. These regulations ensure that, consistent with the President's Advisory Commission on Consumer Protection and Quality in the Health Care

Industry's recommendations, all participants and beneficiaries in group health plans are provided with clear and understandable information.

The Department, in conjunction with the Departments of the Treasury and Health and Human Services, issued regulations that fully implement the Health Insurance Portability and Accountability Act's (HIPAA) nondiscrimination provisions governing the treatment of individuals in group health plans based on health-status related factors.

P. Equal Pay

As noted in Chapter VI, there were many efforts undertaken at the Department of Labor (DOL) as part of the Equal Pay Initiative. The Department focused on three of the contributing factors to the pay gap within the Department's authority: ending pay discrimination, eliminating occupational segregation and promoting pension equity. Below are some additional examples of these efforts.

Part of the Bureau of Labor Statistic's (BLS) mission is to serve as a statistical resource to the Department of Labor and to produce data relevant to current social and economic issues. In that regard, BLS issued two reports that provided data on women's earnings as compared to men's earnings. "Highlights of Women's Earnings in 1998," was issued in April 1999, and "Highlights of Women's Earnings in 1999," was issued in May 2000. Secretary Herman summarized the major findings in the BLS reports: "The pay gap is worse for black and Hispanic women and their earnings have grown very little. Black and Hispanic women receive just 64 and 55 cents, respectively, to every dollar earned by white men. More women are working in occupations that pay well, but even within those occupations they still make less than men. The pay gaps are as wide as 38 percent for women physicians. In each of the top 10 occupations with the highest earnings for women, there is at least a 9.5 percent pay gap."

As part of the equal pay effort, the Office of Federal Contract Compliance Program (OFCCP), the Pension and Welfare Benefits Administration (PWBA), and the Women's Bureau

(WB) educated workers about their employment rights. The WB conducted a five-city Equal Pay Tour in the week leading up to the April 2000 Equal Pay Day. Through town hall meetings, the WB raised awareness of the wage gap, learned more about women's pay concerns, and collected information on state and local strategies for addressing pay inequity. Many women participants claimed that discriminatory pay practices are still quite evident in the workplace. The WB disseminated new publications on equal pay during the tour: "Women, Work and Wages--How to Get the Job and Pay You Want" and "Tools for Employers--Making Equal Pay a Reality in Your Workplace."

PWBA highlighted pay and pension issues in press releases and fact sheets and at Town Hall and other regional presentations. PWBA also assisted workers, especially women, in getting the information they need to know about their pension and health benefit rights and encouraged employers, especially small businesses, to set up pension plans for their employees by providing helpful tools to help them understand their options.

OFCCP also recognized employers' best practices, through OFCCP's EVE Awards, which help other employers learn how they can promote equal opportunity for all employees.

In addition to distribution of general information on the pay and benefits gap, OFCCP encouraged federal contractors to examine their pay practices by providing them with specific information on how to perform compensation analyses through the Federal Contractor Industry Liaison Meetings and Town Halls.

OFCCP also conducted compliance evaluations of federal contractors, including glass ceiling reviews, to ensure nondiscrimination. By the fall of 2000, OFCCP had recovered more than \$15 million in back pay for 11,000 women and minorities and resolved more than 30 pay related actions.

Q. Safe, Healthful, and Fair Workplaces: Other Accomplishments

As noted in Chapter VI, the Department of Labor (DOL) is committed to fostering workplaces that are safe, healthy and fair. Many of the Department's challenges were highlighted by the Commission on the Future of Worker-Management Relations, or the Dunlop Commission, which was appointed by Secretary of Commerce Ronald H. Brown and Secretary Reich in March 1993. Over its twenty months of work, the Commission, led by former Secretary of Labor John Dunlop, heard testimony and evaluated the experiences of many employers and employees. This testimony, coupled with various survey data and other evidence, guided the legislative, regulatory and program recommendations and suggestions that the Commission offered to the Secretaries, and to the nation.

The Commission's final report and its recommendations, which were issued in December 1994, summarized the challenges facing America to improve the quality and performance of workplace relations. These challenges are to sustain the momentum underway in the most innovative workplaces, to bring these innovations and their benefits to more workers and managers, and to overcome the countervailing forces that stand in the way of achieving the goals of the 21st Century workplace. In accepting the Commission's report, Secretary Reich said "Change is never easy, and the American workplace has undergone dramatic transformations in the past fifty years. We need to update our thinking to be prepared for the next century." Other ways that the Department strove to improve the quality and performance of the workplace are as follows:

1. Worker safety and health

Alcohol- and drug-free workplaces. Within the framework of its overall mission to help American companies maintain safe, healthy and productive workplaces, the Department established "Working Partners for an Alcohol- and Drug-Free American Workplace."

Companies who implement and maintain a well-balanced, comprehensive substance abuse program have noticed a decrease in absenteeism, accidents, workers' compensation claims, and health care costs, as well as an increase in productivity, employee morale and business profits. In an effort to raise awareness about the impact of substance abuse on the workplace, DOL has developed a Working Partners website to bring quality substance abuse prevention information to millions of small businesses.

Working Partners provides facts and figures about alcohol and drug abuse and information on how to establish an alcohol- and drug-free workplace. In addition, Working Partners offers a kit of industry-specific materials designed to help small businesses understand how substance abuse impacts workplace safety and productivity. DOL's Working Partners website also features the fully searchable Substance Abuse Information Database (SAID), which contains hundreds of reports, studies and surveys that relate to workplace substance abuse. Summaries of laws and regulations also are included in SAID.

Protecting safety and health through litigation. The DOL gained the maximum Occupational Safety Health (OSH) Act criminal sentence for Pitt-Des Moines, Inc., a

construction company that violated Occupational Safety and Health Administration's (OSHA) steel erection standards on a Chicago construction project. In a joint appearance with the U.S. Attorney announcing the company's conviction, Secretary Herman explained that the case "is a tragic example of what can happen when basic precautions are not followed" and that she would not tolerate a lax attitude toward worker safety and health.

In addition, the Department enforced an OSH Act corporate settlement agreement with the United Parcel Service to compel the shipper to pay \$3 million in penalties and to correct problems with the way it handled damaged packages that contained hazardous materials.

2. Civil rights

The Department is committed to fostering workplaces that guarantee equal opportunities and fairness to all workers. The Department's educational outreach efforts have been one way of highlighting current civil right issues. For example, the Department's Women's Bureau (WB) sponsored the National Summit, entitled "Economic Equity: Realities, Responsibilities and Rewards," which brought together approximately 20,000 women from more than 400 locations across the country to address issues facing women workers. In addition, the WB expanded educational efforts on equal pay through a national five-city tour and new printed materials, including a booklet entitled, "About Equal Pay", which prompted wage disparity studies in cities and towns across America.

Other efforts by the Department to ensure fair workplaces included the Office of Federal Contract Compliance Program's (OFCCP) implementation of a three-pronged fair enforcement strategy for determining federal contractor compliance with non-discrimination and affirmative action requirements. This strategy, which included multi-tiered review process, regulatory reform, and improved data collections, ensured contract compliance as well as reduced reporting and paperwork burdens for Federal contractors.

As noted in Chapter VI, OFCCP, part of the Employment Standards Administration, completed a major effort to revise its Executive Order regulations. In addition, OFCCP revised regulations governing Vietnam and special disabled veterans. These regulations promoted equal employment opportunities in federal contracting for veterans by extending the discrimination complaint-filing deadline and by expanding the job-listing provisions.

As part of its enforcement efforts, OFCCP recovered more than \$100 million in discrimination cases involving women, minorities, and veterans, while conducting nearly 6,000 affirmative action compliance reviews, including 40 "glass-ceiling" corporate management studies. DOL also settled several landmark wage cases with five Fortune 500 companies and resolved numerous cases involving women seeking non-traditional jobs while monitoring the equal employment activities of construction contractors. One example of a landmark case is the first-of-its kind settlement with the Boeing Co., which agreed to take steps on a corporate-wide basis to eliminate pay disparities affecting salaried and executive female and minority workers. According to Secretary Herman, this agreement "established a new paradigm that ensures equal

employment opportunity and enhances enforcement corporate-wide, not just location-by-location.”

3. International labor issues

Child labor. A Departmental goal has been to raise awareness of the increased severity of the worldwide child labor problems. A number of efforts to address this problem were made by the Bureau of International Labor Affairs (ILAB). For example, ILAB launched a global campaign to protect children from abusive labor conditions by funding projects that allowed about 120,000 children abroad to attend school instead of working, and by partnering with El Salvador, Nepal, and Tanzania to develop comprehensive programs to eliminate child labor.

Core labor standards. Promoting labor standards in developing countries has been another goal of the Department. DOL led the fight for International Labour Organization (ILO) adoption of the 1998 Declaration on Fundamental Principles and Rights at Work, obligating all member countries to implement core labor standards.

In addition, a \$20 million agreement with the ILO was signed by ILAB to help more than 30 countries develop and implement fundamental labor rights. An action plan to strengthen workers rights and modernize labor ministries in the Western Hemisphere was adopted at the Santiago Summit.

The Department also implemented innovative programs to improve working conditions in the international apparel industry, targeting 10,000 workers in Haiti and 70,000 workers in Cambodia through monitoring and inspection administered by the ILO.

Looking beyond ensuring core labor standards, the Department took a leading role in responding to the global HIV/AIDS crisis by launching an international workplace-based HIV/AIDS education and prevention program. This program seeks to create an educated and supportive workplace for people who are at risk or living with HIV.

4. Improving public awareness of labor laws

In a bold move forward into the use of advanced technology in government information dissemination, Secretary Herman introduced the Department's web-based *elaws* systems in 1997 at American University in Washington, D.C. "With the advent of *elaws*, the Labor Department now ranks among the best federal agencies for providing information and technical assistance to its customers. Employers, workers, taxpayers, anyone with access to the Internet, have access to Labor laws that affect them and their workplace." *Elaws* (Employment Laws Assistance for Workers and Small Businesses) is an interactive Web-based tool that provides expert advice on Labor Department workplace laws, and employer and employee rights and responsibilities under those laws.

Elaws consists of a series of Advisors that communicate information about a particular DOL program or regulation. Individual Advisors mimic the interaction an individual might have

with a Department of Labor representative; it asks questions, provides information, and directs the individual to the appropriate resolution based on user responses. As Secretary Herman explained, "Elaws uses the technology of the new workplace to help workers and their employers, particularly small business, solve their employment law problems before they ever reach the Labor Department."

There are currently 16 Advisors on-line. The laws and regulations covered range from pension rights, to specific safety standards, to child labor rules. The most popular Advisor is the Family and Medical Leave Advisor, which was used more than 100,000 times last year by workers and employers who wanted to learn more about the Act.

R. The 21st Century

On the last Labor Day of the 20th century, Secretary Herman unveiled a report entitled “futurework: trends and challenges for work in the 21st century,” a comprehensive view of the world of work. The report offered clear insights, based on facts and figures, into the promises and perils of growing globalization, evolving technology, and changing demographics. It was written to inform readers – policy makers, scholars, employers, workers, trade unionists, and advocates – and to provoke questions and stimulate dialogue. (A copy of the report’s Executive Summary is attached.)

futurework

In issuing the report, Secretary Herman stated,

“Technology, globalization and new demographics are constantly redefining work. We know that as changes come and years pass, three things remain constant: American workers must have a balance between work and family, rising economic security, and workplaces that are safe and fair. Our challenge is to keep this foundation firm as we manage the changes.”

“Futurework” reported on the three pillars that are necessary for stability in workers’ lives: (1) work and family balance – so workers have the resources and the time to enjoy family life and meet the needs of children and aging parents; (2) rising economic security over a lifetime -- so a worker can have food on the table, a roof over head, health care when needed, and a

secure income for retirement; and (3) workplaces that are safe and fair – so workers are free from health hazards and from discrimination and other unfair employment practices.

Among its findings, "futurework" reported that by 2050, the U.S. population would increase by 50 percent, and minority groups would make up nearly half the population. Immigration would account for almost two-thirds of the nation's population growth. The population of older Americans would likely more than double. One-quarter of all Americans would be of Hispanic origin. Almost one in ten Americans would be of Asian or Pacific Islander descent. And more women and people with disabilities would be on the job. As the Secretary noted: "Our diversity is our destiny. Recognizing and capitalizing on that reality may be one of our greatest challenges. But it's also our greatest opportunity."

The report also found that educational attainment of the American workforce is rising to meet the serious demands of the highly technical, highly changeable job market. More than 4 out of 5 Americans ages 25 and older have completed high school, and nearly a quarter have a bachelor's degree or higher -- dramatic increases from 30 years ago. But education will become even more important in the high-tech, highly-skilled workplace of the future. On average, the more education people have, the more likely they are to seek and find jobs, earn higher wages, and retire with a pension.

Another major factor in the workplace of the future is changing technology. The report noted that the use of computers and the Internet in workplaces would become more pervasive and

that the functions performed using computers would dramatically increase. The influence of technology would go beyond new equipment and faster communications, as work and skills were redefined and reorganized.

“Futurework” also reported that increased global competition would continue to affect the type of work being done in American workplaces, creating new high-skilled jobs and lessening demand for low-skilled work. The impact of globalization on all Americans, according to the report, would continue to grow, as more of the economy became involved in producing exports or competing with imports.

In addition, the report noted that working families would continue to pursue stability in the midst of these dynamic changes in the economy and population. With little change expected in the number of children per family and continuing slower growth in labor force participation of women, burdens on families with children may not increase greatly. However, as the population ages and workers assume responsibilities for their elderly relatives, demands for job flexibility and eldercare programs and other options will likely increase.

The Department took the findings of the report as a challenge: As the 21st century begins, the Department must work to ensure that it has an effective strategy for improving the lives of America’s working families and retirees. DOL must assist all workers to share economic security with rising wages, pensions, health benefits, and opportunities to improve their skills in safe and healthful workplaces free from discrimination. And the Department must encourage every

workplace to support families, respect diversity, and foster cooperation between employers and workers. The Department's constant challenge will be to assist those trying to enter the workforce to get good jobs, to expand opportunity and security for all workers, and to maintain its pre-eminence in the broad field of labor economics and statistics.

futurework

Trends and Challenges for Work in the 21st Century

Executive Summary

LABOR DAY 1999

A REPORT OF THE UNITED STATES DEPARTMENT OF LABOR ○ ALEXIS M. HERMAN, SECRETARY

executive summary

Perhaps the best place to gain a glimpse of the future of work is in the newspaper. Not the front page—but the want ads.

A few decades ago, employers were in search of typists, switchboard operators, mimeograph repair technicians, keypunchers and elevator operators. Newspapers even had separate job listings for men and women.

Today's want ads are seeking Webmasters. LAN operators. Desktop publishers. And many job seekers no longer turn to the want ad pages but to the Web pages. They find their jobs on the Internet.

Just a few decades ago, business magazines celebrated the latest office technology—cutting edge equipment such as electric typewriters and dictaphones. Today, it is more like digital phones and personal digital assistants.

We are living in a world few could have imagined 50 years ago. What will the workforce and workplace look like half a century from now?

We can begin to tackle that question by examining where we have been, where we are, and where we are going. That is what *futurework: trends and challenges for work in the 21st century* seeks to do.

It is designed to inform readers—policy-makers, scholars, employers, workers, trade unionists, and advocates—to provoke questions and to stimulate dialogue.

Futurework also recognizes that even though we are celebrating the last Labor Day of the twentieth century, the twenty-first century workplace is already here.

We are living in a new economy—powered by technology, fueled by information, and driven by knowledge. And we are entering the new century with opportunity on our side.

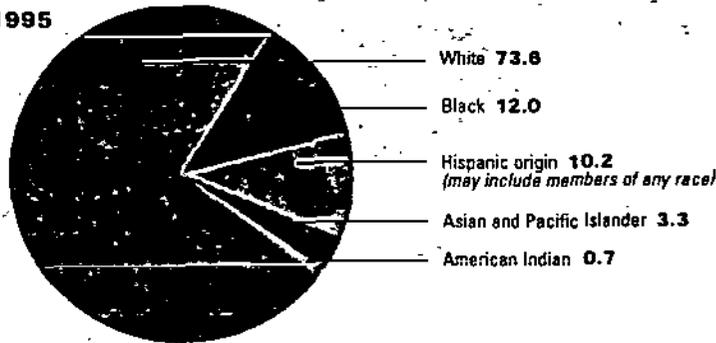
The American economy is the strongest in a generation—perhaps in history. Unemployment is at a 30-year low. We have created more than 19 million jobs since President Clinton and Vice President Gore entered office. The sea of budget red ink has been turned to black. Wages are up, productivity is rising, and inflation is in check.

future jobs: some of the fastest growing occupations for the future

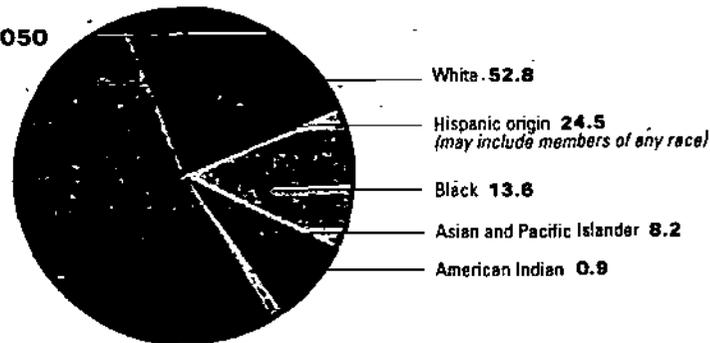
- Computer engineers
- Computer support specialists
- Database administrators
- Data processing equipment repairs
- Dental hygienists
- Desktop publishing specialists
- Medical assistants
- Paralegals
- Personal care and health aides
- Physician assistants
- Residential counselors
- Securities and financial sales workers
- System analysts

future.facts:
changes in population

1995



2050



But amidst this prosperity comes concern. Families are working harder. Parents are stretched for time. According to Bureau of Labor Statistics data, real wages fell through the 1980s and early 1990s, and just recently recovered their average value from 1980. Some Americans have not been brought into the workforce. And workers young and old wonder whether they have the skills to stay ahead in the workplace of the future.

Even in today's dynamic economy, there are some things that remain important. There are three pillars providing stability in workers' lives:

- Rising economic security over a lifetime—so a worker can have food on the table, a roof over head, health care when needed, and a secure income for retirement.
- A work and family balance—the resources and the time to enjoy family life and meet the needs of children and aging parents.
- Workplaces that are safe and fair—free from health hazards and from discrimination and other unfair employment practices.

The ability of workers to meet these needs will be substantially determined by major changes in the workplace and workforce of today and tomorrow. *These changes include:*

Diversity

By 2050, the U.S. population is expected to increase by 50 percent, and minority groups will make up nearly half the population. Immigration will account for almost two-thirds of the nation's population growth. The population of older Americans is expected to more than double. One-quarter of all Americans will be of Hispanic origin. Almost one in ten Americans will be of Asian or Pacific Islander descent. And more women and people with disabilities will be on the job.

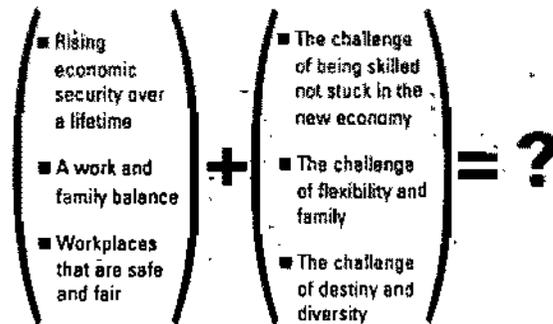
Technology

The use of computers and the Internet in workplaces will become more pervasive and the functions performed using computers will dramatically increase. The influence of technology will go beyond new equipment and faster communications, as work and skills will be redefined and reorganized.

Globalization

Increased global competition will continue to affect the type of work being done in American workplaces, creating new high-skilled jobs and lessening demand for low-skilled work. The impact of globalization on all Americans will continue to grow as more of the economy is involved in producing exports or competing with imports.

STABILITY + CHANGE = ?



Working families will continue to pursue stability in the midst of these dynamic changes in the economy and population. Three major challenges for the twenty-first century workplace and workforce will result:

- The challenge of being **skilled, not stuck** in the new economy—as technology and globalization open more opportunities for those who have access to the tools to build their skills, but reduce the supply of lower-end jobs.
- The challenge of **flexibility and family**—as employers seek more flexibility to compete in the global marketplace and workers pursue more opportunities to spend time with their loved ones.

- The challenge of **destiny and diversity**—as employers hire from a more diverse pool of workers in the future, creating new opportunities for economic growth but also raising the potential for persistent discrimination and inequality.

Futurework will outline these challenges in broad strokes. This executive summary is an introduction.

SKILLED, NOT STUCK

Our nation is enjoying high rates of productivity growth thanks in large measure to technological innovation. As that trend continues, it will lead to higher incomes and improved standards of living—helping more Americans meet the need for economic security.

During the Clinton-Gore administration, more than 19 million new jobs have been created—a rate of growth more than twice that of the previous decade. High-technology industries account for one million of these new jobs. E-commerce generated \$300 billion in revenues last year—approaching the size of the automobile industry.

Real average wages in the high-tech industries increased 19 percent since 1990, compared with a 5 percent average increase for the private sector as a whole. The average high-tech job pays 78 percent more than the average non-high-tech job—\$53,000 compared to \$30,000.

Even for those workers who do not sit in front of a computer or program a robot, more and better technology can mean higher productivity and higher wages.

Technology also has fundamentally changed work as we know it. For instance, assistive technology has opened new opportunities for people with disabilities. From large screen monitors to

who are the working poor?

More than 9 million working Americans were living in poverty in 1997, and one-quarter of those worked full-time, year round.

Nearly 60 percent of the working poor are women—and minority women are more than twice as likely to be poor as white women.

Almost 3 million poor workers were in families with children under age 6. Ten percent of people with significant disabilities working full time fall below the poverty rate.

the ten occupations with the highest earnings

- Physicians
- Dentists
- Podiatrists
- Aircraft pilots and flight engineers
- Lawyers
- Petroleum engineers
- Physicists and astronomers
- Engineering, natural science, and computer and information systems managers
- Optometrists
- Aerospace engineers

voice recognition software to alternative keyboards and telecommunications systems, technology is removing barriers for people with disabilities.

But technology combined with rising globalization is also presenting new challenges. As the number of high-paying jobs increases, well-paid, low-skilled jobs are becoming harder to find. Globalization has made it easier for businesses to

choose low-skilled workers at lower pay in other parts of the world. And technology has rendered many jobs obsolete here at home.

New economy, new challenge

All of these factors have contributed to rising inequality in the U.S. labor market. From the late 1970s through the mid-1990s, the gap in earnings between the top and bottom wage earners grew substantially.

Though the trend of rising inequality that we experienced for almost two decades finally began to reverse during the late 1990s, the current earnings gap remains much larger than it was 20 years ago. The top 10 percent of full-time workers now average almost \$1200 per week in earnings while the bottom 10 percent average only \$275. And according to the Bureau of Labor Statistics, the real earnings of men in the bottom group fell by 22 percent during this period.

Some middle-aged workers are losing the security they once had. During the first half of the 1990s, the job tenure of older male workers declined. Displaced workers with more education fared considerably better than their less-educated counterparts.

Workers who want to climb higher, need skills and training to do it.

Skills are the ticket

In the information-based, skills-intensive economy of the twenty-first century, one thing is clear: knowing means growing.

While many workers will continue to be in occupations that do not require a bachelor's degree, the best jobs will be those requiring education and training. In fact, the 20 occupations with the

highest earnings all require at least a bachelor's degree. Throughout the economy, occupations that require a college degree are growing twice as fast as others.

In 1979, the average college graduate earned 38 percent more than the average high-school graduate. Today, it is 71 percent. Less-educated workers of all racial groups—particularly men—are falling behind in earnings.

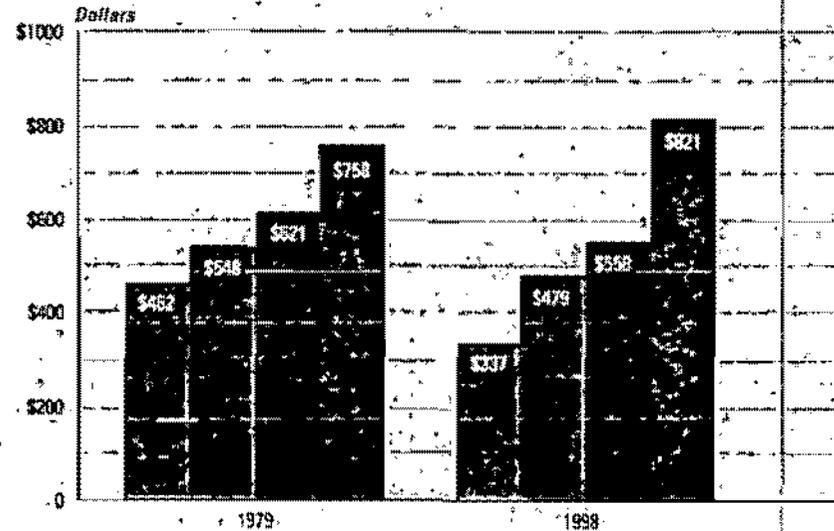
Real wages for men without post-secondary education have declined significantly over the past 20 years. Men with only a high-school degree have seen their wages fall by nearly one-fifth (from \$679 per week to \$559) while wages of men without a high-school diploma have fallen by nearly one-third (from \$555 per week to \$383) since 1979.

Two out of three high-school graduates will enter college this fall. But not everyone has the same opportunity. Fewer than 10 percent of adults with disabilities have graduated from college—a rate achieved by the general population 30 years ago. The percent of adults with disabilities who have not completed high school is more than double that of adults without disabilities.

In 1997, for the first time ever, the high-school graduation rates for young African-Americans and whites were statistically on par at 86 percent and 88 percent, respectively. Asian-Americans have the highest high-school graduation rate—more than 90 percent. High school completion rates were far lower—62 percent—for young Hispanics, the fastest growing segment of the population.

More African-Americans, whites, and Hispanics are attending college. However, African-Americans and Hispanics continue to lag behind in

future facts: weekly earnings by education



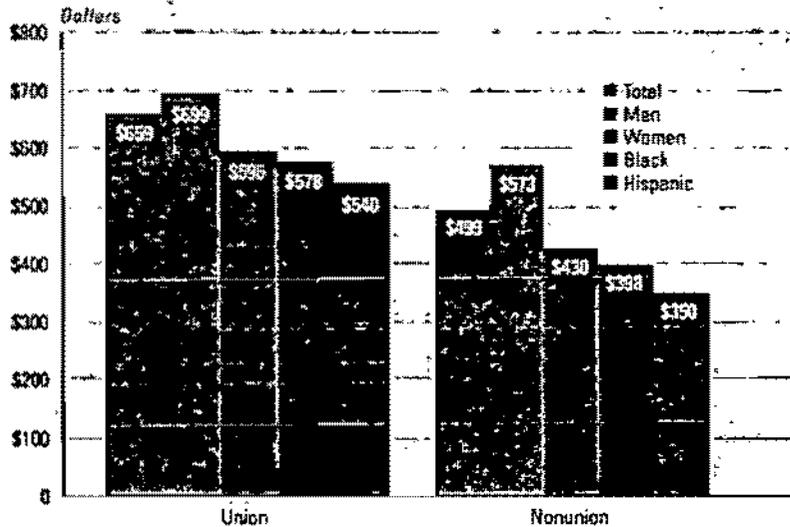
Usual weekly earnings for full-time worker 25 and over (1998 dollars)

- Less than a high school diploma
- High-school graduates, no college
- Some college or associate degree
- College graduates, total

college attendance. This means that these minority groups lack access to many of the skills that higher education provides.

For the three out of four American workers who do not have a bachelor's degree, skills still play an important role. While most of the fastest growing jobs will require a college degree, the majority of jobs being created today—from home health aides to desktop publishers—require less than an associate's degree, but often require other skills. Lifelong learning for workers will become more important as a result.

Futurefacts:
unions and higher wages



Usual weekly earnings for full-time workers

Skills include cognitive (hard) skills and communication (soft) skills as well as education credentials and job-related skills. In many instances, there is a mismatch between the skills jobs require and those that applicants possess. More than 20 percent of adults read at or below the fifth-grade level.

A 1996 American Management Association survey of mid-size and larger businesses found that 19 percent of the job applicants taking employer-administered tests lacked the math and reading skills necessary for the jobs for which they were applying. That percentage increased to almost 36 percent in 1998—probably reflecting tighter labor markets and the rapidly rising demand for skills.

America does not face a worker shortage but a skills shortage. The challenge is to invest in the workers who are already participating in the workforce, and to identify and tap into untapped labor pools.

Prepared not "jobsolete"

Whether it is by empowering workers with cutting-edge high-tech skills, providing downsized workers with transition assistance, or helping young people get a foothold on the career ladder—our fundamental challenge is equipping all Americans with the tools to succeed in this new economy. We need to make sure no worker becomes "jobsolete."

The demand for skills is bringing about changes in the way some unions and employers engage in collective bargaining. Technology, and the skills needed to master it, are taking their rightful place on the negotiating table. In some industries, such as telecommunications, the issue is not job security, but employment security and providing incumbent workers with education and training opportunities to gain the skills they need to stay ahead in the changing workplace.

Regardless of his or her skill level, it is essential to make work pay for every worker. No one who works full time should live in poverty. Raising the minimum wage and expanding the Earned Income Tax Credit are two policies that have helped make work pay.

Collective bargaining historically also has played an important role. In 1998, unionized workers overall earned nearly one-third more than nonunion workers and were more likely to earn health and pension benefits. African-American union workers earned 45 percent more than nonunionized African-Americans. Unionized

Hispanics made more than half again as much—54 percent—as their nonunion counterparts. Unionized workers typically have higher skill levels than nonunion workers, which also contributes to their higher wages. In addition, a 1997 study found that productivity in unionized firms with high-performance work practices was about 10 percent higher than in comparable nonunion firms.

FLEXIBILITY AND FAMILY

For the vast majority of working families, Ozzie and Harriet are demographic dinosaurs. For others, they were always a myth. Today, Harriet usually does not stay home. Nearly three out of four women with children are in the workforce. Often, neither Ozzie nor Harriet get home by 5:00 p.m. The time that married women with children spend working outside the home nearly doubled in 30 years—translating into 22 fewer hours per week families can spend with their children.

Workers seeking to balance sufficient earnings with family time are stretched. They are searching for the time and flexibility to be there when the babysitter doesn't show. To make arrangements with the caregivers for their aging parents. To attend the parent-teacher conference or the doctor's appointment. And as we look to the future, the vital challenge of child care and elder care will grow.

In 1996, almost 20 percent of American households provided informal care to a relative or friend age 50 or older. *Futurework* finds that this percentage is estimated to more than double in the next five years.

Futuretime: **the real workday**

- 5:30 a.m. get up/get dressed/exercise
- 6:30 a.m. make breakfast, school lunches, grocery list
- 7:30 a.m. get kids up, dressed, and fed
- 8:00 a.m. drop off kids and dry cleaning
- 9:00 a.m. on the job . . . 12 e-mail messages waiting for reply
- 1:30 p.m. meeting at daycare center (your child is biting!)
- 2:30 p.m. back on the job . . . 8 voice-mails waiting
- 5:00 p.m. forward office calls to cell phone
- 5:30 p.m. pick up child from school aftercare
- 6:05 p.m. pick up other child, pay late pickup fee at day care
- 7:00 p.m. make dinner
- 8:00 p.m. do dishes, homework, laundry
- 8:30 p.m. bathe kids
- 9:00 p.m. read work memos to kids as bedtime story
- 9:30 p.m. fold laundry/fall asleep

Every day, more working parents are "buying time"—hiring others to perform household services like lawn care, child care, and housekeeping. And it is not just the higher wage workers that are buying. A California agency lists a plumber, a pizza parlor manager, and a cashier among its clients for child care and domestic help.

future office:

In a recent survey, more than 100 engineers were asked to describe—using current technology—the workplace of the future.

Their predictions:

- ergonomic keyboards and voice-activated data input/retrieval
- more working from home using teleconferencing and e-mail
- more fingertip control and less brute force
- healthier workplaces friendlier to the environment

future temps:

from kelly girl to kelly chemist

In 1946, Russell Kelly began a business that became Kelly Girls Services, Inc. Nearly 100 percent of its revenues came from placing secretaries and clericals in temporary jobs. Today, as Kelly Services, Inc., the firm comprises a range of temporary help, specialized leasing and contracting companies in 19 countries. In 1998, roughly 20 percent of its revenue was generated by professional and technical placements including biologists, lawyers, accountants, chemists, and computer analysts.

Combined with the responsibilities of child care, these obligations add up. So do the costs to employers. Family caregiving costs the economy more than \$11 billion in lost production each year. As baby boomers grow older, and life expectancy rises, more Americans will find themselves "sandwiched"—caring at the same time for their children and their aging parents. While women in particular are affected by this phenomenon, they are by no means alone in the "sandwich generation."

In the twenty-first century workforce and workplace, there will be no such thing as "women's issues." As *futurework* shows, these are working family issues. Men and women will share equally in the challenges of managing family and work time. This new mindset will dramatically affect the way we work and the way we view work in the twenty-first century.

Technology: the virtual office never closes
The good news is that technology is allowing workers to take the office everywhere. That's the bad news, too. With e-mail, pagers, laptop computers, and mobile phones, work is no longer confined to one setting, it is pervasive. The virtual office never closes, opening the potential for abuse if employers require homework above and beyond the normal working hours. We need to make sure that workers use technology—not the other way around.

Technology can give workers flexibility, but access presents another big challenge.

The home office is becoming more commonplace. Half of all homes had a personal computer in 1999. But even though the Internet can be accessed anywhere, not all Americans have equal access to the Internet. As information technology expands, the information divide continues to widen.

A July 1999 Commerce Department report found that between 1997 and 1998, the gap in Internet access between those at the highest and lowest income levels grew by 29 percent. Whites are more likely to have access from home than are African-Americans or Hispanics from any location.

As technology continues to spread, questions emerge: What are we losing as a society? What is the effect on social relations? Work, after all, is

more than just a job or paycheck. It is where we meet friends, share ideas, and build a common sense of purpose and a social network. With voice mail, e-mail, and computer networks, how do we preserve the human network and the social interaction that work has helped to facilitate? What takes its place?

"Just in time" workers

Workers want a greater ability to care for their families. Employers want greater flexibility to compete in the global market.

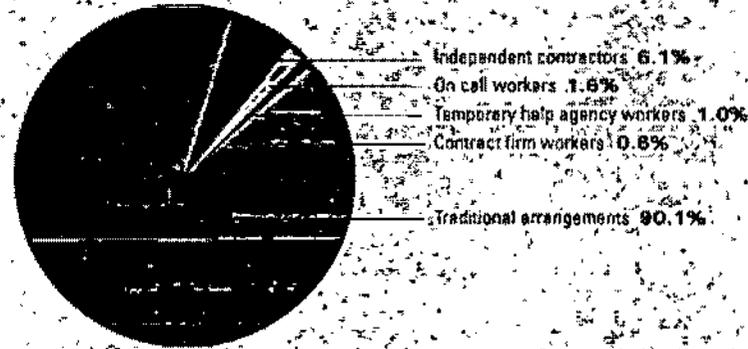
One result is that the traditional work arrangement—a full-time, year-round job where an employer usually provides a worker with benefits, training, and/or a pension upon retirement—is often giving way to something fundamentally different.

In addition to the traditional way of modifying a schedule through part-time work, *futurework* finds that millions of workers are in alternative arrangements that don't fit the traditional model. The age of "just in time" production has given rise to "just in time" workers—employees whom a business can hire on a moment's notice to fill a moment's need.

Roughly 1 in 10 workers fits into an alternative arrangement. Nearly four out of five employers use some form of nontraditional staffing arrangement.

America's alternative workers number 13 million and are a mixed group. The majority (8.5 million) are independent contractors. A growing number (1.3 million) are agency temporary workers. The number of agency temps increased by 10 percent

future jobs alternative work arrangements



from 1995 to 1997, considerably faster than the 2.8 percent growth in traditional employment.

For many employers, these arrangements make sense. They can be less costly, and heighten employers' ability to respond to market forces. Workers, too, may be attracted to the mobility and choice associated with nontraditional jobs. In some cases, these arrangements may provide the flexibility they need to juggle work and family obligations. For example, slightly more than half of women independent contractors combined their working arrangement with their work at home raising children. Roughly one in four independent contractors worked part-time compared to one-in-five traditional workers.

Full-time, independent contractors earned more than average traditional workers, but agency temp workers earned less. Agency temps' average weekly earnings (\$329) are the lowest of all nontra-

ditional workers' earnings and are two-thirds of traditional workers' average earnings (\$510). In addition to earning less, temp agency workers are more likely to be young, female, and minority.

While alternative working arrangements can help those who choose a nontraditional form of

futuretech: **from e-mail to v-mail**

As technology enables workers to decentralize their work, "clocking in and out" may become a thing of the past. Workers may rarely be in the office and work hours may no longer be from 9-to-5 o'clock. Some *futuretech* products:

- **v-mail**—image and sound on a wireless computer screen accessible anywhere;
- **v-phone**—real time images along with audio;
- **satellite conferencing**—with participants from various locations worldwide;
- **"drop in" offices** for face-to-face meetings and chatter around the water cooler.

employment, a majority are not in these arrangements by choice. In fact, 59 percent of agency temps would prefer a traditional job. In addition, many temps who work part time would prefer to work full time but are not offered that option.

Empowering workers with choice
In the twenty-first century, the most successful workers will be those who are able to choose the employment relationship that gives them sufficient wages and benefits, and ability to care for their

families. The challenge will come in ensuring that future workers who prefer nontraditional options have on-the-job protections. Today, many do not.

Today's nontraditional workers receive less training and fewer benefits. Only seven percent of agency temp workers receive employer-provided healthcare benefits, and just one in ten is eligible for an employer-sponsored pension plan.

Nontraditional work arrangements can raise practical and legal questions about the statutory protections available to workers. Workers may be unsure of their rights, and firms may be unsure of their obligations. Government agencies, in turn, will need to understand the nature of a work arrangement before deciding how best to enforce a particular law.

Ensuring access to benefits for nontraditional workers without causing employers to drop coverage for traditional employees may present another challenge. And providing traditional jobs for those nontraditional workers who want them may be the hardest task of all.

The goal is to create a balance between the need to furnish workers with fair wages and benefits and the ability to care for their families, while providing employers the flexibility they need to be competitive in the global economy.

DESTINY AND DIVERSITY

In the next century, nearly one out of two Americans will be a member of what today is considered a minority group. America will be many faces and many races with no one majority group in the workforce. The question is not whether there will be change but how we manage that change so that all may benefit. It is not so much a choice as a challenge.

We live in a uniquely multiracial, multiethnic society—and it is becoming more so every day. We find our roots in every corner of the globe—and every existing and potential market throughout the world. Capitalizing on America's diversity will give employers a competitive advantage. We speak every language. We know every culture. And capitalizing on our diversity and immigration trends will position us to compete and win everywhere—from the global marketplace to the corner market.

America's workforce of the future will include more people of color, older Americans, women, and people with disabilities. The availability of larger pools of workers creates the opportunity to maintain economic growth by tapping new human capital resources.

Closing the gap

The narrowing of gaps in society shows that we are already making some of the right choices about expanding opportunity for all Americans. Wage gaps between the sexes and across racial groups, for example, have narrowed. As more women enter the labor market and spend longer hours there, the pay gap between men and women has lessened—shrinking by more than one-third in the past twenty years. African-Americans have also made progress, albeit over a longer time period. In 1940, the average African-American man earned only 40 cents for every \$1 earned by a white man. Today, it's 76 cents.

These gaps are declining for a number of reasons. Women are spending more time in the workforce and gaining work experience. Both women and people of color are gaining greater skills

and attaining higher education levels as more opportunities have been made available. And we have translated our national promise of civil rights into the daily practice of effective antidiscrimination initiatives and affirmative efforts to include everyone in the workplace. But, of course, barriers remain.

workers with disabilities are more likely to:

- have two jobs
- work part-time because they cannot find full-time employment
- be self-employed
- earn less from their own incorporated businesses
- earn less per hour, per month, and per year

Not there yet

While the wage gap has diminished, it hasn't disappeared. Women and minorities continue to earn less than their white male counterparts. The earnings of African-American and Hispanic women are only 65 and 55 percent, respectively, of white men's average earnings.

White women earn about 75 cents for every dollar earned by white men. About 40 percent of that pay gap can't be explained by differences in experiences, skills, or the jobs held by men and women. It appears to be largely the product of stubborn discrimination.

Barriers not only affect wages in the workforce, but also the path to becoming a part of it. Even in this booming economy, people are being left behind.

The unemployment rates for African-Americans and Hispanics have declined to historic low levels in the past two years. But the unemployment rate of

African-American men is still twice that of white men. For African-American teens, unemployment has fallen dramatically over the past 6 years but remains around 25 percent or higher. Three out of four working-age people with disabilities who want to work are not working. And half of the total Native American workforce is unemployed.

futuretalk:
"web"sters dictionary

- | | | |
|--------------|-----------------|--------------|
| ■ browser | ■ hyperlink | ■ surfing |
| ■ digital | ■ Internet | ■ url |
| ■ dot | ■ java | ■ webcasting |
| ■ e-commerce | ■ link | ■ web page |
| ■ e-mail | ■ search engine | ■ web site |
| ■ e-tailing | ■ server | ■ www |
| ■ HTML | ■ SMTP | ■ XML |

*Check *futurework's* glossary for definitions.

The demands of the future will require increased efforts to include these workers who have been left behind and have not shared in our prosperity. It will also require successfully integrating millions of immigrants into the workplace.

Tapping America's potential

As we enter the twenty-first century, it is increasingly clear that tapping into the talents of all of America's available workers isn't just good values, it's good business. As our population becomes more diverse—and global competition expands—

employers can't afford to underutilize any segment of the American talent pool. Moreover, people who are ready to work today are consumers who are ready to buy tomorrow. There are billions of dollars in unmet demand in left-out urban and rural areas.

Our nation is in the midst of a period of historic economic progress. The key to continued growth without inflation is in making sure that every American can share in that prosperity. From central cities to rural areas to suburbs to Native American communities—the better more of us do, the better all of us do.

Our diversity is our destiny. Recognizing and capitalizing on that reality may be one of our greatest challenges. But it's also our greatest opportunity.

WHAT DOES THE FUTURE HOLD?

We know that workers need rising living standards over their lifetimes, a balance between the demands of work and family, and workplaces that are safe and fair. We also know that major trends will sweep across and radically change the landscape of workplaces and the makeup of the workforce in the twenty-first century. *Futurework* details the extraordinary diversification of the workforce, the explosive growth of technology, and the pervasive impact of growing globalization. How will future workers strive for and attain economic security, work-family balance, and safe and fair workplaces?

Futurework does not try to provide all the answers. Instead, it presents the trends, examines their combined implications and asks the questions that we expect will help shape the debate over labor policy for the twenty-first century. Here are some of them:

R 0013

How do we ensure that workers get the skills they need to succeed in the twenty-first century workplace? Will employers hire and train workers who initially lack skills? What happens to the worker laid off from a manufacturing job at age 55—does he get training in new technologies or is he stuck in lower-wage jobs like groundskeeper, security guard, and warehouse stock clerk? How do we make sure that people with disabilities have access to the technologies that facilitate their participation in the workplace? How will e-commerce impact employment?

How can workers find the time they need for their families, while at the same time ensuring that employers can get the job done? How do we ensure that those with lower educational levels are not left behind by the digital economy? Will temporary and other nontraditional workers be relegated to permanent second class status, or will temps become more like independent contractors and leverage higher compensation? Will workers increasingly rely on the collective bargaining process to provide higher wages and better benefits?

Will we manage the change in the workforce to society's advantage? Will global competition lift standards for people working and living throughout the world? Will businesses invest in workers who have been left behind to ensure the nation's continued prosperity? Will we bring down the barriers to success for all Americans?

The answers to these and similar questions will help map the landscape of the future of work. For future workers, employers, labor unions, and policymakers, preserving the constants for working families is the goal, and managing change effectively is the challenge. Together, we can proceed with confidence.

ten facts affecting *futurework*

- Baby boomers make up almost half (47%) of the workforce today.
- Young women are enrolling in college at a higher rate (70%) than young men (64%).
- Young people hold an average of nine jobs before age 32.
- Employed mothers with children under age 13 miss an average of 6.4 workdays a year due to family-related issues.
- From 1969 to 1996 families, on average, experienced a decrease of 22 hours a week (or 14 percent) of available parental time to spend with their children.
- Small businesses employ about half of the nation's private sector workforce.
- E-commerce revenue for 1998 was estimated at \$300 billion—almost the size of the U.S. auto industry.
- In five years, almost half of all workers will be employed in industries that produce or are intensive users of information technology.
- With more than 1600 corporate training institutions already established, the number of corporate universities could surpass the number of traditional universities by the year 2010.
- American workers get only seven hours of sleep every night . . . 365 hours a year less than recommended. One in three adults say that their work has been affected by feeling drowsy on the job.

S. Bibliography of Major Reports Published by or in Conjunction with the Department of Labor, 1993-2000

Commission on Family and Medical Leave, A Workable Balance: Report to Congress on Family and Medical leave Policies, April 1996, (Washington: U.S. Government Printing Office, 1996).

Commission on the Future of Worker-Management Relations, Fact-Finding Report, May 1994, (Washington: U.S. Government Printing Office, 1994).

Commission on the Future of Worker-Management Relations, Report and Recommendations, December 1994, (Washington: U.S. Government Printing Office, 1994).

Edley, Christopher and George Stephanopoulos, Affirmative Action Review: Report to the President, July 1995, (Washington: U.S. 1995).

Medical Child Support Working Group, 21 Million Children's Health: Our Shared Responsibility, June 2000, (Washington: U.S. Government Printing Office, 2000).

Presidential Advisory Commission on Consumer Protection and Quality in the Health Care Industry, Quality First: Better Health Care for All Americans. Final Report to the President of the United States, (Washington: U.S. Government Printing Office).

Presidential Task Force on Employment of Adults with Disabilities, Re-charting the Course. The First Report of the Presidential Task Force on Employment of Adults with Disabilities, November 15, 1998, (Washington: U.S. Government Printing Office, 1998).

Presidential Task Force on Employment of Adults with Disabilities, Re-charting the Course: If Not Now, When? The Second Report of the Presidential Task Force on Employment of Adults with Disabilities, November 15, 1999, (Washington: U.S. Government Printing Office, 1999).

Quality Interagency Coordination Task Force, Report to the President: Doing What Counts for Patient Safety: Federal Actions to Reduce Medical Errors and Their Impact, February 2000, (Washington: U.S. Government Printing Office, 2000).

Task Force on Excellence in State and Local Government Through Labor-Management Cooperation, Working Together For Public Service, May 1996, (Washington: U.S. Government Printing Office, 1996).

U.S. Department of Commerce, U.S. Department of Education, U.S. Department of Labor, National Institute for Literacy and Small Business Administration, 21st Century Skills for 21st Century Jobs, January 1999, (Washington: U.S. Government Printing Office, 1999).

U.S. Department of Labor, Bureau of International Labor Affairs, Forced Labor: The Prostitution of Children, Symposium Proceedings, (Washington: U.S. Government Printing Office, 1996).

U.S. Department of Labor, Bureau of International Labor Affairs, By the Sweat & Toil of Children. Vol. I: The Use of Child Labor in U.S. Manufactured and Mined Imports, (Washington: U.S. Government Printing Office, 1994).

U.S. Department of Labor, Bureau of International Labor Affairs, By the Sweat & Toil of Children. Vol. II: The Use of Child Labor in U.S. Agricultural Imports & forced and Bonded Child Labor, (Washington: U.S. Government Printing Office, 1995).

U.S. Department of Labor, Bureau of International Labor Affairs, The Apparel Industry and Codes of Conduct: A Solution to the International Child Labor Problem?, (Washington: U.S. Government Printing Office, 1996).

U.S. Department of Labor, Bureau of International Labor Affairs, By the Sweat & Toil of Children. Vol. IV: Consumer Labels and Child Labor, (Washington: U.S. Government Printing Office, 1997).

U.S. Department of Labor, Bureau of International Labor Affairs, By the Sweat & Toil of Children. Vol. V: Efforts to Eliminate Child Labor, (Washington: U.S. Government Printing Office, 1998).

U.S. Department of Labor, Bureau of International Labor Affairs, By the Sweat & Toil of Children. Vol. VI: An Economic Consideration of Child Labor, (Washington: U.S. Government Printing Office, 2000).

U.S. Department of Labor, Bureau of International Labor Affairs, Report on Labor Practices in Burma, September 1998, (Washington: U.S. Government Printing Office, 1998).

U.S. Department of Labor, Bureau of International Labor Affairs, Wages, Benefits, Poverty Line, and Meeting Workers' Needs in the Apparel and Footwear Industries of Selected Countries, February 2000, (Washington: U.S. Government Printing Office, 2000).

U.S. Department of Labor, Bureau of Labor Statistics, Report on the American Workforce, 1994, (Washington: U.S. Government Printing Office, 1994).

U.S. Department of Labor, Bureau of Labor Statistics, Report on the American Workforce, 1995, (Washington: U.S. Government Printing Office, 1995).

U.S. Department of Labor, Bureau of Labor Statistics, Report on the American Workforce, 1997, (Washington: U.S. Government Printing Office, 1997).

U.S. Department of Labor, Bureau of Labor Statistics, Report on the American Workforce, 1999, (Washington: U.S. Government Printing Office, 1999).

U.S. Department of Labor, Bureau of Labor Statistics, Report on the Youth Labor Force, June 2000, (Washington: U.S. Government Printing Office, 2000).

U.S. Department of Labor, Employment Standards Administration, Office of Federal Contract Compliance Programs, The Glass Ceiling Initiative: Are There Cracks in the Ceiling?, June 1997, (Washington: U.S. Government Printing Office, 1997).

U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, The Family and Medical Leave Act of 1993. Public Law 103-3. WH Publication 1418, April 1993, (Washington: U.S. Government Printing Office, 1993).

U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, The Family and Medical Leave Act of 1993. Federal Regulations Part 825. WH Publication 1419, April 1995, (Washington: U.S. Government Printing Office, 1995).

U.S. Department of Labor, Futurework: Trends and Challenges for Work in the 21st Century, Labor Day 1999, (Washington: U.S. Government Printing Office, 1999).

U.S. Department of Labor, National Skills Summit: Building Skills for the New Economy: Innovative Initiatives, April 11, 2000, (Washington: U.S. Government Printing Office, 2000).

U.S. Department of Labor, Pension and Health Benefits of American Workers: New Findings from the April 1993 Current Population Survey, 1994, (Washington: U.S. Government Printing Office, 2000).

U.S. Department of Labor, Pension and Welfare Benefits Administration, Employee Retirement Income Security Act, 1995 Report to Congress, (Washington: U.S. Government Printing Office, 1995).

U.S. Department of Labor, Pension and Welfare Benefits Administration, Employee Retirement Income Security Act, 1996 Report to Congress, (Washington: U.S. Government Printing Office, 1996).

U.S. Department of Labor, Pension and Welfare Benefits Administration, Employee Retirement Income Security Act, 1997 Report to Congress, (Washington: U.S. Government Printing Office, 1997).

U.S. Department of Labor, Pension and Welfare Benefits Administration, Employee Retirement Income Security Act, 1998 Report to Congress, (Washington: U.S. Government Printing Office, 1998).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, October 1, 1992-March 31, 1993*, (Washington: U.S. Government Printing Office, 1993).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, April 1, 1993-September 30, 1993*, (Washington: U.S. Government Printing Office, 1993).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, October 1, 1993-March 31, 1994*, (Washington: U.S. Government Printing Office, 1994).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, April 1, 1994 -September 30, 1994*, (Washington: U.S. Government Printing Office, 1994).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, October 1, 1994-March 31, 1995*, (Washington: U.S. Government Printing Office, 1995).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, April 1, 1995 - September 30, 1995*, (Washington: U.S. Government Printing Office, 1995).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, October 1, 1995-March 31, 1996*, (Washington: U.S. Government Printing Office, 1996).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, April 1, 1996 -September 30, 1996*, (Washington: U.S. Government Printing Office, 1996).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, October 1, 1996-March 31, 1997*, (Washington: U.S. Government Printing Office, 1997).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, April 1, 1997-September 30, 1997, Vol.38*, (Washington: U.S. Government Printing Office, 1997).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, October 1, 1997-March 31, 1998*, (Washington: U.S. Government Printing Office, 1998).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, April 1, 1998-September 30, 1998, Vol.40*, (Washington: U.S. Government Printing Office, 1998).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, October 1, 1998 -March 31, 1999, Vol. 41*, (Washington: U.S. Government Printing Office, 1999).

U.S. Department of Labor, Office of Inspector General, *Semiannual Report to Congress, April 1, 1999- September 30, 1999, Vol. 42*, (Washington: U.S. Government Printing Office, 1999).

U.S. Department of Labor, Office of Inspector General, Semiannual Report to Congress, October 1, 1999-March 31, 2000, Vol. 43, (Washington: U.S. Government Printing Office, 2000).

U.S. Department of Labor, Office of Inspector General. Semiannual Report to Congress, April 1, 2000 – September 30, 2000, Vol. 44, (Washington: U.S. Government Printing Office, 2000).

U.S. Department of Labor, Report on Performance and Accountability, Annual Report, Fiscal Year 1999. (Washington: U.S. Government Printing Office, 1999).

Workforce Commission, A Nation of Opportunity, Building America's 21st Century Workforce, June 2000. (Washington: U.S. Government Printing Office, 2000).

T. Endnotes

¹ The plan called for the Bureau's regional activities to be managed from the Boston, Philadelphia, Atlanta, Chicago, Dallas and San Francisco offices. New Jersey was assigned to the Philadelphia region, and New York, Puerto Rico, and the Virgin Islands were to be assigned to the Boston region. North Dakota, South Dakota, Nebraska, and Iowa were assigned to the Chicago region, and the remaining states in Department of Labor regions VII and VIII were to be assigned to the Dallas region. Reflecting the significant media presence in New York City, there would continue to be a New York Regional Commissioner whose duties were to be expanded to include a variety of data dissemination and analysis activities in support of field operations. Implementation of the proposed changes in the BLS Regional Management Structure became effective on October 1, 1999.

² As a result of retirements and negotiated agreements with the National Council of Field Labor Locals, the Employment Standards Administration's (ESA) Wage and Hour Division reduced the number of regions from ten to eight in 1994 by combining the San Francisco and Seattle regions into the Western Region, and the Dallas and Denver regions into the Southwest Region. Then in 1997, the number of regions was further reduced to five through consolidation of the Boston, New York and Philadelphia regions into the Northeast Region, and the Chicago and Kansas City regions into the Midwest Region. The number of district offices has been reduced from 58 to 54.

³ By 1996, the number of Wage and Hour investigators had dropped to 787. In 1997, Congress responded to the President's request and authorized the Wage and Hour Division to hire an additional 200 investigators – a 20 percent increase in staffing. By 1998, the hiring was completed and additional staff deployed to areas of the country consistent with the long-term goal of increasing compliance in low-wage industries. Congress authorized an additional 36 investigators in 1999 and 30 more in 2000. Currently, the number of investigators has been restored to about the same level as in the late 1980s.

⁴ Under the terms of the partnership, Associated Building Contractors (ABC) will create a "platinum" level safety designation for select members. Platinum will be the highest in a four-step ABC program designed to recognize its safest contractors. In order to reach platinum status, contractors must meet stringent safety guidelines. In return for meeting these criteria, platinum participants will receive unprogrammed inspections only in response to reports of imminent danger, fatalities/catastrophes, and signed complaints. OSHA will use telephone and fax to handle all other complaints except in cases of serious injuries. In addition, after a successful conclusion of an OSHA inspection, the contractors within the Area Office jurisdiction will not receive another programmed inspection within the next 12 months. Currently, 15 separate ABC chapters in 12 states have negotiated this partnership with OSHA Area Directors. Approximately another 21 ABC chapters in 18 states are in the process of negotiating partnerships. ABC, which represents nearly 22,000 members nationwide, estimates that nearly 240 members could meet the criteria for the program.

⁵ Star participants meet all Voluntary Protection Program (VPP) requirements. Merit participants have demonstrated the potential and willingness to achieve star program status, and are implementing planned steps to fully meet all star requirements.

⁶ The OSH Act allows states to operate OSHA programs as long as they are at least as effective as federal OSHA in protecting workers. Twenty-five states or territories enforce their own OSHA laws, monitored by federal OSHA.

⁷ The States with a VPP program are Alaska, Arizona, Indiana, Iowa, Kentucky, Maryland, Michigan, Minnesota, North Carolina, Puerto Rico, South Carolina, Tennessee, Utah, Virginia, Washington, Wyoming, with a Pilot VPP program in Oregon.

⁸ In addition, when a voluntary self-audit identifies a hazardous condition, and the employer has corrected the violative condition prior to the initiation of an inspection (or a related accident, illness, or injury that triggers the OSHA inspection), and has taken appropriate steps to prevent the recurrence of the condition, OSHA will refrain from issuing a citation, even if the violative condition existed within the six-month limitations period during which OSHA is authorized to issue citations. When a voluntary self-audit identifies a hazardous condition, and the employer promptly undertakes appropriate measures to correct the violative condition and to provide interim employee protection, but has not completely corrected the violative condition when an OSHA inspection occurs, OSHA will treat the audit report as evidence of good faith, and not as evidence of a willful violation of the Act.

⁹ The new health care laws include the Health Insurance Portability and Accountability Act (HIPAA), the Mental Health Parity Act, the Newborns' and Mothers' Health Protection Act, and the Women's Health and Cancer Rights Act.

¹⁰ It should be noted that the Department of Labor has a significant telework program for its own employees. Approximately 350 DOL employees work in formal flexiplace arrangements. There are about 2,000 episodic flexiplace arrangements. DOL also has about 3,000 "Road Warriors," usually inspectors or investigators whose job requires them almost exclusively to be in the field. These people do the bulk of their work from somewhere besides a formal office.

¹¹ Both of these tax credits are phased out for joint filers who have between \$80,000 and \$100,000 of adjusted gross income, and for single filers who have between \$40,000 and \$50,000 of adjusted gross income.