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**Nicole R. Rabner**

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09/27/99 01:25:58 PM

Record Type: Record

To: Cynthia A. Rice/OPD/EOP@EOP  
cc: ann o'leary/opd/eop@eop, ruby shamir/opd/eop@eop, andrea kane/opd/eop@eop  
bcc:  
Subject: Re: Family friendly workplaces 

I must have left the meeting before this issue came up (you'll remember I insisted on going first so that I could bow out). I'm not sure we have everything in one place, but I've attached one document on pending proposals and have imbedded in text the President's recent announcements in this area. There must also be other OPM accomplishments that I don't list here -- I would call there and ask for their accomplishments piece -- call Mark Hunker at 606-1000. One that I know of is allowing federal employees 24 hours of additional FMLA-leave per year to take their children to a doctor's appt, look for child care, etc. (this is the proposal we have pending for FMLA expansion for the American workforce).



Famagnda.j1

**PRESIDENT CLINTON: HELPING PARENTS  
MEET THEIR RESPONSIBILITIES AT HOME AND AT WORK**

May 23, 1999

Today, in a commencement speech at Grambling State University, President Clinton will announce new steps to help workers meet their responsibilities to their jobs, and their more important responsibilities to their families. The President will put forward two new proposals to make leave more affordable for American workers. In addition, he will release a new report that examines the "time crunch" that parents increasingly feel as they struggle to balance their responsibilities at home and at work.

**Working to Make Parental Leave More Affordable.** A 1996 study by the Commission on Family and Medical Leave found that loss of wages was the most significant barrier to parents taking advantage of unpaid leave following the birth or adoption of a child. Today, President Clinton will direct the Secretary of Labor to propose new regulations and model state legislation to enable states to develop innovative ways of using the Unemployment Insurance (UI) system to support parents taking leave to care for a newborn or adopted child. Several States recently have asked the Administration whether they could use the UI system for this purpose consistent with federal law. The new regulations will authorize this expansion of the UI system, thereby allowing states that wish to use unemployment insurance to assist new parents to put their plans into effect.

**Enabling Federal Workers to Take Paid Leave to Care for Sick Family Members.** In an effort to set an example for all employers, President Clinton also today will direct the Office of Personnel Management (OPM) to revise its government-wide regulations to allow federal employees to use up to 12 weeks of accrued sick leave each year to care for a spouse, son, daughter, or parent with a "serious health condition," as that term is defined for the purpose of applying the Family and Medical Leave Act. Currently, the amount of sick leave that can be used to care for a family member who is ill is limited to 13 days each year for most federal employees. By enabling federal workers to use more of the sick leave they have earned, according to conditions established by the FMLA, this measure will remove a significant barrier to caring for an ill family member. The President also has directed the OPM to establish an Interagency Family Friendly Workplace Working Group to develop, promote, and evaluate federal family-friendly workplace initiatives. The President previously has taken other actions to ensure that federal government is a model employer, including: allowing federal employees to donate annual leave to other employees; expanding flexible family-friendly work arrangements, such as job sharing, career part-time employment, alternative work schedules, telecommuting, and satellite work locations; and directing improvements in the quality of federally sponsored child care.

**A New Study on the Amount of Time Available for Families.** The President will release a report by his Council of Economic Advisers (CEA) today that details the factors that have led to decreased amounts of time available for parents to spend with their children. The report, *Families and the Labor Market, 1969-1999: Analyzing the "Time Crunch,"* demonstrates that the increase in hours mothers spend in paid work, combined with the shift toward single-parent families, has resulted in families experiencing an average decrease of 22 hours a week (14 percent) in time that parents spend with their children. The report concludes that the increased time at work among parents requires policy-makers to seek new ways to promote strong families, including greater flexibility in paid work hours, more affordable child care, better support for families with low-wage earning parents, and methods for encouraging two-parent families to form and stay together.

**Advancing An Agenda To Help Parents Balance Their Responsibilities At Home And At Work.** In his balanced budget request, the President put forward a bold agenda to provide families with greater tools to meet their responsibilities at home and at work. This agenda includes: an historic initiative to make child care better, safer, and more affordable for working families; a tripling of our investment in after-school programs through the 21st Century Community Learning Center program; a new tax credit to help Americans struggling with long-term care costs; and proposals to expand the Family and Medical Leave law to cover more workers and allow leave for more parental activities, including parent-teacher conferences and routine doctor's visits.

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Cynthia A. Rice



Cynthia A. Rice

09/27/99 01:09:30 PM

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Record Type: Non-Record

To: Nicole R. Rabner/WHO/EOP@EOP

cc: Ann O'Leary/OPD/EOP@EOP, Ruby Shamir/OPD/EOP@EOP, Andrea Kane/OPD/EOP@EOP

Subject: Family friendly workplaces

Do you have any existing documents you could fax or email me which describe what this Administration has done to make federal and non-federal workplaces more family friendly?

Nicole, this is background we need to add to the fathers memo Bruce was asking me about this morning (we're meeting with him tomorrow on it). Thanks.

## **President Clinton's Proposal 21st Century Support for Families**

Changes in work and culture during the 20th century have created new challenges that must be addressed in order to strengthen our families. Too many Americans are spending more time at work -- just to make ends meet -- and less time at home. The President has unveiled a bold agenda that puts families first by helping struggling parents balance their responsibilities at work and at home, and ensuring that when they have to be at work, their children are safe and well-cared for.

### **Child Care**

President Clinton's child care proposal includes subsidies to help families pay for child care, greater tax relief for working families as well as those who chose to stay at home to care for their young children, and dramatic increases in funding for after-school programs. The President's proposal will:

\* **Expansion of the Child Care Block Grant**

President Clinton has proposed to expand the Child Care and Development Block Grant significantly to help working families struggling to meet the costs of child care, to improve the quality and safety of child care, and to provide funding for early learning opportunities so that children reach school ready to learn. The President's budget will increase funding for child care subsidies by \$7.5 billion over five years, enabling the program to serve an additional 1.15 million children by FY 2004. The budget will provide \$3 billion over five years to help get children ready to learn, and the President's FY 2000 budget will provide \$173 million to improve child care safety and quality.

\* **Greater Tax Relief for Child Care for Three Million Working Families**

The Child and Dependent Care Tax Credit provides tax relief to taxpayers who pay for the care of a child under 13 or a disabled dependent or spouse in order to work. The President is proposing to increase the credit for families earning under \$60,000, providing an additional average tax cut of \$354 for these families and eliminating income tax liability for almost all families of four with incomes below \$35,000 who are saddled with high child care costs. The President's budget will include \$5 billion over five years to expand the Child and Dependent Care Tax Credit for nearly three million working families paying for child care.

\* **New Child Care Tax Incentives for Businesses**

The President's plan includes a new tax credit for businesses that provide child care services for their employees by building or expanding child care facilities, operating existing facilities, training child care workers, or providing child care resources and referral services. The President's budget will include approximately \$500 million over five years for these tax credits.

\* **Tax Relief for Parents Who Stay at Home**

The President believes that we should support parents in whatever choice they make for the care of their children. He is proposing to provide new tax relief to parents who stay at home with children under one -- enabling them to take advantage of the Child and Dependent Care Tax Credit by claiming assumed child care expenses of \$500. The President's budget proposal will benefit 1.7 million families and will provide an average tax credit of \$178, at a cost of \$1.3 billion over five years.

\* **Expansion of After-School Opportunities**

Experts agree that school-age children who are unsupervised during the hours after school are far more likely to use alcohol, drugs, and tobacco, commit crimes, receive poor grades, and drop out of school than those who are involved in supervised, constructive activities. That is why President Clinton is committed to tripling funding for the 21st Century Learning Center Program, which supports the creation and expansion of after-school and summer school programs throughout the country. The program will target funds toward school districts that have programs in place to end social promotion. The President's budget will include \$600 million in FY 2000 to help over one million children each year participate in after-school and summer school programs.

### Working Families

\* **Minimum Wage Increase**

Despite the strongest economy in a generation, there are still millions of workers trying to raise a family and struggling to make ends meet. That is why President Clinton has called on Congress to pass an increase in the minimum wage. The President's proposal would increase the minimum wage from \$5.15 to \$6.15 over two years -- through a 50-cent increase on September 1, 1999 and a 50-cent increase on September 1, 2000. For someone who works full-time, this minimum wage increase will mean an additional \$2,000 per year. Approximately, 12 million hourly paid workers would directly benefit from this pay raise.

\* **Expansion of the Family and Medical Leave Act**

The President is proposing to extend the benefits of the Family and Medical Leave Act (FMLA) -- the first piece of legislation that the President signed into law -- to ten million more American workers. Today, workers are eligible for up to 12 weeks of job-protected leave to care for a newborn or adopted child, to attend to their own serious health needs, or to care for a seriously ill parent, child or spouse -- if they work at a business with 50 or more employees. By covering workers in businesses with 25 or more workers, 10 million more American workers will be covered by FMLA. The President is also calling for expanding the law to allow FMLA-eligible workers to take up to 24 hours of additional leave each year to meet specified family obligations, including routine doctors appointments and parent-teacher conferences.

\* **Prohibition on Discrimination Against Parents**

The President is proposing new federal legislation to protect parents from discrimination in the workplace. Building on state law in several states, the President will send Congress legislation which would protect workers from unfair assumptions about their commitment to their job that can affect hiring, advancement and other employment decisions. While this law would clearly not prohibit employers from making hiring and promotion decisions on the basis of job performance, it would ensure that workers are not unfairly discriminated against simply because they are parents.

United States  
Office of  
Personnel Management



### Publications

Adoption Benefits

Child/Elder Fair

Nursing Mothers

Report to Congress

Parenting Support

Telecommuting

## United States Office of Personnel Management

# Family-Friendly Workplace Advocacy

- OPM Director Memo on Work and Family
- President's Memorandum on New Tools for Parents and Families in the New Economy
- Questions and Answers on Family Friendly Workplace Initiatives

The Family-Friendly Workplace Advocacy Office provides governmentwide leadership and technical assistance to agencies in the use of comprehensive family-friendly programs by aggressively supporting the use of flexible work schedules and sites; leave programs (leave sharing, leave banks, leave for medical conditions and family responsibilities); part-time employment/job sharing; telecommuting; Employee Assistance Programs; on-site child development centers; and information and referral services. The Office works with the General Service Administration ) to provide information about Federal child care center programs and telecommuting, and the Department of Health and Human Services to promote the adoption of children and to assist parents who need help in collecting child support.



Questions may be sent to [workandfamily@opm.gov](mailto:workandfamily@opm.gov).

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- To OPM Home Page

*You are visitor number 8603 since Friday, July 30, 1999*

*Updated 4 August 1999*

**MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES**

June 10, 1999

**FROM: JANICE R. LACHANCE  
DIRECTOR**

**SUBJECT: New Tools for Parents and Families in the New Economy**

On May 24, 1999, President Clinton signed a memorandum that gives Federal employees caring for family members some important new family-friendly options. He directed the Office of Personnel Management to (1) propose Governmentwide regulations to allow employees to use a total of up to 12 weeks of sick leave each year to care for a spouse, son, daughter, or parent with a serious health condition and (2) establish an Interagency Family Friendly Workplace Working Group to promote, evaluate, and exchange information on Federal family-friendly workplace initiatives. A copy of the President's memorandum is attached.

**Expanded Use of Sick Leave for Family Care Purposes**

Currently, most Federal employees may use a total of up to 13 days of sick leave for family care purposes. The proposed regulations would permit employees caring for a spouse, son, daughter, or parent with a serious health condition to use a total of up to 12 weeks of sick leave to care for a spouse, son, daughter, or parent with a serious health condition for this purpose. The use of paid sick leave under this policy would be subject to the same conditions as the use of unpaid leave to care for a spouse, son, daughter, or parent with a serious health condition under the Family and Medical Leave Act of 1993 (FMLA). In particular, the same notification and medical certification requirements that govern the use of unpaid leave to care for a spouse, son, daughter, or parent under the FMLA would apply to Federal employees who use paid sick leave under this new policy.

This benefit would broaden the options available for employees to meet their family responsibilities. Allowing an employee to use a total of up to 12 weeks of sick leave would preclude the need for many employees to use extended periods of leave without pay, which has a negative effect on an employee's pay and benefits, such as within-grade increases and health benefits. In addition, the employee would be better able to deal with the financial and personal strain caused by a family member's medical needs.

In response to the President's memorandum, OPM has begun the regulatory process required by the Administrative Procedure Act to revise the Governmentwide regulations to broaden the use of sick leave for family care purposes. We estimate that it will take 4 to 6 months to complete the process and make these changes effective. We will be issuing proposed regulations with a request for comments in the near future. Additional questions may be referred to OPM's Office of Compensation Administration on (202) 606-2858, or by FAX on (202) 606-0824 or email at [payleave@opm.gov](mailto:payleave@opm.gov).

**Family-Friendly Workplace Initiatives**

To ensure that the Federal Government serves as a model employer actively pursuing policies to support working families, OPM will establish the Interagency Family Friendly Workplace Working Group called for in the President's memorandum. In his memorandum, the President also directs heads of agencies to appoint a family-friendly work/life coordinator to serve as a member of the Working Group. These individuals will serve as OPM's Family-Friendly Workplace Advocacy Office communication points for distributing information about program activities and developments and for sharing new ideas about family-friendly workplace practices.

As directed by the President, the Interagency Family Friendly Workplace Working Group must be established by August 22, 1999. In order for us to meet the President's deadline, please submit the name of your family-friendly work/life coordinator by **July 30, 1999**, to:

Anice V. Nelson, Director  
Family-Friendly Workplace Advocacy Office  
U.S. Office of Personnel Management  
1900 E Street NW., Room 7315  
Washington, DC 20415-2000  
Telephone: (202) 606-2011  
Fax: (202) 606-2091  
Email: [avnelson@opm.gov](mailto:avnelson@opm.gov).

OPM's Family-Friendly Workplace Advocacy Office stands ready to help the family-friendly work/life coordinators with their new responsibilities to make employees aware of the full range of human resources flexibilities, provide information about child and elder care community resources, and establish and promote parent and elder care support groups and on-site nursing mothers programs.

We have just issued three new publications to assist in this effort: (1) the ***Child Care Resources Handbook*** helps employees identify types, quality, and sources of child care across the country; (2) the guide on ***Establishing a Work-site Parenting Support Group*** provides agencies with another tool to help their employees manage a family, career, and other personal demands; and (3) the publication ***Establishing A Nursing Mothers Program - A Guide for the Federal Workplace*** provides practical information on how to establish a work site nursing mothers program and a comprehensive listing of web sites on work and family and child care resources. These publications are available on OPM's web site at <http://www.opm.gov/wrkfam>. In addition, we have prepared a series of questions and answers on the role of the new Family Friendly Workplace Working Group (attached).

#### Attachments

- To Attachment 1 - President's Memorandum on Work and Family
- To Attachment 2 - Questions and Answers on the role of the new Family Friendly Workplace Working Group
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Attachment 2 - OPM Director's Memo 6/10/99

## Questions and Answers on Family Friendly Workplace Initiatives

### **Q. What responsibilities will the new family-friendly program coordinator undertake?**

**A.** The new family-friendly program coordinators will--

- Promote the use of family-friendly initiatives within their agencies;
- Work with managers and supervisors to encourage the implementation of family-friendly workplace policies;
- Provide technical assistance to employees and supervisors on various family-friendly initiatives and ensure that information on the full range of flexibilities (e.g., child care, alternative work schedules, telecommuting, part-time employment, and job sharing) is available to help employees meet their personal and family responsibilities;
- Establish and promote parent support groups, elder care support groups, and on-site nursing mothers programs;
- Provide training and resources for managers on the implementation of family-friendly policies;
- Provide employees with information about child and elder care resources currently available in their local communities;
- Work with local interagency groups, such as Federal Executive Boards to coordinate Federal and community resources; and
- Represent their agencies on OPM's Interagency Family Friendly Workplace Working Group.

### **Q. Would the requirement to have family-friendly work/life coordinators cause agencies to establish new jobs?**

**A.** Typically, this would not require the creation of a new position, but would require the identification of an agency point of contact for their employees. Many agencies have already identified employees who are assigned collateral duties for some family-friendly work/life programs, such as child care, and their duties might be expanded. Some large agencies already have full-time work/life specialists (e.g., Social Security Administration, Department of Transportation, Department of Health and Human Services, and Department of Defense).

### **Q. Who will be on the Working Group?**

**A.** Each executive department and agency family-friendly work/life coordinator will be invited to be a member of the Working Group. The Working Group will also include union representation, making this family-friendly effort a true labor-management partnership.

### **Q. What will be the role of the new Working Group?**

**A.** The Working Group will promote the implementation of family-friendly initiatives throughout the Federal Government. Through the Working Group, information about best practices, overcoming barriers, and successful projects will be shared. The agency family-friendly coordinators will be able to successfully network with each other and to facilitate OPM's work/life mentoring program.

### **Q. What role will OPM's Family Friendly Workplace Advocacy Office play?**

**A.** The new Family Friendly Workplace Advocacy Office (FFWAO), which was established on March 1, 1999, will provide the family-friendly program coordinators with the tools and advice necessary to establish or improve comprehensive family-friendly programs. In addition, the FFWAO will aggressively support the use of flexible work arrangements, including alternative work schedules, family-friendly leave options, part-time employment, job sharing, telecommuting, Employee Assistance Programs, on-site child development centers, and child and elder care services. The FFWAO will serve as the Government's repository of information for family-friendly practices.

- To [OPM Director's Memo on Work and Family](#)
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*U.S. Office of Personnel Management  
Compensation Administration*

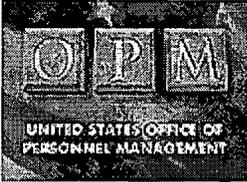
## LEAVE ADMINISTRATION

The Office of Personnel Management provides Governmentwide leadership on Federal leave policies and programs. This is accomplished by developing and maintaining Governmentwide regulations and policies on the administration of leave, including the Family and Medical Leave Act, family friendly leave policies, Federal leave sharing programs, annual leave, sick leave, and time off for special circumstances--e.g., early dismissal and closure for weather emergencies. However, each Federal agency is responsible for administering the appropriate leave policies and programs for its own employees.

- 
- **LEAVE WORKSHOP** -- Understanding Federal Leave Systems
    - October 28, 1999 in Las Vegas, Nevada
  - Compensation Policy Memoranda on Leave Issues
  - Emergency Guidance Memoranda
  - Expanded Family and Medical Leave
  - Family-Friendly Workplace Advocacy Office
  - Family and Medical Leave - Final Regulations
  - Federal Employee Entitlements under the Family and Medical Leave Act of 1993
  - Federal Leave Program Flexibilities
  - Frequently Asked Questions on Leave Policy
  - General Facts on Family Friendly Leave Policies
  - Index of Laws, Regulations, and Other References Related to Leave Administration
  - Lump-Sum Payments for Annual Leave <sup>NEW</sup>
  - Revised Standard Form 71, Request for Leave or Approved Absence
  - Memorandum Re: Revised SF-71, Request for Leave or Approved Absence
  - Participation of Federal Employees in Volunteer Activities
  - Report to Congress on Sick Leave to Care for a Family Member
  - Sick Leave to Care for a Family Member
  - Strengthening Our Commitment To Service -- A Report to the President on Measures Taken by Executive Departments and Agencies
  - Summary of Laws on Family Friendly Leave Policies
  - Washington, DC, Area Emergency Dismissal or Closure Procedures

*For more information on leave policies, contact (202) 606-2858 FAX: (202) 606-0824 or send an email message to [payleave@opm.gov](mailto:payleave@opm.gov).*

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**U. S. Office of Personnel Management  
Compensation Administration**

**FAMILY-FRIENDLY  
LEAVE POLICIES**

**FAMILY AND MEDICAL LEAVE ACT OF 1993 (FMLA)**  
(Public Law 103-3, February 5, 1993)  
Effective on August 5, 1993

Covered Federal employees are entitled to a total of 12 administrative workweeks of unpaid leave during any 12-month period for (a) the birth of a son or daughter and care of the newborn; (b) the placement of a son or daughter with the employee for adoption or foster care; (c) the care of a spouse, son, daughter, or parent with a serious health condition; and (d) a serious health condition of the employee that makes the employee unable to perform the duties of his or her position. Upon return from such leave, an employee must be returned to the same position or to an equivalent position with equivalent benefits, pay, status, and other terms and conditions of employment.

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**FEDERAL EMPLOYEES FAMILY FRIENDLY LEAVE ACT**  
(Public Law 103-388, October 22, 1994)  
Regulations Effective on December 2, 1994

Most covered Federal employees may use up to 104 hours (13 days) of sick leave each leave year to care for a family member or to arrange for or attend the funeral of a family member. Full-time employees may use 40 hours (5 days) of sick leave for these purposes without regard to their current sick leave balance. An additional 64 hours (8 days) may be used if the employee maintains a balance of at least 80 hours of sick leave in his or her sick leave account.

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**SICK LEAVE FOR ADOPTION**  
(Section 629(b) of Public Law 103-329, September 30, 1994)

Federal employees are entitled to use sick leave for purposes related to the adoption of a child. In addition, employees may substitute sick leave retroactively for all or any portion of annual leave used for adoption-related purposes between September 30, 1991, and September 30, 1994.

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**LEAVE FOR BONE-MARROW OR ORGAN DONATION**  
(Section 629(a) of Public Law 103-329, September 30, 1994)

Federal employees are entitled to use 7 days of paid leave each calendar year (in addition to annual or sick leave) to serve as a bone-marrow or organ donor.

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**FEDERAL LEAVE SHARING**  
(Public Law 103-103, October 8, 1993)  
Permanent program effective since January 31, 1994

Leave transfer programs allow Federal employees to donate annual leave to other Federal employees

who have medical emergencies and who have exhausted their own leave. Leave banks allow employees to contribute a specified amount of annual leave yearly to their agency leave bank. Leave bank members with medical emergencies can withdraw leave from the bank if they exhaust their own leave.

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Updated 19 June 1998

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## Stronger Families

***"We need policies that value real families -- that let parents balance work and family, and make our schools, hospitals, and communities more friendly to families' needs."***

- Al Gore



From his leadership as a Senator to help pass Family and Medical Leave legislation -- which became the first bill signed into law in the Clinton-Gore Administration -- to his efforts to cut off children's access to tobacco, to his efforts to give parents more tools to protect their children from inappropriate content on TV and on the Internet, Al Gore has fought hard to strengthen America's families.

Gore believes that one of the best ways to build a stronger America for the 21st Century is to help strengthen families -- since people turn to their families first for fulfillment. For too long, Washington followed a different approach -- creating new government programs for every individual problem or pathology, while ignoring or even weakening the family's ability to instill strong values and raise strong and healthy children. By helping parents balance the growing and competing demands of home and work; by helping parents have more influence over what their young children watch on TV; by demanding more responsibility of fathers, and engaging parents in their children's education; and by giving parents more of the time and the tools to pass on their own best values, both Al Gore and his wife Tipper are working to ensure that families can successfully navigate the changes in today's culture, workplace, and society.

### **The Family Reunion Policy Conference**

Many of the important changes in family policy that the Gores have initiated have come from the annual "Family Reunion" they host each summer in Nashville -- a family policy conference that brings together experts, leaders from government, business, and non-profits, and American families to focus on the new challenges families face.

Each conference explores a different issue from the perspective of the family. For example, past conferences have covered fatherhood, family and media, family and work, families and learning, and families and health. The conference to be held in June of 1999 will focus on family and community. The outcomes of these conferences have been lasting and widespread.

### **Helping parents balance the needs of home and work**

It was the Gores' experience of meeting a couple in the hospital who had both lost their jobs because of the time they had taken to be with a sick child that crystallized Al Gore's role as one of the leading supporters of Family and Medical Leave legislation in the Senate. Since becoming law, it has helped millions of families take time off to be with a sick child or loved one without fear of losing their job. The Gores' 1996 Family Reunion on Family and Work led to a proposal to expand Family and Medical Leave to cover parent-teacher visits and children's routine medical appointments, as well as legislation that would give workers the option to take time off to be with their families rather than extra compensation. In addition, by launching a major new initiative to promote more livable, walkable communities and reduce traffic congestion, Vice President Gore is working to help families spend less time in traffic, and more time with each other.

### **Protecting children from destructive influences**

Al Gore has spoken widely about the entertainment industry's responsibility to ensure better programming, and also about the responsibility of the fast-growing Internet industry to make cyberspace a safer place for America's youngest children, by empowering parents and schools to choose appropriate content. The 1995 Family Reunion on Family and Media promoted landmark legislation requiring a V-Chip in new TV sets, to let parents block violent or otherwise inappropriate content, as well as the Vice President's successful voluntary agreements with the TV industry for both TV ratings and expanded children's educational programming.

*[Click here to read Al Gore's address to the national PTA.](#)*

### **Demanding responsible fatherhood**

Al Gore has long been a leader in the call for greater parental responsibility, especially from fathers. He has been central to the administration's crackdown on deadbeat dads, leading to a dramatic surge in child support payments. And he has called for all fathers to assume a greater role in their children's education, health, and upbringing. The 1994 Family Reunion on Fatherhood led to a Presidential Memorandum requiring all federal agencies to strengthen their efforts to support responsible fatherhood.

### **Helping families with quality health care**

To remain strong, families must remain healthy. That is why Gore has focused on expanding family-centered health care -- especially long-term care for the aging and disabled, and better care and benefits under Medicare and Medicaid. At the 1998 Family Reunion on Families and Health, a national initiative to ensure health coverage for children was launched. Al Gore believes that one of the great challenges for the 21st Century is to provide better health care for families -- and more support and respite care for family caregivers.

### **The role of faith-based organizations**

Al Gore knows that faith is critical to strong families. That is why he has worked to

promote the role of faith-based organizations in helping to strengthen families. In particular, he has worked to harness the best efforts of faith-based, community-based, and non-profit organizations through a new coalition that is helping former welfare recipients succeed in the workplace.

### **Reinventing Government to make it more family-friendly**

Al Gore's National Partnership for Reinventing Government has worked to reinvent and reform federal policy so it responds better to the needs of America's families. Government at every level must be more flexible and more supportive of the family, as well as that family's entire community. Programs and services must not try to "fix" families according to an outdated, big-government, paternal model -- but should be a partner, helping families to accomplish their goals.

### **Safeguarding a woman's right to choose**

Al Gore believes that one important way to strengthen families is by protecting a woman's right to choose. Al Gore is strongly pro-choice -- and is deeply committed to making abortion safe, legal, and rare.

Would you like to send an e-mail comment about families? I would love to hear from you.

[Click here to send your message about the families to families@algore2000.com](mailto:families@algore2000.com)

Thanks,



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# Redskins Come From Behind to Defeat Jets

## Weather

**Today:** Increasingly cloudy.  
High 78. Low 60.  
**Tuesday:** Clouds and  
showers. High 78. Low 63.  
Details, Page B8.

# The Washington

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122ND YEAR No. 296

MONDAY, SEPTEMBER 27, 1999

## For Working Parents, Mixed News at Home

### Children Praise Them but Note Stress

By KIRSTIN DOWNEY GRIMSLEY  
and JACQUELINE L. SALMON  
*Washington Post Staff Writers*

High school senior Emily Small, of Arlington, is quick to detect the signs of work pressure in her parents' lives. Her mother, Susan, 49, a part-time teacher, breaks out in hives; her father, Joe, 52, a lawyer who often works 11-hour days, turns snappish, and his sense of humor disappears.

Those are the days, Small says, when she doesn't mention that she has had a good day because she can tell from her dad's face that he hasn't.

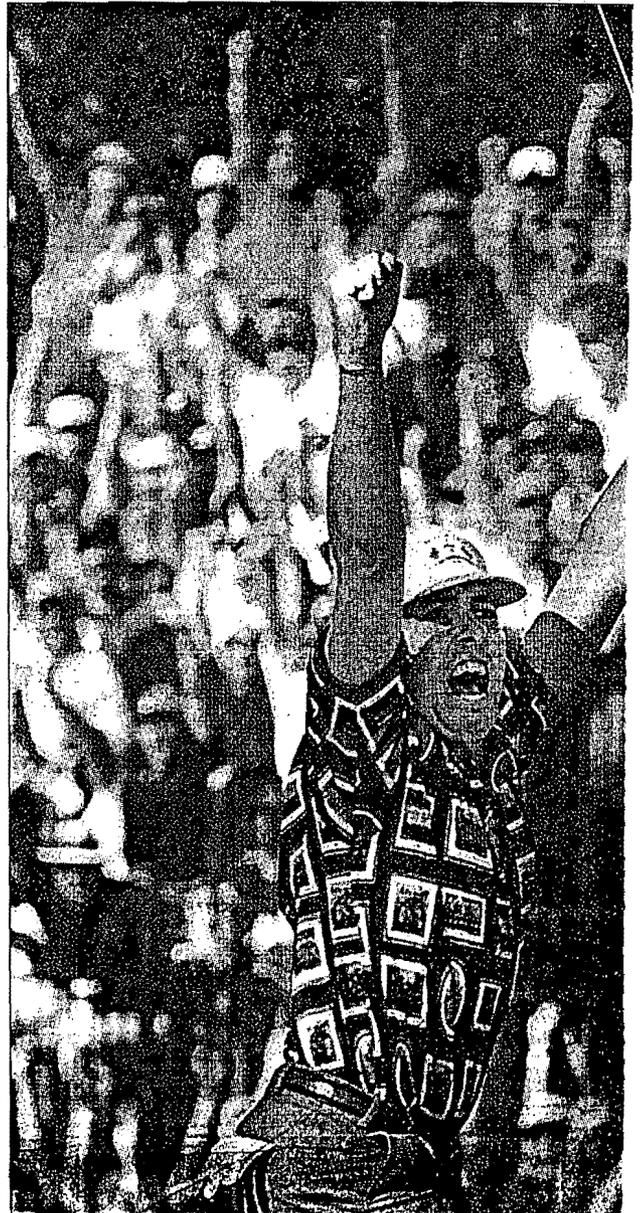
"Those are the times you don't go near him," said Emily, 17, adding that she wishes her father could work fewer days and not worry so much about work when he is home. "He's so stressed," she said.

Two-thirds of U.S. children share similar worries about their parents, mainly because of what they perceive as work-related stress and fatigue, according to a new study of family life by researcher Ellen Galinsky, president of the Families and Work Institute, a New York think tank that tracks workplace trends. The study, among the first to take such questions to children rather than their parents, is sparking debate on talk shows and at kitchen tables across the country, as families seek to navigate through the conflicting pressures of life.

Launched in the Washington area in 1997 and then broadened to 15 states, the new research comes at a time when other studies show Americans working harder and

See WORKING, A8, Col. 1

## Best Day of Go



### SPENDING TIME

Children's views on the amount of time they have with employed parents:

|         | Too little time | Just enough time | Too much time |
|---------|-----------------|------------------|---------------|
| MOTHERS | 28%             | 67%              | 6%            |
| FATHERS | 35%             | 60%              | 5%            |



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Adrienne Boyce gets help on a Spanish assignment from her mother, language teacher Mary Belknap, in their Rockville home. Belknap's husband, Peter Boyce, is a Defense Department official and Girl Scout troop leader.



BY MICHAEL WILLIAMSON—THE WASHINGTON POST  
Researcher Ellen Galinsky said children accept that parents work but worry about the strains parents face.

## Children's View of Working Parents

The majority of America's children are not as concerned about the amount of time parents spend with them as much as they are about their parents' level of stress and fatigue, according to a new study of family life by researcher Ellen Galinsky.

### SPENDING TIME

Overall, parents say they don't spend enough time with their children, but a survey of children\* shows that the majority think they have enough time with their working parents.

#### Employed parents' perspective on spending time with children

|         | Too little time | Just enough time | Too much time |
|---------|-----------------|------------------|---------------|
| MOTHERS | 44%             | 52%              | 4%            |
| FATHERS | 56%             | 42%              | 2%            |

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\* Third grade through 12th grade

### WHAT CHILDREN WOULD CHANGE

If children were allowed to make a change in their parents' work that would improve their quality of life, many look to money. Researchers speculate that children see "making more money" as a way to reduce stress and bring happiness.

#### Children's four top wishes for their employed mothers

|                               |     |
|-------------------------------|-----|
| Make more money               | 23% |
| Be less stressed by work      | 20% |
| Be less tired because of work | 14% |
| Spend more time with me       | 10% |

#### Children's four top wishes for their employed fathers

|                               |       |
|-------------------------------|-------|
| Make more money               | 23%   |
| Be less stressed by work      | 15.5% |
| Be less tired because of work | 15%   |
| Spend more time with me       | 12.5% |

SOURCE: "Ask the Children: What America's Children Really Think About Working Parents," by Ellen Galinsky

### VIEWS ON WORK

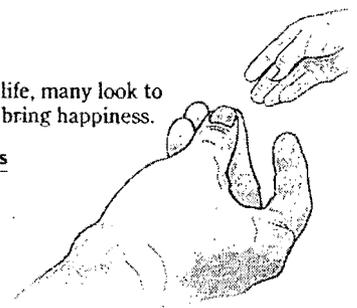
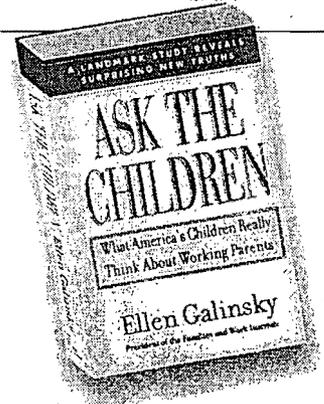
Many children of working parents think their parents dislike their work, despite parents' saying otherwise.

#### To what extent do you like your work?

|                                    | A lot | Somewhat | Very little | Not at all |
|------------------------------------|-------|----------|-------------|------------|
| FATHER with CHILD age 8 through 18 | 60%   | 35%      | 4%          | 1%         |
| MOTHER with CHILD age 8 through 18 | 69%   | 24%      | 7%          | 0          |

#### Do you think your mother/father likes her/his work?

|                                       | A lot | Somewhat | Very little | Not at all |
|---------------------------------------|-------|----------|-------------|------------|
| CHILD, age 8 through 18, about FATHER | 41%   | 46%      | 10%         | 4%         |
| CHILD, age 8 through 18, about MOTHER | 42%   | 43.5%    | 11%         | 4%         |



# To Children's Eyes, Working Parents Show the Strains

WORKING, From A1

...ner, with many feeling intense financial pressures, in some cases because of overspending.

Galinsky's study is based on random surveys of 1,023 children in grades 3 through 12 who filled out questionnaires, as well as on in-home interviews with 170 parents and telephone interviews with 605 other employed parents. The findings are published in a new book called "Ask the Children: What America's Children Really Think About Working Parents."

Galinsky, interviewed at a Washington hotel last week, said that children from the Washington area and New York City were particularly aware of their parents' stress levels, heightened, she said, by long commutes, traffic congestion, the high cost of living and raised expectations for achievement.

In general, children in the study gave their parents high marks in parenting but wished they were under less stress—even as the children indicated they worried about their families' finances.

Contrary to parents' beliefs, most youngsters didn't say they want more time with their parents. Instead, they want better communication and more "focused" time, with parents being less strained and tired. About 56 percent of employed parents thought their offspring wanted more time with them, but only 10 percent of the children wished for more time with their mother, and 15.5 percent said the same of their father.

"The major issue for kids is not that parents work," Galinsky said. "What kids are concerned about is how they work."

Children in the study didn't view employed and at-home mothers differently, or mothers who work full or part time—grading them about the same on attributes such as "making me feel important and loved," "spending time talking with me" and "knowing what is really going on in my life."

Although no one is publicly dis-

what is happening to me at school."

Rockville father Peter Boyce juggles the demands of his three daughters and his job as director of conservation for the Department of Defense. Boyce, 53, has been leading his daughters' Girl Scout troops for nine years and eats lunch at his desk to get home early for family time. When he and his wife adopted their third child, Boyce came to work late each morning for six months.

Galinsky and other researchers say the long work hours increasingly common in the United States appear to be taking a toll on family life. An analysis released this month by the International Labour Organization, a United Nations agency, found that Americans now surpass every other industrialized nation in time spent on the job, with U.S. workers putting in the equivalent of two weeks more per year than the Japanese.

Over the last two decades, American fathers' time at work has increased by 3.1 hours per week, according to the Families and Work Institute; for mothers, it's 5.2 hours. Employed fathers with children younger than 18 now work an average of 50.9 hours per week; working mothers, 41.4 hours.

Galinsky cites "the relentless volley of work . . . the fact that there is no safe haven," as a stress-builder. "E-mail, voice mail, cell phones and portable computers all have eroded the boundaries between work time and nonwork time. They foster expectations of an instant response, of 24-hour-a-day availability," she writes.

Indeed, many companies are demanding greater productivity from their work force, said management consultant Mary Symmes, who counsels overstressed workers: "Employees tend to feel they have to work tougher, harder, longer hours. Employers' demands have increased. Everything is speeding up, going faster."

Life is "100 percent more stressful" than it used to be, agreed Dan Lagasse, 39, an Alexandria father of three (soon to be four) who said that in his job maintaining communica-



Adrienne Boyce gets help on a Spanish assignment from her mother in her Rockville home. Belknap's husband, Peter Boyce, is a Defense Depar-

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#### Children's four top wishes for their employed mothers

| Children's wish           | Percentage |
|---------------------------|------------|
| Make more money           | 23%        |
| Be less stressed          | 20%        |
| Make more time for family | 15%        |
| Be more patient           | 12%        |

puting Galinsky's findings, some family research organizations disagree with her interpretations.

The book is "a guilt-buster," said Janet Parshall, of the Family Research Council, a Washington-based advocacy group. "This [book says] to working mothers in particular, 'Don't worry about it; your kids love it when you work.'"

Parshall said working mothers are understandably stressed because they have to jam so many tasks into short periods, but she said it's a choice many women make freely. Galinsky's study, she said, is "trying to assuage that decision that the working mom makes to go out and self-actualize because she is living, sadly, in a culture that is devaluing the priceless of motherhood."

Galinsky said that she shares the Family Research Council's interest in improving family life, but that Parshall's belief that many women work out of choice is in error; in most households, Galinsky said, women work out of financial necessity.

Household income for families has remained almost flat over the last 20 years despite the mass entrance of mothers into the work force, studies have shown. "Most parents are not running to get ahead," Galinsky writes. "Essentially, they are running to stay in place, to preserve their standard of living."

Barbara Schneider, co-director of the Alfred P. Sloan Center on Parents, Children and Work at the University of Chicago, has studied 1,200 high-schoolers nationwide over the last nine years. Like Galinsky, Schneider found no long-term negative effect from having a working mother.

"There are other problems in children's lives, and it's not the fact that their parents are working," she said. "It's the fact that their parents aren't communicating with them that they have the most problems with."

Rather than children being focused on their working mothers, the bigger issue is the work status of their fathers, Galinsky reported. Children gave nonemployed fathers and those who work part time lower grades when it comes to making them feel "important and loved." Galinsky speculated that reflects societal expectations that men should be the economic providers, or that men who are unemployed may be depressed and nonresponsive to their children.

Even though studies have shown that today's fathers do more with their children, the children still view dads more negatively than moms. About 92 percent of Galinsky's subjects gave their mothers high marks for "being there for me when I am sick," compared with less than 75 percent who said that about their fathers; about 71 percent of moms but only 62 percent of dads were described as "being involved with

tions systems for the defense industry, "we work 365 days a year, 24 hours a day." The price, he said, is that he sometimes feels he has "no family life at all."

About 34 percent of children in Galinsky's study wished their parents were less stressed and tired. Even young children can pick up on the tension.

Seven-year-old Emilie Svenhager, of Lake Ridge, vividly recalls what it was like when her mother, Petra, 35, a single parent, managed a retail store at Potomac Mills earlier this year. Sometimes "she came home in the middle of the night," said Emily, and "she'd yell at the cat."

Some of that parental stress is self-imposed. Symmes said she sees a steady stream of workers who are "overachievers who can't rest for a minute" and who add more and more activities to their schedules until major problems erupt.

E. Thomas Garman, professor of consumer affairs and family financial management at Virginia Tech, said parents' materialism may contribute to feelings of financial stress. In one group of upper-middle-income workers in the Midwest that Garman studied, about 40 percent reported financial stresses, particularly in comparison to neighbors they perceived as more affluent.

"Now it's not just trying to keep up with the Joneses," he said. "Now it's more like they are trying to keep up with [Bill] Gates."

Some of that can be blamed on

Be less stressed by work 20%  
Be less tired because of work 14%  
Spend more time with me 10%

Be less stressed by work 20%  
Be less tired because of work 14%  
Spend more time with me 10%

SOURCE: "Ask the Children: What America's Children Really Think About Working Parents," by Ellen G

mass consumerism, but some is actual need. Nationally, about one in every five children lives below the poverty line (\$16,600 for a family of four). Garman's studies have found that in families that earn the nation's median income—\$37,000—about 90 percent report financial stress.

One-quarter of the children in Galinsky's study wished their parents made more money; children who reported their families have a "hard time buying the things we need" were more likely to wish their moms and dad earned more. Galinsky said these children may see more money as a way to lessen family stress.

Even though her family lives a typical middle-class life, Rockville teenager Adrienne Boyce feels nervous about the future when she sees her parents struggle to balance their lives.

"It's a lot of work," said Boyce, 17, a senior at Richard Montgomery High School. "In addition to what you do 9 to 5, you also have to do other chores like make beds, clean the house, go grocery shopping, look after the car, pay your bills. It's kind of discouraging to know that in addition to working all that time, you have to do other things, too."



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