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Series: Speech File Backup Files
Subseries: Chron File, 1989-1993

OA/ID Number: 13833
Folder ID Number: 13833-001

Folder Title:
New Jersey Working Women 9/15/92 [OA 7580]

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THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release September 18, 1992

PRESIDENT BUSH'S RECORD ON WOMEN APPOINTEES

FACT SHEET

President Bush has a record of appointing women that is second to none. No President -- Democrat or Republican -- has appointed as many women. Moreover, President Bush has appointed a significant number of women to non-traditional jobs and to posts which they are the first women ever to hold.

Numbers of Women Appointed

- President Bush has appointed a total of 3,329 women to positions within his Administration.
- Approximately 40% of all Bush Administration appointees are women.
- President Bush has appointed a higher percentage of women to the federal judiciary than any other President. 18.5% of the Bush Administration's judicial appointments are women in contrast to 15.5% during the Carter Administration.
- President Bush has appointed more than 75% more women to senior executive positions than President Carter did during his presidency.
- The number of women in senior level political positions has increased from 16% in the Carter Administration to 20% in the Reagan Administration to 28% in the Bush Administration.
- President Bush has appointed 43% more women to positions requiring Senate confirmation than did President Carter during his presidency.
- The number of women in Senate confirmed positions has increased from 14% in the Carter Administration to 15% in the Reagan Administration to 20% in the Bush Administration.

- President Bush has appointed 2 1/2 times as many women to senior executive positions than has the federal government's own career service.

- In the Bush Administration, 28% of the politically appointed senior executives are women while only 11% of the career civil service positions are held by women.

- Since 1988, 40% more women are serving in political senior executive positions.

- The number of women in senior management positions has increased 41% since the last administration. Almost 25% of all senior management jobs are held by women in the Bush Administration while women held 17% of all of these jobs in the Reagan Administration.

Bush Administration Firsts for Women

Susan Crawford - Judge, U.S. Court of Military Appeals

E. Gail de Planque - Commissioner, Nuclear Regulatory Commission

Sylvia Earle - Chief Scientist, National Oceanic and Atmospheric Administration, Department of Commerce

Susan Engeleiter - Administrator, Small Business Administration

Bernadine Healy - Director, National Institutes of Health, Department of Health and Human Services

Carla Hills - United States Trade Representative

Kay Cole James - Associate Director, Office of National Drug Control Policy

Joan McEntee - Under Secretary for Export Administration, Department of Commerce (nominated)

Antonia Novello - Surgeon General, Department of Health and Human Services

Shirley Peterson - Commissioner, Internal Revenue Service, Department of the Treasury

Janet Steiger - Chairman, Federal Trade Commission

Mary Sterling - Inspector General, Department of Transportation

Linda Stuntz - Deputy Secretary, Department of Energy

Ann Veneman - Deputy Secretary, Department of Agriculture

Women Appointed to "Non-Traditional" Jobs

Jane Becker - U.S. Representative, Vienna Office of the United Nations

Barbara Bryant - Director, Census Bureau, Department of Commerce

Elaine Chao - Deputy Secretary, Department of Transportation

Lynne Cheney - Chairman, National Endowment for the Humanities

Susan Crawford - Inspector General, Department of Defense

Nancy Dorn - Assistant Secretary for Civil Works, Department of the Army

Linda Fisher - Assistant Administrator for Toxic Substances, Environmental Protection Agency

Anne Foreman - Under Secretary, Department of the Air Force

Joyce Hampers - Assistant Secretary for Economic Development, Department of Commerce

Jill Kent - Chief Financial Officer, Department of State

Quincy Krosby - Alternate U.S. Executive Director, International Monetary Fund; Assistant Secretary for Export Enhancement, Department of Commerce

Susan Livingstone - Assistant Secretary for Installations, Logistics, and the Environment, Department of the Army

Janice Obuchowski - Assistant Secretary for Communications and Information, Department of Commerce

Shirley Peterson - Assistant Attorney General, Tax Division, Department of Justice

Barbara Pope - Assistant Secretary for Manpower and Reserve Affairs, Department of the Navy

Jacqueline Schafer - Assistant Secretary for Installations, Department of the Navy

Susan Schwab - Director General for Foreign and Commercial Service, Department of Commerce

JoAnn Smith - Assistant Secretary for Marketing and Inspection Services, Department of Agriculture

Shirin Tahir-Kheli - U.S. Representative, Special Political Affairs Office, United Nations

Elizabeth Tamposi - Assistant Secretary for Consular Affairs, Department of State

Jennifer Wilson - Assistant Secretary, National Oceanic and Atmospheric Administration, Department of Commerce

Deborah Wince-Smith - Assistant Secretary for Technology Policy, Department of Commerce

Barbara Zartman - Deputy Director, Peace Corps

Women Appointed to Cabinet Positions by President Bush

Elizabeth Dole - Secretary of Labor

Barbara Franklin - Secretary of Commerce

Carla Hills - U.S. Trade Representative (with cabinet rank)

Lynn Martin - Secretary of Labor

FAMILY LEAVE TAX CREDIT ACT OF 1992

FACT SHEET

Current Law

No deduction or credit is available to an employer who provides employees with unpaid leave for childbirth, medical care of children or parents or other serious medical needs. Compensation paid to employees during leave for these purposes is deductible under general tax principles.

Reasons for Change

Care for family members with serious mental or physical health problems, including injuries and sickness necessitating hospital, hospice or substantial and continuous medical treatment, present substantial hardships on families. Families are further burdened by the requirements of childbirth and childcare. The increase in the number of two wage-earner families, as well as single parent families, has resulted in pressures to balance these family needs with employment requirements. This balancing has resulted in difficult decisions for both employers and employees.

Employers face significant costs related to extended employee absences. Extended absences could result in substantial lost production and lost business opportunities if the employee is not replaced. These costs are particularly high for small and medium-sized businesses. Economies of scale permit large firms to reduce these costs. Large businesses can train and maintain floating employees, temporarily shift employees to replace absentees or enter into regular arrangements with third parties for trained temporary employees. The costs of extended absences on small and medium size businesses may not be as readily reduced. For small and medium-sized businesses, it is often not economically reasonable to maintain floating employees, to shift employees from other duties or to retrain workers for only a temporary need. Accordingly, small and medium size businesses are more likely to experience severe economic consequences if they do not quickly replace absent workers.

Regardless of a business' ability to mitigate costs, all businesses must balance the legitimate family needs of their employees with the costs of extended absences. Since most businesses cannot economically tolerate unlimited employee absences, employers frequently must place limits on such absences. As a result of these limitations, employees can be placed in the situation of choosing between their employment and the serious medical or health needs of their families.

The proposal's tax incentives encourage small and medium-sized businesses to adopt flexible leave policies related to childbirth, adoption or serious family health problems. The tax incentives do not require that any particular form of flexible leave be adopted. Instead, the proposal allows employers and employees to arrive at a program based on their specific needs, while also providing an offset to the cost of extended employee absences.

Explanation of Provision

The provision provides a 20% refundable tax credit to small or medium-sized employers that provide family leave to their employees. "Family leave" is leave in connection with the birth of a child; the placement of a child with the employee for adoption or foster care; caring for a child, parent or spouse with a serious physical or mental health condition; or a serious physical or mental health condition that prevents the employee from performing his or her job. All employers with fewer than 500 employees are eligible for the family leave tax credit.

The amount of the credit is 20% of the cash wages that the employer provided to the employee during the period of family leave, or would have been provided to the employee during that period had he or she not taken the leave. The cash wages that would have been provided is based on the average wages for the preceding calendar year (or absent a sufficient period of employment, the preceding four calendar quarters). The maximum amount of wages taken into account for this purpose is $100 for each business day. The maximum period of family leave for which the credit is available shall not exceed 60 business days (12 calendar weeks) in any 12-month period. This results in a maximum available family leave credit of $1,200 per employee per year.

The proceeds of the family leave credit may be used by an employer for any purpose. For example, the proceeds may be contributed to a pool of funds provided by the employer and other employees to defray employee leave costs, paid as partial wage supplements to employees on leave or used to purchase wage continuation insurance or other insurance to cover leave related costs or to provide leave related benefits.

The credit is only available with respect to employees (whether part-time or full-time) who satisfy certain length of service requirements. Under these requirements, the employees must have been employed by the employer for at least 12 months before beginning the family leave and must have performed at least 1,000 hours of service for the employer in the preceding 12 months. Moreover, the credit applies only for the portion of family leave during which the employer reasonably expects that the employee will return to work for the employer.

In order to qualify for the credit, employers must provide employment and benefits protection to employees on family leave. Health benefits must continue during the leave under the terms and conditions that would have applied had the employees remained at work. In addition, all family leave must be provided on a nondiscriminatory basis.

102D CONGRESS
2D SESSION

To amend the Internal Revenue Code of 1986 to provide tax incentives for the adoption of flexible family leave policies by employers.

IN THE _____

_____, 1992

_____ introduced the following bill; which was referred to the Committee on _____.

A BILL

To amend the Internal Revenue Code of 1986 to provide tax incentives for the adoption of flexible family leave policies by employers.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled.

SEC. 1. SHORT TITLE.

This Act may be cited as the "Family Leave Tax Credit Act of 1992".

SEC. 2. FAMILY LEAVE CREDIT.

Chapter 1 of the Internal Revenue Code of 1986 (relating to normal taxes and surtaxes) is amended by adding a new section 51A to read as follows:

"SEC. 51A. FAMILY LEAVE CREDIT.

"(a) AMOUNT OF CREDIT.--

"(1) IN GENERAL.--For purposes of section 38, the amount of the family leave credit for any employer for any taxable year is 20 percent of the qualified compensation with respect to an employee who is on family leave.

"(2) LIMITATIONS ON AVAILABILITY AND AMOUNT OF CREDIT.--

"(A) 500 OR FEWER EMPLOYEES.--An employer is not entitled to a family leave credit for any taxable year unless--

"(i) in the case of an employer that is in its first taxable year, the employer had fewer than 500 employees at the close of that year, and

"(ii) in the case of other employers, the employer averaged fewer than 500 employees for its preceding taxable year. An employer is considered to average fewer than 500 employees for a taxable year if the sum of its employees on the last day of each quarter in that year divided by the number of quarters is fewer than 500.

"(B) DOLLAR CAP ON QUALIFIED COMPENSATION.--The amount of qualified compensation that may be taken into account with respect to an employee may not exceed $100 per business day.

"(C) MAXIMUM PERIOD OF FAMILY LEAVE.--No family leave credit will be available to the extent that the period of family leave for an employee exceeds 12 weeks, defined as 60 business days, in any 12-month period.

"(D) ADDITIONAL LIMITATIONS ON LEAVE FOR PERSONAL SERIOUS HEALTH CONDITIONS.--Leave from an employer in connection with a qualified purpose described in subsection (b)(1)(D) will qualify as family leave only--

(i) if the employee on leave has no unused sick, disability or similar leave, and

(ii) with respect to a single uninterrupted period of leave in any 12-month period.

"(b) FAMILY LEAVE.--Except as otherwise provided in this section, an employee is considered to be on "family leave" if the employee is on leave from the employer in connection with any qualified purpose.

"(1) QUALIFIED PURPOSES.--The term "qualified purpose" means--

"(A) the birth of a child,

"(B) the placement of a child with the employee for adoption or foster care,

"(C) the care of a child, parent or spouse with a serious health condition, or

"(D) the treatment of a serious health condition which makes the employee unable to perform the functions of his or her position.

"(2) DEFINITIONS OF CHILD, PARENT AND SERIOUS HEALTH CONDITION.--

"(A) CHILD.--The term "child" means an individual who is a son, stepson, daughter, stepdaughter, eligible foster child as described in sections 32(c)(3)(B)(iii)(I) and (II), or legal ward of the employee or employee's spouse and who either has not reached the age of 19 by the commencement of the period of family leave or is physically or mentally incapable of caring for himself or herself.

"(B) PARENT.--The term "parent" means an individual with respect to whom the employee would be considered a "child" within the meaning of subsection (b)(2)(A) without regard to the age limitation.

"(C) SERIOUS HEALTH CONDITION.--The term "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice or residential health care facility, or substantial and continuing treatment by a health care provider.

"(c) CREDIT REFUNDABLE.--In the case of so much of the section 38 credit as is attributable to the family leave credit--

"(1) section 38(c) will not apply, and

"(2) for purposes of this section, such credit will be treated as if it were allowed under section 3 of this Act (relating to refundable credits).

"(d) NONDISCRIMINATION REQUIREMENT.--The family leave credit is available to an employer for a taxable year only if the employer provides family leave to its employees for that year on a nondiscriminatory basis.

"(e) OTHER DEFINITIONS AND SPECIAL RULES.--

"(1) IN GENERAL.--For purposes of this section--

"(A) EMPLOYER.--Except as otherwise provided in this subpart, the term "employer" has the meaning provided by section 3306(a)(1) and (3).

"(B) EMPLOYEE.--The term "employee" includes only permanent employees who have been employed by the employer for at least 12 months and have provided over 1000 hours of service to the employer during the 12 months preceding commencement of the family leave.

"(C) QUALIFIED COMPENSATION.--The term "qualified compensation" means the greater of--

"(i) cash wages paid or incurred by the employer to or on behalf of the employee as

remuneration for services during the period of family leave, and

"(ii) cash wages that would have been paid or incurred by the employer to or on behalf of the employee as remuneration for services during the period of family leave had the employee not taken the leave.

"(D) COMPUTATION.--For purposes of subsection (e)(1)(C)(ii), the amount of cash wages that would have been paid to the employee for any business day the employee is on family leave is--

"(i) in the case of an employee that was employed by the employer for the calendar year preceding the year in which the family leave begins, the average daily cash wages of that employee for that year, and

"(ii) in the case of other employees, the average daily cash wages of that employee for the four calendar quarters preceding the commencement of the family leave.

"(E) AVERAGE DAILY CASH WAGES.--For purposes of the computation described in subsection (e)(1)(D), an employee's average daily cash wages is his or her total cash wages for the period described in such subsection divided by the

number of business days in that period.

"(F) BUSINESS DAY.--The term "business day" includes any day other than a Saturday, Sunday or legal holiday.

"(2) EMPLOYMENT AND BENEFITS PROTECTION.--Employers that fail to provide employment or benefits protection to employees while on family leave, or continued health benefits to employees while on family leave under the terms that would have applied had the employees remained at work, will not be eligible for the family leave credit.

"(3) EXPECTATION THAT EMPLOYEE WILL RETURN TO WORK.--No family leave credit will be available for any portion of a period of family leave during which the employer does not reasonably believe that the employee will return from leave to work for the employer.

"(4) REGULATORY AUTHORITY.--The Secretary may prescribe such regulations or other guidance as may be necessary or appropriate to carry out the purposes of this section, including guidance relating to ensuring adequate employment and benefits protection and guidance to prevent abuse of this section.

SEC. 3. COORDINATION WITH REFUND PROVISION.

For purposes of section 1324(b)(2) of title 31 of the United States Code, section 51A of the Internal Revenue Code of 1986 (as added by this Act) will be considered to be a

credit provision of the Internal Revenue Code of 1954 enacted before January 1, 1978.

SEC. 4. CONFORMING AMENDMENTS.

(a) Section 38 is amended by deleting the "plus" after subsection (b)(6) and "." after subsection (b)(7), by inserting ", plus" after subsection (b)(7), and by adding a new subsection (b)(8) to read as follows:

"(8) the family leave credit under section 51A."

(b) The heading and table of contents of Chapter 1, Subchapter A, Part IV, Subpart F are revised to read:

"Subpart F--Rules for Computing Job-Related Credits"

"Sec. 51. Targeted jobs credit."

"Sec. 51A. Family leave credit."

"Sec. 52. Special rules."

(c) The heading of section 51 is revised to read as follows:

"Sec. 51. Targeted jobs credit."

(d) Section 52 is revised by substituting "section 51(a) or 51A(a)" for "section 51(a)" each place it appears.

(e) Section 52(c) is revised by inserting the phrase "or family leave credit" after the phrase "targeted jobs credit".

SEC. 5. EFFECTIVE DATE.

The amendments made by this Act shall apply to family leave that commences after December 31, 1992.

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release September 16, 1992

TO THE CONGRESS OF THE UNITED STATES:

I am pleased to transmit for your immediate consideration and enactment the "Family Leave Tax Credit Act of 1992". This flexible family leave plan will enable 80 percent of the workplaces in the country -- the small and mid-sized businesses that often cannot provide family leave -- to provide family leave for their employees without costing jobs or stifling economic growth. The proposal will cover 15 million more workers, and 20 times as many workplaces, than the proposals in S. 5.

This legislation will provide a refundable tax credit for up to 20 percent of total compensation, for up to $100 a week -- to a maximum of $1,200 -- for businesses that provide their employees with 12 weeks of family leave. An employee would be eligible to take leave under the following circumstances: the birth of a child, the placement of a child with the employee for adoption or foster care, care for a child, parent, or spouse with a serious health condition, or a serious health condition that prevents the employee from performing his or her job.

This is not federally mandated leave. It instead gives employers positive incentives to adopt responsible family leave policies and gives them the flexibility to target the specific needs of their employees. To qualify for the credit, businesses must adopt nondiscriminatory policies that provide protections for employees' jobs, benefits, and health insurance.

On May 5, 1992, the Administration transmitted the "Health Benefits for Self Employed Individuals Act of 1992" to the Congress. This proposal was also intended to help improve benefits for small businesses, without deterring economic growth, by expanding the deductibility of health insurance from 25 percent of costs to 100 percent of costs. Packaged with the Family Leave Tax Credit, we are providing a strong impetus for small businesses to develop quality benefits programs.

The Department of the Treasury has estimated the cost of the Family Leave Tax Credit at approximately $500 million for FY 1993 and $2.7 billion over 5 years. The combined cost of the Family Leave Tax Credit and the "Health Benefits for the Self Employed" is $740 million in 1993 and $7.7 billion over 5 years. These costs must be offset under the Budget Enforcement Act of 1990. In my 1993 Budget, I identified $68.4 billion of specific mandatory spending reductions. Any of those offsets would be acceptable to the Administration. Additionally, when the self employed tax credit was transmitted to the Congress, over $9.3 billion of these offsets were specifically suggested to pay for the proposal -- substantially more than was required. Those same $9.3 billion in offsets are sufficient to pay for the costs of both the self employed deduction and the Family Leave Tax Credit under the Budget Enforcement Act of 1990.

I urge the Congress to take prompt action to generate constructive family leave policies that are consistent with economic growth by quickly passing this legislation.

GEORGE BUSH

THE WHITE HOUSE,
September 16, 1992.

# # #

THE WHITE HOUSE

WASHINGTON

September 17, 1992

MEMORANDUM FOR THE PRESIDENT

FROM: STEVEN PROVOST

SUBJECT: REMARKS TO EMPLOYEES OF AT&T

Tomorrow afternoon at 2:40 p.m., you will address 400 employees at AT&T in Basking Ridge, New Jersey. Approximately 75% of the audience will be women. Your remarks are 25 minutes in length and will be on teleprompter.

(Provost/Askew/Aarhus)
September 17, 1992
11:00 P.M.
WOMEN

PRESIDENTIAL REMARKS: AT&T
BASKING RIDGE, NEW JERSEY
FRIDAY, SEPTEMBER 18, 1992
2:40 P.M.

Thank you, Mary, and good afternoon, everyone. I want to recognize Secretary Lynn Martin, your great former Governor Tom Kean and, of course, Chairman Bob Allen; ~~State Senator Donald DiFrancesco~~ (already out), Speaker Chuck Haytaian ((hi-TIE-in)).

I remember standing in the Rose Garden just last year, and awarding my Environment and Conservation Challenge Award to AT&T for your world-class work in reducing air pollutants. It's great to be here and see first-hand the folks who made it happen.

But there's also something sad about being in this neck of New Jersey today. And I'd like to take a minute or two to explain why.

You lost one of your most remarkable citizens on Wednesday, when Congresswoman Millicent Fenwick died, at 82. Millicent Fenwick was an incredible person -- whose life was spent climbing over barriers -- pipe in hand.

She was born to a life of privilege. But in the early 30's, her marriage split up and she moved to New York alone, deep in debt, with two kids.

She wanted to get a job selling stockings at a department store, but they turned her away -- she hadn't earned a high school diploma. She finally landed a job at Harper's Bazaar,

then worked her way over to Vogue Magazine, where she wrote the Vogue Book of Etiquette. It sold a million copies.

Her kids grown up, Millicent came home to New Jersey, and started to get involved in town politics -- she was the first woman member of the Bernardsville Borough Council. She ran for the State Assembly -- and won, and served as State Consumer Affairs Director.

At 64, when most people are settling down, Millicent was just starting to make a reputation in Congress. I was honored to know Congresswoman Fenwick -- she helped run my campaign here in 1980.

No one worked harder for equality. Once, a state legislator questioned Mrs. Fenwick about her support for the ERA. He said -- "I've always thought of women as kissable, cuddly and smelling good." Mrs. Fenwick replied: "That's the way I feel about men, too. I only hope for your sake that you haven't been disappointed -- as often as I have."//

Now, Millicent Fenwick lived during interesting times. She saw a world transformed outside our borders -- and she helped lead that transformation.

But while these remarkable changes took place overseas, here in America, a quieter and even more profound revolution has been unfolding -- and she was part of that too.

I'm talking about a move toward human justice at its most basic level -- the movement toward equality of the sexes. A

movement that cuts across social and ideological boundaries -- and touches all our lives.

Of course, before we all get carried away with the congratulations, we have to admit -- we still have a ways to go.

Some of you may know the story of the three business executives who passed away and went to heaven.

St. Peter greeted them at the Pearly Gates, and informed them that although they had lived their lives nobly and with compassion -- there would be one final test before they could enter.

The first executive -- a man -- came forward. St. Peter asked him to spell the word: "GOD." He did, and the gates opened before him.

The second executive -- also a man -- came forward and was asked to spell the word "HOLY." He did, and the gates opened again.

Then the third executive came forward -- a woman. Her voice rising ever so slightly, she said: "All my life I had to work twice as hard as men to get ahead. Now I get here and find there's one more test. I can't believe it." And St. Peter said: "I sympathize with you. Spell "Czechoslovakia."

Now, I did not come here today as just one more man, lecturing women about how tough the world is.

I'm here as a President whose policies affect your lives. And I want to explain what we're doing so that you and your daughters won't have to spell "Czechoslovakia."

Last week, I unveiled my Agenda for American Renewal -- answers to the questions Americans are asking around their kitchen tables. The Agenda is a comprehensive strategy to guarantee that by the early part of the 21st century -- America will enjoy the world's first $10 trillion economy.

I have several priorities -- most are well underway. I want to open new markets -- and new customers -- for the products you produce. I want to create new schools for a new age. I want to sharpen businesses' competitive edge -- with relief from taxation, regulation and litigation. I want to reach out to all Americans, and I want to dramatically reduce the size and scope of the federal government.

That's my agenda. But today, I'm here to talk about a special priority on my agenda -- providing economic security for American working men and women.

The first order of business, as I said, is to admit that there is still unfinished business. Women work as hard as men and still earn ~~two-thirds~~ less. That's not acceptable. And most working women do more than equal work -- on the job, and at home. That's not acceptable either.

And many women are trying to do it all alone. Divorce happens. I know it from my own family -- my own daughter. I've seen what single moms are up against -- the kinds of pressures from doing 36 hours' work in a 24 hour day.

As a nation, we must confront these challenges head-on. Not talk, not fluff -- you need government policies that help men and women meet responsibilities at home.

That means child care. It means family leave policies. It means child support enforcement. It means cheaper health care.

Both candidates in this election are talking about these issues. But we offer entirely different solutions.

The other side puts their faith in government. On issue after issue, their solution comes down to giving more power to government. I put my faith in you, and give you the power to help yourself.

The other sides ideas sound very enticing. But you have to ask. Will they work for me? Will they make a difference in my life?

In thinking about this, I refer you to a story about William the Second, Emperor of Germany. He saw himself as a "man's man" -- which I guess means he was the kind of Kaiser who -- when he got lost -- would refuse to stop and ask anybody for directions.

Well, the Kaiser got it in his head that he could design a better battleship. So he drew up plans and sent them to the Naval architect for him to study.

The architect said the Kaiser's battleship would be the finest on earth. It would be as fast as a speedboat. Its range and power would overwhelm the enemy. And everybody on board would feel like they were lounging in their living room.

There was only one teeny, tiny problem. If the boat were built, and actually placed in water -- it would sink.

Well, I'm afraid a lot of policies like that have been coming out of Capitol Hill the past few years. All are designed to use government to achieve great things on your behalf. But look closely, and I suggest that they just might not float in water.

Let me give you some examples. You decide for yourself.

This week, Congress sent me what's called -- "family leave" legislation. This bill has the noble goal of allowing a mom or dad to leave a job -- without pay -- in order to take care of a new baby, or maybe care for a sick parent. The bill would require companies to keep the job open for three months, until the employee could come back to work.

Now, I believe family leave is necessary, and our families need it. A lot of companies are providing it. AT&T is one -- you should be proud of your leadership.

The bill Congress sent me this week would force every company with more than 50 employees to provide family leave. If companies don't foot the bill, they break the law. That's one approach. I have another. I want to give all businesses <u>incentives</u> -- in the form of tax credits -- to <u>offer</u> family leave.

Now, it's an election year, so Congressional leaders have sent me their mandatory approach -- and dared me <u>not</u> to sign it. I want to explain why I can't support this approach.

First of all, our economy is sluggish -- here in New Jersey and all across the country. Think of the ad agencies, the printing companies -- other suppliers you work with everyday. They are cutting budgets and payrolls to the bone, and I don't want to load on more federal mandates that will force them to lay off people.

You might say -- you're protecting the rich. But you know -- entrepreneurs aren't all rich. In fact, more and more people are taking their pensions and starting their own small businesses. By the year 2000, women will run the majority of these businesses.

Here's another point to consider. You and I know, the best benefit packages come from the largest employers. You're the ones who provide the benefits -- small companies are where parents have to make the tough choice between work and family.

But, the other side's approach exempts the smallest employers. My approach offers incentives to ~~every~~ those company, and it will cover the 40% of American workers, that their plan will not. ~~20 times as many employees -- 20 times as many moms and dads~~.

Harris

One more thing. Think of the impact of mandated family leave -- or hiring decisions. I know it's not supposed to happen, but how many employers will think -- why not hire a man instead of a woman? He won't leave to have a child. He won't leave to care for his mom. Mandated fmaily leave could encourage this kind of discrimination.

I don't think you'll hear these kind of details discussed in the media. But I'm going to take a stand. Because to me, it's not worth putting politics ahead of social progress.

Let me talk about another job-related issue -- something called the "glass ceiling".

One reason so many women are turning into entrepreneurs is because they've bumped up against the "glass ceiling" -- they stop getting promoted. Companies are promoting some women in greater numbers, but not fast enough. So a lot of talented women are going into business for themselves.

This isn't just a corporate problem, we're seeing the same thing happen in government. I'm proud of our record in promoting women. But I'm especially proud that we've put talented women in important economic positions running the Department of Labor or Commerce, running the Small Business Administration or handling all our trade negotiations.

The women I work with tell me they don't want any special opportunity -- they just want the right to succeed or fail -- to be measured by the same standards as a male.

We want to see the Lynn Martins and Carla Hills of corporate America succeed, too. That's why Secretary Martin has made shattering the glass ceiling a top priority. She's making sure that companies who receive your tax dollars -- through federal contacts -- make career opportunities available to women.

Sean Hooper DoL 523-6191

Let's talk child care for a moment. You see a difference in philosophies here.

Congress wanted a government-run child care program. I heard from parents who wanted the right to choose the best child care for their children. It might be a public school. Or it might be a church or an aunt's house. The point is -- you want to make the choice, not be told by some county clerk where to take your kid.

Congress wanted to give the money directly to county agencies, and limit your alternatives. I fought for giving vouchers directly to parents, so you can choose the best care, regardless of who provides it. Our way was better, and we won for you.

Now we're having a similar debate over health care. Costs are rising at ~~about~~ more than ten percent a year. It's putting pressure on families, and it's the fastest-growing item in the federal budget.

Once again, the other side wants the government to solve the problem -- either by directly taking over our health care system, or by indirectly getting involved in setting prices and mandating benefits. The idea sounds appealing, but it will end up meaning longer lines and less flexibility for you and your families.

I offer an entirely different approach. I want to give companies incentives to provide coverage and use competition to drive down costs. I want to get at the root cause of rising prices, including skyrocketing malpractice insurance. I want to let small businesses pool their coverage, so they can get the same price breaks like ~~you do, right here at AT&T.~~ larger companies. My plan will

(self-insured) pay a carrier for administrative costs only

lower costs through competition, extend coverage to 30 million Americans who can't afford it today, and build on the strengths of our system -- which already provides the highest quality health care in the world. Again, I believe my approach is right -- for you.//

Here's something that really bothers me. Five million women in America are entitled to child support from ex-husbands. You know how many of those women get all they are entitled to? About half. I think it's outrageous that a father in Pennsylvania can be shopping for a new Corvette, while his ex-wife in New Jersey is struggling to shop for food. I think it's time that the long arm of the law taps every deadbeat dad on the shoulder and say: Pay up, or else.

There's a lot more. I could read a laundry list of what we've accomplished. We've made it so you can take a pension from job to job. We've provided incentives for student aid -- today one out of two students at a college or university gets a federal loan or grant. The purpose is the same: protect working men and women. Make it easier to raise a family.

But the exact details of every program aren't as important as the philosophy behind them. A philosophy that says that ultimately -- the only way to make people more secure -- is to give you more power over the decisions that affect your jobs and family budgets.

If we're going to use the power of government to move us forward, we need to use the power of government to help, not

hinder. Not to add new barriers to opportunity, but to remove old ones.

(Brief pause.)

I started by talking about the economic challenge before America, and I'd like to close the same way.

Because ultimately, that's what this election is about. Who has the ideas -- that can help America win the global economic competition.

When you stop to consider all the challenges we face in this nation, let's not ignore some of the advantages.

Here in America, we send ~~more young people~~ students to ~~college~~ -- ~~than any other nation.~~ ~~More than~~ twice as many as Germany, and more than twice as many as Japan. More than half of them are women.

Basically, we have twice as many educated people as our competitors. America is the only nation that really tries to base opportunity on our character and talent alone.

The changes of the past few decades have improved the lives of all Americans. But more than that, they've improved our society. They've made us stronger, as we face the stiff challenges ahead.

The policies I've outlined today, are designed to build on our strengths. To help us take advantage of the talents of every American, to strengthen all our families -- so that we can make America more safe and secure.

I have seven granddaughters. The oldest is fifteen years old. The world she enters today, will be much different than the world Barbara and I entered many years ago.

If my grand-daughter wants to go out to Texas and start an oil company, she can do it. If she wants to write the Vogue Book of Etiquette -- she can do that too.

And if she wants to run for President, she can do that, too. ((Although she might try fighting forest fires -- it's a little more relaxing.))

I'm glad my grandkids face their opportunities, but they will only be able to take advantage of this if America remains the most dynamic place on this great earth.

I think the path to economic security lies with less government, less regulation, more freedom and respect for families and individuals.

So what I offer in this election is simple. A new path to a Renewed America, based on some tried and true values. That's how we will build a safer and more secure America -- for all of us -- and our kids.

May God bless the United States of America.

# # # #

Carol Hawkins

September 15, 1992

MEMORANDUM

TO: KATHY SUPER
JOHN KELLER
STEVE PROVOST

FROM: GARY FOSTER GF

SUBJECT: SITE SURVEY FOR BASKING RIDGE, NEW JERSEY

Attached is the site survey for the President's trip to Basking Ridge, New Jersey on Friday, September 18. Once Kathy has the site "scrubbed", implementation can begin.

approx. → 2:40 pm

will broadcast to [redacted] employees

cc: Bob Zoellick
David Bates
Dennis Ross
Margaret Tutwiler
Janet Mullins
Tim McBride
David Demarest
Karen Groomes
Andrew Carpendale
Speechwriters

* Hillcrest female in chair

September 14, 1992

MEMORANDUM TO: GARY FOSTER

FROM: DOUG DUVALL

SUBJECT: SURVEY REPORT FOR BASKING RIDGE, NEW JERSEY
FRIDAY, SEPTEMBER 18, 1992

EVENT SCENARIO:

The President will travel from Washington, D.C. to Newark, New Jersey International Airport. The President will motorcade 30 minutes to ATT's corporate headquarters in Basking Ridge, New Jersey. If the President were to helicopter, ATT has a baseball field on their property which would be suitable for an open arrival. The President will give an early afternoon address on economic issues relating to working women. The audience will be predominantly female employees of ATT as well as representatives of women's service organizations from greater Somerset County. After remarks, the President will attend a brief Victory '92 fundraiser. Note: It is also proposed that the President meet briefly with senior management of ATT.

avoid helos ?

PROPOSED EVENT SITE:

ATT is New Jersey's largest employer with 52,000 people on its payroll. Its corporate headquarters has 3,500 employees. In general, ATT is a global company that provides communications services and products, as well as network equipment and computer systems to businesses, consumers, telecommunications service providers and government agencies. Its roots trace back to Alexander Graham Bell, and today it operates worldwide in competitive, high technology markets. With 2.4 million shareholders, ATT's is the most widely held stock in America.

The President will be speaking in the auditorium at their corporate headquarters in Basking Ridge, New Jersey. Unfortunately, the auditorium will only hold a seated crowd of 400-450. Unlike most auditoriums, the floor is not tiered and the seats are not permanent. There is a raised stage which is 18 feet deep, ample room for additional seating near the podium.

Approximately half the invited crowd will be ATT employees and the other half controlled by the New Jersey Bush Quayle operation. ATT will invite a broad range of female employees, ranging from entry level secretarial positions to union cafeteria workers to members of ATT's senior management. ATT does feel they would have to include some male employees, but at least 75% of their invitees would be women.

As far as the program is concerned, Bob Allen, Chairman of ATT, and a supporter of the President's, could give welcoming remarks. Governor Kean could also give brief remarks. Bill Palatucci, Executive Director of Bush Quayle in New Jersey, suggested that Dr. Mary Stewart, President of the Stewart Management Group, introduce the President. Dr. Stewart is an African American; she has a Ph.D., is president of a consulting firm in Asbury Park; she served on New Jersey's Task Force on the 21st Century; and she was named Minority Vendor Advocate for 1991 by the SBA. should introduce

The motorcade can arrive underground in the garage, and the President can access the auditorium through a side entrance. There are dressing rooms that run the length of the auditorium which are suitable for holding rooms. The press platform would be at a head-on position to the rear of the room with the filing center located in the upper level lobby area outside the auditorium.

ATT is having several meetings in their headquarters building this week. The auditorium is being used Thursday. I was able to negotiate with them and they have canceled Friday's meetings. The earliest we can have the room for set up is Thursday at 12:00 noon.

ATT oftentimes broadcasts major announcements and speeches via an in-house satellite network. Given enough lead time, they could do that for the President's remarks. A conservative estimate of employees that could listen to remarks live would be 20,000.

After the President's speech, he will be escorted to the Executive Dining Room on the 4th floor to attend a Victory '92 fundraiser. ATT would also like the President to meet briefly with a handful of senior management. Both these meetings could be held in the Executive Dining room. It can be partitioned to allow for one large event or two smaller ones. Bill Palatucci expects the fundraiser to be approximately 10 individuals.

It should also be noted that ATT has a fairly small representation of women in senior management positions. There is only one woman out of 16 on their Board of Directors. Further, there is one woman out of 13 on their Management Executive Committee. This is not well advertised, but could certainly pose as a problem since the President will be stressing female entrepreneurship.

Mike Del Grande, Government Affairs Director for ATT, feels ATT has a respectable reputation nationally and especially in New Jersey. I asked him if they had any recent discrimination cases brought against them. Apparently, ATT did settle a case in the mid 1980's involving Western Electric, a subsidiary. The economy has not affected ATT that much. They have downsized in the past, but no dramatic layoffs have been made.

In addition, The Newark Star Ledger recently named ATT as one of the top ten corporations in providing child care services. ATT has recently been involved in a consortium with other major businesses like IBM and GE to facilitate child care centers around the country.

All in all, the President's speech at ATT will give a local and national message to women. ATT provides a forum for the President to highlight the Administration's committment to women: increasing access to jobs; providing economic security; strengthening the family; and promoting women's health.

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†Also a member of the Operations Committee.
(See page 3)

STEWART MANAGEMENT GROUP, INC.

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Dr. Mary L. Stewart is President of The Stewart Management Group, Inc. (SMG) in Asbury Park, New Jersey, a consulting firm providing Management Training Programs and Organization Development Consultation. The firm offers training programs and a variety of consulting services focusing on increasing productivity of diverse employee populations.

Mary L. Stewart has over fifteen years of experience in both line and staff management in academic and corporate institutions. She has worked in Organizational Development, Affirmative Action, and Public Relations. In addition, she has extensive professional expertise and experience as a consultant in such areas as management and organizational development, supervisory training, career planning, participative management and human resource development.

Dr. Stewart has served as a consultant to The American Council on Education, Office of Women in Higher Education. She has been instrumental in delivering a program that focused attention on providing career opportunities for minority women interested in higher education administration.

Mary L. Stewart has served in administrative and faculty positions at Harvard University, Boston University and Bates College. She has been a keynote speaker for several educational and business organizations, including Berkeley & Stanford Universities, AT&T Bell Laboratories, and Port Authority New York/New Jersey. She has written and published several articles. She serves as a visiting Professor in the Urban League's Black Executive Exchange Program.

Dr. Stewart holds a Ph.D. in Administration and Organizational Development from Boston College in Massachusetts and a M.S. in Adult Education from Indiana University in Bloomington, Indiana. Her post-graduate work includes participation in the National Training Laboratories Human Development Lab, as well as related professional training courses with University Associates. She served on the State of New Jersey Joint assembly TASK FORCE ON THE 21st CENTURY, and is involved in community activities. Dr. Stewart was named Minority Vendor Advocate for 1991 by the Small Business Administration in Washington, D.C. and Governor Jim Florio of the State of New Jersey.

Dr. Stewart has consulted for numerous organizations in both the private and non-private sectors.
Partial Clients List :

AT&T Alliance
At&T Bell Laboratories
AT&T Network Systems
Bell Communications Research
North Carolina School for Science & Math
Port Authority of NY/NJ
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The Carter G. Woodson Foundation
The National Technical Association
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Withdrawal/Redaction Sheet
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Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
01. List	Contact list, re: POTUS visit to AT&T, Basking Ridge, New Jersey. (1 pp.)	09/18/92	P-6, (b)(6), (b)(7)(e), (b)(7)(f)	

Collection:

Record Group: Bush Presidential Records
Office: Speechwriting, White House Office of
Series: Speech File, Backup
Subseries:
WHORM Cat.:
File Location: New Jersey Working Women 9/15/92

Date Closed: 12/9/2004	**OA/ID Number:** 07580
FOIA/SYS Case #:	
Re-review Case #: 2004-2265-S	
P-2/P-5 Review Case #:	
MR Case #:	**Appeal Case #:**
MR Disposition:	**Appeal Disposition:**
Disposition Date:	**Disposition Date:**

RESTRICTION CODES

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

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

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(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

To Carol

Date 9/17 Time 11:20

WHILE YOU WERE OUT

M Ms. Shawn Hoppe

of Glass ceiling

Phone 523 6191

Area Code Number Extension

TELEPHONED		PLEASE CALL	✓
CALLED TO SEE YOU		WILL CALL AGAIN	
WANTS TO SEE YOU		URGENT	
RETURNED YOUR CALL			

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re: 1 hr.

don't use her name.

Operator CAH

AMPAD EFFICIENCY® 23-021 - 200 SETS 23-421 - 400 SETS CARBONLESS

[top of 8]

And let's look at who would be helped by whose plan. You and I know the best benefit packages comes from the largest firms. An example -- 45 percent of employers who employ 5000 or more workers offer some form of child care benefit, but only 11 percent of employers with 100 employees or fewer.

So commonsense would say, if you want to help employers offer benefits, help small employers. And what does the bill the Congress do? It exempts small employers. Almost forty percent of all workers would not be covered by the bill I vetoed. That isn't commonsense.

My approach follows commonsense. It targets smaller employers -- its for all employers with 500 employees or fewer, those who are least likely to offer benefits, and most likely to need the help I'm proposing to offer benefits to their employees.

Insert
from Hans

(99% of workplaces)
500 or fewer

FACT-CHECK CHANGES

(Askew/Provost/Aarhus)
September 16, 1992
2:00 P.M.
WOMEN

PRESIDENTIAL REMARKS: AT&T WOMEN'S GATHERING
BASKING RIDGE, NEW JERSEY
FRIDAY, SEPTEMBER 18, 1992
2:40 P.M.

Thank you, Dr. (Mary) Stewart, and good afternoon, everyone.

Secretary Lynn Martin, ~~Ambassador Carla Hills, Director Chao, Congressman Zimmer~~, Governor Tom Kean, ~~and~~ Chairman Bob Allen, ~~thanks for the invitation.~~ State Senator Donald DiFrancesco, Speaker Chuck Haytaian (C hī - TIE-in))

I remember standing in the White House Rose Garden just last year, and awarding ~~a Presidential Citation~~ my Environment & Conservation Challenge Award to AT&T ~~on behalf of (insert person), honoring all of you.~~ for your world-class work in reducing CFC air pollutants. So it's good to be here and see first-hand the folks who made it happen.

But there's also something a little sad about being in this neck of New Jersey today.

You lost one of your most remarkable citizens just before dawn Wednesday, when Congresswoman Millicent Fenwick died, at 82.

Millicent Fenwick was an incredible person -- whose life was spent climbing over barriers, pipe in hand.

She was born to a life of privilege. But in 1938, her marriage split up and she moved to New York alone, with two kids, cut off from her family.

She got a job as a model for Harper's Bazaar, then an Art Editor at Vogue for 14 years -- ~~because those were about the only jobs women could excel at in those days.~~ ? → this is insulting!

Her kids grown up, she came home to New Jersey, and started to get involved in town politics. She ran for the state Assembly -- and won, and later served as State Consumer Affairs Director.

At 64, an age when most people are settling down to enjoy life's rewards, Mrs. Fenwick ran for Congress -- and won. She became known as the champion of the underdog -- from migrant workers in South Jersey to oppressed people all around the world.

I'm grateful to Congresswoman Fenwick because she helped run my campaign in New Jersey in 1980 -- but more than that, she gave selflessly to the public interest. One example. She always took Amtrak back home to New Jersey every weekend -- because she didn't want to waste taxpayer's money by flying. (My guess is she probably also got a lot of work done -- she didn't have to worry about running into too many Congressmen on the train.)

You don't always think of Millicent Fenwick as a feminist, but no one worked harder for equality. Once, a state legislator here in New Jersey questioned Mrs. Fenwick about her support for the Equal Rights Amendment. He said -- "I've always thought of women as kissable, cuddly and smelling good." Mrs. Fenwick replied: "That's the way I feel about men, too. I only hope for your sake that you haven't been disappointed as often as I have."

Now, Millicent Fenwick lived and led during interesting times. She saw a world transformed outside our borders -- and she helped influence that transformation.

But while these remarkable changes took place overseas, here in America, a quieter and even more profound revolution has been unfolding -- and she was part of that too.

I'm talking about a move toward human justice at its most basic level -- the movement toward equality of the sexes. A movement that cuts across social, ideological, and national boundaries -- that touches all of our lives.

Of course, before we all get carried away with the high fives, and proclaim that the Berlin Wall between men and women has fallen -- we need to admit that we still have a ways to go.

Some of you may know the story of the three business executives -- maybe they were from AT&T -- who passed away and went to heaven.

St. Peter greeted them at the Pearly Gates, and informed them that although they had lived their lives nobly and with compassion -- there would be one final test before they would be allowed to enter.

The first executive -- a man -- came forward and St. Peter asked him to spell the word: "GOD." He did, and the gates opened before him.

The second executive -- also a man -- came forward and was asked to spell the word "HOLY." He did, and the gates opened again.

Then the third executive came forward -- a woman. Her voice rising ever so slightly, she said: "All my life I had to work twice as hard as men to get ahead, and now I get here and find there's one more test. I can't believe it." And St. Peter said: "I sympathize with you. Spell "Czechoslovakia."

Now, I did not come here today as just one more man, lecturing women about how tough it is to be you. You can get enough of that on Donahue.

I'm here as a President whose policies affect the quality of your life. And I want to explain what we're doing so that you and your daughters won't have to spell "Czechoslovakia" -- so ~~we can lift American women up to~~ American women can hold their ~~right~~ your rightful place as economic, social and legal equals.

Last week, I unveiled my Agenda for American Renewal, a comprehensive set of answers to the economic questions facing America today. It is a plan to guarantee that by the early part of the 21st century -- America will have the world's first $10 trillion economy.

I have several priorities -- many are well underway. I want to promote free trade, revolutionize our schools, sharpen our businesses' competitive edge, reach out to all Americans, and dramatically reduce the size and scope of the federal government.

But today, I'm here to talk about another priority -- providing economic security for American working men and women.

The first order of business, as I said, is to admit that there is still unfinished business. Not only is equal pay still

just a lofty goal -- the 'equal work' part of the equation isn't true yet, either.

Taking care of home and kids is a full-time job in itself, and I know a lot of you are doing it on top of working here full-time.

And you may be trying to do it all alone. Divorce happens. Single mothers do struggle. You drive ~~your minivans~~ to ShopRite ~~Safeway~~, pick up the kids at school, take them to church, the doctor, soccer practice -- cook and clean and coach and coddle -- and by the end of the day, you're so tired, that you can't even stay awake for the ~~ten~~ eleven-o'clock news.

The 'silent majority' of America in the 1990s -- may well be that great, quiet backbone of dedicated, uncomplaining women -- who juggle career, school, kids and home -- and somehow manage to get it all done with little or no help.

We as a nation need to face this challenge square in the eye: Working American~~women~~s today need workplace policies flexible enough to stretch and fit extraordinary conditions at home.

Now, how do we do this? That's a big question in this election.

One approach is to weigh in with big government. Set up agencies, pass heavy-handed laws, wind up the bureaucrats, and try to legislate our way to a perfect world. It sounds great. But you have to ask -- will it work?

I refer you to a story about ~~Kaiser Wilhem~~ William the Second, Emperor of Germany. He was sort of a 'man's man' -- which I guess means he was the kind of Kaiser who -- when he got lost -- would refuse to stop and ask anybody for directions.

Well, the Kaiser got it in his head that he could design a better battleship. So he drew up the plans and sent them to the Naval ~~shipyard~~ architect for ~~the experts~~ him to study.

And when ~~they~~ the architect sent back ~~their~~ his report, it said the Kaiser's battleship ~~design was indeed the finest on earth.~~ ~~It~~ would be faster and quicker than anything in the water. Its range and power would overwhelm the enemy. And everybody on board, from the lowest deckhand to the Admiral, would enjoy a comfort far above the standards at the time.

According to the ~~shipyard~~ naval architect, there was only one teeny, tiny problem. If the boat were built... and placed in water... it would sink like lead.

Well, I'm afraid a lot of policies like that have been coming out of Capitol Hill the past few years. Policies with wonderful titles -- like the (Family ~~Support and Working Women Act~~) and Medical Leave Act of 1992 -- all designed to achieve great things on behalf of working men and women. But look closely, and you see that they just might not float in water.

Consider what's called the family-leave bill that was sent to me this week. It's well-meaning, and has the noble goal of allowing a parent to leave a job -- without pay -- in order to take care of a new baby, or other pressing family health care need. The bill

would require companies to keep that job open for up to ~~a year~~ 12 weeks, so the employee could come back to work.

A lot of progressive companies already offer this kind of family leave plan -- and AT&T is one of them. Your family-leave policy, in fact, should serve as a model for others companies; it's one of the most enlightened I've ever seen.

AT&T started this program voluntarily. But what about the woman down the street, running her ad agency on a tight budget, with 50 or so employees? What if the Federal government walked in and said to her, all right, this is law. You've got to offer family leave.

Think about what might happen the next time a job opened up. Let's say there are two qualified candidates. One, a man. The other, a woman of childbearing age. Equally qualified -- who do you think is going to get the job? Who's the small business going to count on to stick around -- and not leave for a year to have a baby?

Well, folks -- this is where the ship sinks -- and ~~the people on board get hurt~~ businesses drown.

((And that's why I vetoed Congress' family-leave bill this week.)) I think it's well-meaning -- but not well-thought-out. Sort of like the Kaiser's battleship.

May not be vetoed on Fri. - hasn't been vetoed yet.

And two days ago, I sent <u>back</u> to Congress an alternative plan that not only looks good on paper, but also will <u>float</u>.

My proposal doesn't force business men and women to comply. Instead, it gives them incentives -- in the form of tax credits -

- to offer family leave. It's flexible, and it'll help 80% of the ~~workplaces~~ workers in this country -- ~~the~~ who are in the small and mid-sized businesses that otherwise couldn't afford a family-leave program. Now they can provide a program without having to lay off people to pay for it.

Understand, this isn't an attempt to let wealthy business owners off the hook from doing what is right for society. It's simply recognizing the fact that more and more, women entrepreneurs are starting small businesses. These businesses provide two out of three new jobs in the country -- and the Labor Department and Small Business Administration says that by the year 2000, half of them will be owned by women.

One reason so many women are turning into entrepreneurs is because they've bumped up against the glass ceiling that blocks their progress in so many companies. (need to humanize this -- example) Big companies are promoting women to higher positions than they used to, but not fast enough. So a lot of talented women are leaving and going into business for themselves.

That's why Secretary Martin has been working with Small Business Administrator Pat Saiki -- to shatter that ceiling. ~~She's~~ They're making a special effort with small business, because like I said, that's where two out of three new jobs are created. (this is weak, need more)

We have a whole network of policies we've developed during my administration, some that directly help working ~~women~~ families with

pressing needs and some that help them indirectly, by strengthening the marketplace.

Child care, for example, was a big issue in the 1988 campaign. ~~But you don't hear much about it this year, because it's not an issue anymore.~~ My Child-Care Act became law in 1990 -- and I'm proud of how it happened.

You know how difficult it can be choosing proper care for your children. You can't tell about a facility from one interview. You go on friends' recommendations, but they aren't always accurate. Then you see those awful shows on television, that expose the abuses that can happen.

More than anything else, the parents I talk to want to be free to explore different options in child care. Maybe it's a program run by a local school. Or maybe it's a church program, or having your son or daughter stay with a relative down the street.

Before my bill was passed, Everyone in Washington wanted to help low-and middle-income parents with child care support. But my opponents wanted to give the money directly to public agencies, and limit your alternatives. I fought for giving vouchers directly to parents, who could use them to choose the best care, regardless of who provided it. Our way was better, and we won.

Now we're fighting a similar battle over health care. Once again, the other side wants the government to solve the problem, either by directly taking over our health care system, or indirectly, by getting involved in setting prices. It sounds

appealing, but it will end up meaning longer lines and less flexibility for you and your families.

I offer an entirely different approach. Give companies incentives to provide coverage on their own. Allow small businesses to pool coverage, so that they can get the same kind of breaks on costs like you do right here at AT&T. ~~as the AT&Ts of the world.~~ My system protects your freedom to choose your doctor and build on America's strength -- for providing the best health care in the world.

We have other priorities -- like child-support enforcement. We're working on legislation that would crack down on 'deadbeat dads' who don't support their kids. We want State governments to cooperate so these deadbeats can't hide across State lines. We want to track these guys down and make them pay.

needs transition → What happens when you see opportunity across the street -- a better job, with more pay? But you'll lose all your pension benefits if you change companies. What do you do? Well, just this summer, we signed a law that will let you take your pension from job to job.

There's a lot more. I could read a laundry list of what we've done and want to do, in job training and discrimination protection, and on and on.

But what's important here isn't details. It's the big picture that's emerging, and it's very complex.

We're talking about altering our society's very fabric. As women's roles evolve, economic issues that seemed unrelated

before, start to weave together -- into the broader fabric of family issues.

And if we're going to use the power of government to move us forward, we need to use the power of government to help, not hinder. Not to add new barriers to opportunity, but to remove old ones. Business barriers that burden new and small enterprises, and social and cultural and legal barriers that ~~prevent working women from becoming true first-class citizens.~~ → insulting

(Brief pause.)

You know, I didn't come here today to make a political speech, but I hope you'll ~~excuse~~ allow me to make one political comment.

~~The~~ Some polls show me behind today, but I have a quiet confidence that come November 3rd -- I will win.

I don't say this because of any great confidence in my ability to campaign eloquently. Frankly, while I think I've been a good President -- I'm a lousy politician. I say I'm going to win because I really believe my ideas are right for America.

I also have a feeling that I will be the last President... to come from the World War II generation -- whose experiences and views were shaped by that great central event.

I happen to believe the values of that generation -- things like the ~~primacy~~ importance of family and the individual -- are worth passing forward. That's why my policies reflect those values.

But I believe something else. I believe that in many ways, the world has become a better place, and many of those ways relate to women.

I have (7) granddaughters. The oldest is (15). Noelle, who 15 It's interesting for me to compare the world she enters today, with the world Barbara entered many years ago.

If ~~they~~ my grand-daughters want to go out to Texas and start a business, ~~my granddaughters~~ they will be able to do it on their own, not just by tagging along beside a husband. If they want to edit Vogue magazine, well, they can do that.

But if they want to be a surgeon, or a lawyer or a research scientist they can do that too. Our society is so much richer because now, women ~~can~~ have contributed in ~~any way they want.~~ so many positive ways.

But the old values still matter, to women and men.

As I travel this great nation, I hear the anxiety. But I still believe that Americans put their faith first in family and friends -- just like in my day. I don't sense any groundswell to have government solve all our problems -- because common sense tells us it won't work.

So what I offer in this election is a new path to opportunity, based on some fundamentally old values. Some values that I think can build a safer and more secure America -- for all of us -- and our kids.

Thanks for listening. God bless you. And God bless the United States of America.

(Askew/Provost/Aarhus)
September 16, 1992
2:00 P.M.
WOMEN

PRESIDENTIAL REMARKS: AT&T WOMEN'S GATHERING
BASKING RIDGE, NEW JERSEY
FRIDAY, SEPTEMBER 18, 1992
2:40 P.M.

Thank you, Dr. (Mary) Stewart, and good afternoon, everyone.

May I say that it's good to see ~~half my cabinet~~ up here in ~~New Jersey -- maybe we can~~ get some work done.

I want to recognize Secretary Lynn Martin, ~~Ambassador Carla Hills, Director ( ) Chao, Congressman Dick Zimmer~~, your great former Governor Tom Kean and, of course, Chairman Bob Allen. Thanks allowing me to visit this impressive facility.

I remember standing in the Rose Garden just last year, and awarding a Presidential Citation to ~~(Bob Allen), honoring all of you~~ AT&T for your world-class work in reducing CFC air pollutants. It's good to be here and see first-hand the folks who made it happen.

But there's also something a little sad about being in this neck of New Jersey today.

You lost one of your most remarkable citizens just before dawn Wednesday, when Congresswoman Millicent Fenwick died, at 82.

Millicent Fenwick was an incredible person -- whose life was spent climbing over barriers -- pipe in hand.

She was born to a life of privilege. But in the early 30's, her marriage split up and she moved to New York alone, deep in debt, with two kids, and no education.

She wanted to get a job selling stockings at a department store, but they turned her away -- she hadn't earned a high school diploma. She finally landed a job modeling at Harper's Bazaar, then worked her way over to Vogue Magazine, where she ended up writing the Vogue Book of Etiquette. It ~~only~~ sold a million copies.

Her kids all grown up, she came home to New Jersey, and got ~~started to get~~ involved in town politics -- as the first woman member of the Bernardsville Borough Council. She ran for the state Assembly -- and won, and later served as State Consumer Affairs Director.

At 64, ~~at~~ an age when most people are settling down to enjoy life's rewards, Mrs. Fenwick was elected to Congress. She became known as the champion of the underdog -- for everyone from migrant workers in South Jersey to oppressed people all around the world.

I was privileged to know Congresswoman Fenwick -- she helped run my campaign here in 1980. I never knew anyone who was as dedicated to public service.

You may not immediately think of Millicent Fenwick as a feminist, but no one worked harder for equality. Once, a state legislator questioned Mrs. Fenwick about her support for the ERA. He said -- "I've always thought of women as kissable, cuddly and

smelling good." Mrs. Fenwick replied: "That's the way I feel about men, too. I only hope for your sake that you haven't been disappointed as often as I have."//

Now, Millicent Fenwick lived during interesting times. She saw a world transformed outside our borders -- and she helped lead that transformation.

But while these remarkable changes took place overseas, here in America, a quieter and even more profound revolution has been unfolding -- and she was part of that too.

I'm talking about a move toward human justice at its most basic level -- the movement toward equality of the sexes. A movement that cuts across social and ideological boundaries -- and touches all of our lives.

Of course, before we all get carried away with the congratulations, we have to admit -- ~~we~~ there's still ~~have~~ a long ways to go.

Some of you may know the story of the three business executives -- maybe they were from AT&T -- who passed away and went to heaven.

St. Peter greeted them at the Pearly Gates, and informed them that although they had lived their lives nobly and with compassion -- there would be one final test before they would be allowed to enter.

The first executive -- a man -- came forward and St. Peter asked him to spell the word: "GOD." He did, and the gates opened before him.

The second executive -- also a man -- came forward and was asked to spell the word "HOLY." He did, and the gates opened again.

Then the third executive came forward -- a woman. Her voice rising ever so slightly, she said: "All my life I had to work twice as hard as men to get ahead, and now I get here and find there's one more test. I can't believe it." And St. Peter said: "I sympathize with you. Spell "Czechoslovakia."

Now, I did not come here today as just one more man, lecturing women about how tough it is.

I'm here as a President whose policies affect your lives. And I want to explain what we're doing so that you and your daughters won't have to spell "Czechoslovakia."

Last week, I unveiled my Agenda for American Renewal -- answers to the questions American men and women are asking around ~~your dining~~ their kitchen tables. The Agenda is a comprehensive strategy to guarantee that by the early part of the 21st century -- America will have the world's first $10 trillion economy.

I have several priorities -- most are well underway. I want to open new markets for the products who produce. I want to create new schools for a new age. I want sharpen businesses' competitive edge -- by providing relief from taxation, regulation and litigation. I want reach out to all Americans, and dramatically reduce the size and scope of the federal government.

These is my agenda. But today, I'm here to talk about a

special priority on my agenda -- providing economic security for American working men and women.

The first order of business, as I said, is to admit that there is still unfinished business. Equal pay for equal work is still an unattained goal. It's unacceptable that women earn only 2/3rd's of every dollar men earn. And most working women do more than equal work -- both on the job, and at home. That's not acceptable either.

Taking care of home and kids is a full-time job, and I know a lot of you are doing it on top of working here full-time.

And many women are trying to do it all alone. Divorce happens. I know it from my own family -- my own daughter. I've seen what single moms are up against doing ~~24~~ 36 hours work in a ~~16~~ 24 hour day.

The 'quiet majority' of America in the 90's -- may well be those hardworking single moms -- who juggle career, school, kids and home -- and somehow manage to get it all done, and done well.

As a nation, we must confront these challenges squarely. Working American women today need government policies flexible enough to help them meet their responsibilities at home.

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That means child care. It means family-leave policies. It means child support enforcement. It means cheaper health care.

Both candidates in this election are talking about these problems. But we offer entirely different solutions.

The other side puts the faith in government. On issue after issue, the solution comes down to giving more power to government

-- so that government can help you. I put my faith you, and giving you the tools to help you in your life.

The other sides ideas sound very enticing. But you have to ask. Will they work for me? Will they make a difference in my life?

I refer you to a story about Kaiser Wilhem the Second of Germany. He was sort of a 'man's man' -- which I guess means he was the kind of Kaiser who -- when he got lost -- would refuse to stop and ask anybody for directions.

Well, the Kaiser got it in his head that he could design a better battleship. So he drew up the plans and sent them to the Naval shipyard for the experts to study.

The experts said the Kaiser's battleship-design was indeed the finest on earth. It would be as fast as a speedboat. Its range and power would overwhelm the enemy. And everybody on board would feel like they were ~~sitting~~ lounging in a living room.

There was only one teeny, tiny problem. If the boat were built, and actually placed in water -- it would sink.

Well, I'm afraid a lot of policies like that have been coming out of Capitol Hill the past few years. Policies with wonderful sounding titles -- (like ----) all designed to use government to achieve great things on behalf of working men and women. But look closely, and I suggest that they just might not float in water.

Let me give you some examples, you can decide for yourself.

This week, Congress sent me what's called -- "family leave legislation". This bill has the noble goal of allowing a mom or dad to leave a job -- without pay -- in order to take care of a new baby, or maybe care for a sick parent. The bill would require companies to keep the job open for three months, until the employee ~~could come~~ came back to work.

I believe family leave is necessary, and important.

A lot of progressive companies already offer~~ing~~ it on their own. Recently, 11 of the nation's largest corporations, combined with over 100 small businesses -- to voluntarily put in place programs that can help employees care for children and other dependents. AT&T is at the forefront of this effort. Your family-leave policy, in fact, should serve as a model for others companies.

The bill I was sent this week would mandate that all companies with more than 50 employees provide family leave. I have an alternative; it would give all businesses incentives -- in the form of tax credits -- to offer family leave.

It's an election year, so Congressional leaders have sent me their mandatory approach -- and dared me not to sign it. I want to explain why I can't support ~~this approach.~~ their bill.

First of all, our economy is sluggish. Think of the small ad agency, or the other ~~suppliers~~ companies many of you work with. They are cutting budgets and payrolls to the bone, and I don't want to give them any more federal mandates, that will force them to lay off people.

You might say -- you're protecting the rich. But you know that entrepreneurs aren't all rich. In fact, more and more women are starting their own small businesses. By the year 2,000, women will run the majority of small businesses.

Here's another point to consider. You and I know, the best benefit packages come from the largest employers. To give you an example, 45 percent of companies with over 5,000 workers already offer some form of child care benefit, just 11 percent of companies with 100 or fewer employers.

The other approach exempts the smallest employers, so almost 40 percent of all workers wouldn't get family leave. My approach offers incentives to every company, and it will cover 20 times as many employees -- 20 times as many moms and dads.

I don't think you'll hear these kind of details discussed in the media. But I'm going to take a stand. Because to me, it's not worth putting politics ahead of social progress.

Let me talk about another job-related issue -- something called the glass ceiling.

One reason so many women are turning into entrepreneurs is because they've bumped up against a glass ceiling. Companies are promoting women to top positions in greater numbers, but not fast enough. So a lot of talented women going into business for themselves.

This isn't just a corporate problem, we're seeing the same thing happen in government. ((Dr. Stewart talked about our record in promoting women -- and I'm proud of it.)) But I'm especially proud -- that we've put talented women in positions where you don't expect to see them.

Like Lynn Martin at the Labor Department. Lynn doesn't want any special opportunity that a man won't get -- she wants to right to fail -- by the same standards as any male Labor Secretary.

I'm also proud of Carla Hills. There's an old saying -- anyone who can figure out who can get the jelly beans -- the six-year-old or the three-year-old -- can negotiate any treaty to mankind.

Carla Hills raised a family. And I don't know if that's where she learned her negotiating skills. But as American workers, I wouldn't rather have anyone else on our side of the negotiating table.

We want to see the Lynn Martin's and Carla Hills of corporate America also succeed. That's why Secretary Martin and Pat Saiki have made shattering the glass ceiling a top priority. She's helping hundreds of business -- large and small -- confront this issue. She has made sure that companies receive your tax dollars -- with federal contacts -- career opportunities must be equally available to women and minorities. (need line)

We have a whole series of policies we've developed, some that directly help working women with pressing needs and some that help them indirectly, by strengthening the marketplace.

Child care, for example, was a big issue in the 1988 campaign. We've made big progress on it.

Congress wanted a government-run child care program, with dozens of mandated policies. But I pushed them to go in a different direction. I heard from parents who wanted the right to choose the best child care for their children. It might be a public school, or it might be a church or an aunt's house. The point is -- you want to make the choice, not to told where to take your kid by some county clerk.

Congress wanted to give the money directly to public agencies, and limit your alternatives. I fought for giving vouchers directly to parents, who could use them to choose the best care, regardless of who provided it. Our way was better, and we won.

Now we're fighting a similar battle over health care. Once again, the other side wants the government to solve the problem, either by directly taking over our health care system, or indirectly, by getting involved in setting prices. It sounds appealing, but it will end up meaning longer lines and less flexibility for you and your families.

I offer an entirely different approach. Give companies incentives to provide coverage and use competition to drive down costs. I want to get at the root cause of rising prices,

including skyrocketing malpractice insurance. I want to let small businesses pool their coverage, so they can get the same kind of efficiencies ~~as the AT&T's of the world.~~ -- like you do right here @ AT&T. My plan will control costs, extend coverage to 30 million Americans who can't afford it today, and build on our system -- which already provides the highest quality care in the world. Again, I believe my approach is right.

We have other priorities. Here's something that really bothers me. 5 million women in America are entitled to child support from ex-husbands. Know how many get all they are entitled to? Just about half. I think it's crazy that a fathers in Pennsylvania may be shopping for a new cars, while ~~their~~ his ex-wife in New Jersey is struggling to shop for food. I want to use the law to get to every deadbeat dad and say -- fulfill your duty.//

There's a lot more. I could read a laundry list of we've accomplished and want to get done for working men and women. We've even made it so you can take a pension from job to job.

But the exact details of every program aren't as important as the philosophy behind them. A philosophy that says that ultimately -- the only way to make people more secure -- is to give them more power over the decisions that affect their jobs and family budgets -- not the government.

If we're going to use the power of government to move us forward, we need to use the power of government to help, not hinder. Not to add <u>new</u> barriers to opportunity, but to remove

old ones. Business barriers that burden new and small enterprises, and social and cultural and legal barriers that make working women's lives tougher.

(Brief pause.)

I started today by talking about the economic challenge before America, and I'd like to close the same way.

Because ultimately, that's this election is about. Who has the ideas -- that can help America win the global economic competition.

When you stop to consider all the challenges we face in this nation, don't ignore some of the advantages.

Let me give you just one statistic. Here in America, we send more young people to college -- than any other nation. More than twice as many as Germany, and more than twice as many as Japan.

Basically, we have twice as many educated people than our competitors, because American now have an equal chance.

The changes of the past few decades have improved the lives of women. But more than that, they have improved our society. They have made us far stronger, as we face the economic challenges ahead.

The policies I've outlined today, are designed to build on those strengths. To let us take advantage of the talents of every American, by making their work and home more safe and secure.

I have (7) granddaughters. The oldest is (Noelle, who is 15). It's interesting for me to compare the world she enters today, with the world Barbara entered many years ago.

If they want to go out to Texas and start an oil company, like I did, my granddaughters can do it. If they want to write the Vogue Book of Etiquette -- they can do that to. And at the same time, they can raise children of their own.

I'm delighted with the opportunity my granddaughters are facing, but they and my grandsons will only be able to take advantage of this opportunity, if America remains the most dynamic, free place on this great earth.

I think the path to economic security is with less government, less regulation, more freedom and respect for families and individuals -- like the policies I've outlined today.

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Steve-
494-4457
Call Bob Grady

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You might say -- you're protecting the rich. But you know that entrepreneurs aren't all rich. In fact, more and more women are starting their own small businesses. By the year 2,000, women will run the majority of small businesses.

Here's another point to consider. You and I know, the best benefit packages come from the largest employers. To give you an example, 45 percent of companies with over 5,000 workers already offer some form of child care benefit, just 11 percent of companies with 100 or fewer employers.

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-- so that government can help you. I put my faith you, and giving you the tools to help you in your life.

The other sides ideas sound very enticing. But you have to ask. Will they work for me? Will they make a difference in my life?

I refer you to a story about Kaiser Wilhem the Second of Germany. He was sort of a 'man's man' -- which I guess means he was the kind of Kaiser who -- when he got lost -- would refuse to stop and ask anybody for directions.

Well, the Kaiser got it in his head that he could design a better battleship. So he drew up the plans and sent them to the Naval shipyard for the experts to study.

The experts said the Kaiser's battleship-design was indeed the finest on earth. It would be as fast as a speedboat. Its range and power would overwhelm the enemy. And everybody on board would feel like they were sitting in a living room.

There was only one teeny, tiny problem. If the boat were built, and actually placed in water -- it would sink.

Well, I'm afraid a lot of policies like that have been coming out of Capitol Hill the past few years. Policies with wonderful sounding titles -- (like ----) all designed to use government to achieve great things on behalf of working men and women. But look closely, and I suggest that they just might not float in water.

Let me give you some examples, you can decide for yourself.

(Askew/Provost/Aarhus)
September 16, 1992
2:00 P.M.
WOMEN

PRESIDENTIAL REMARKS: AT&T WOMEN'S GATHERING
BASKING RIDGE, NEW JERSEY
FRIDAY, SEPTEMBER 18, 1992
2:40 P.M.

Thank you, Dr. (Mary) Stewart, and good afternoon, everyone.

Secretary Lynn Martin, ~~Ambassador Carla Hills, Director Chao, Congressman Zimmer,~~ Governor Tom Kean and Chairman Bob Allen, thanks for the invitation.

I remember standing in the White House Rose Garden just last year, and awarding a ~~Presidential~~ my Environment & Conservation Challenge Citation to AT&T ~~on behalf of (insert person), honoring all of you~~ for your world-class work in reducing CFC air pollutants. So it's good to be here and see first-hand the folks who made it happen.

But there's also something a little sad about being in this neck of New Jersey today.

You lost one of your most remarkable citizens just before dawn Wednesday, when Congresswoman Millicent Fenwick died, at 82.

Millicent Fenwick was an incredible person -- whose life was spent climbing over barriers, pipe in hand.

She was born to a life of privilege. But in 1938, her marriage split up and she moved to New York alone, with two kids, cut off from her family.

President's Environment & Cons. Challenge (Citation) Award

did this before divorce

She got a job as a model ~~at~~ for Harper's Bazaar, then an ~~Art~~ writer and an Editor at Vogue for 14 years. ~~-- because those were about the only jobs women could excel at in those days.~~

Her kids grown up, she came home to New Jersey, and started to get involved in town politics. She ran for the state Assembly -- and won, and later served as State Consumer Affairs Director.

At 64, at an age when most people are settling down to enjoy life's rewards, Mrs. Fenwick ran for Congress -- and won. She became known as the champion of the underdog -- from migrant workers in South Jersey to oppressed people all around the world.

I'm grateful to Congresswoman Fenwick because she helped run my campaign in New Jersey in 1980 -- but more than that, she gave selflessly to the public interest. One example. She always took Amtrak back home to New Jersey every weekend -- because she didn't want to waste taxpayer's money by flying. (My guess is she probably also got a lot of work done -- she didn't have to worry about running into too many Congressmen on the train.)

You don't always think of Millicent Fenwick as a feminist, but no one worked harder for equality. Once, a state legislator here in New Jersey questioned Mrs. Fenwick about her support for the Equal Rights Amendment. He said -- "I've always thought of women as kissable, cuddly and smelling good." Mrs. Fenwick replied: "That's the way I feel about men, too. I only hope for your sake that you haven't been disappointed as often as I have."

UGH!

Now, Millicent Fenwick lived and led during interesting times. She saw a world transformed outside our borders -- and she helped influence that transformation.

But while these remarkable changes took place overseas, here in America, a quieter and even more profound revolution has been unfolding -- and she was part of that too.

I'm talking about a move toward human justice at its most basic level -- the movement toward equality of the sexes. A movement that cuts across social, ideological, and national boundaries -- that touches all of our lives.

Of course, before we all get carried away with the high fives, and proclaim that the Berlin Wall between men and women has fallen -- we need to admit that we still have a ways to go.

Some of you may know the story of the three business executives -- maybe they were from AT&T -- who passed away and went to heaven.

St. Peter greeted them at the Pearly Gates, and informed them that although they had lived their lives nobly and with compassion -- there would be one final test before they would be allowed to enter.

The first executive -- a man -- came forward and St. Peter asked him to spell the word: "GOD." He did, and the gates opened before him.

The second executive -- also a man -- came forward and was asked to spell the word "HOLY." He did, and the gates opened again.

Then the third executive came forward -- a woman. Her voice rising ever so slightly, she said: "All my life I had to work twice as hard as men to get ahead, and now I get here and find there's one more test. I can't believe it." And St. Peter said: "I sympathize with you. Spell "Czechoslovakia."

Now, I did not come here today as just one more man, lecturing women about how tough it is to be you. You can get enough of that on Donahue.

I'm here as a President whose policies affect the quality of your life. And I want to explain what we're doing so that you and your daughters and grand-daughters won't have to spell "Czechoslovakia" -- so we can help them lift American women up to their rightful place as economic, social and legal equals.

Last week, I unveiled my Agenda for American Renewal, a comprehensive set of answers to the economic questions facing America today. It is a plan to guarantee that by the early part of the 21st century -- America will have the world's first $10 trillion economy.

I have several priorities -- many are well underway. I want to promote free trade, revolutionize our schools, sharpen our businesses' competitive edge, reach out to all Americans, and dramatically reduce the size and scope of the federal government.

But today, I'm here to talk about another priority -- providing economic security for American working men and women.

The first order of business, as I said, is to admit that there is still unfinished business. Not only is equal pay still

just a lofty goal -- the 'equal work' part of the equation isn't true yet, either.

Taking care of home and kids is a full-time job in itself, and I know a lot of you are doing it on top of working here full-time.

And you may be trying to do it all alone. Divorce happens. Single mothers do struggle. You drive ~~your minivans~~ to ~~Safeway~~, pick up the kids at school, take them to church, the doctor, soccer practice -- cook and clean and coach and coddle -- and by the end of the day, you're so tired, that you can't even stay awake for the ~~ten~~-o'clock news.

The 'silent majority' of America in the 1990s -- may well be that great, quiet backbone of dedicated, uncomplaining women -- who juggle career, school, kids and home -- and somehow manage to get it all done with little or no help.

We as a nation need to face this challenge square in the eye: Working American ~~women~~ today need workplace policies flexible enough to stretch and fit extraordinary conditions at home.

Now, how do we do this? That's a big question in this election.

One approach is to weigh in with big government. Set up agencies, pass heavy-handed laws, wind up the bureaucrats, and try to legislate our way to a perfect world. It sounds great. But you have to ask -- will it work?

I refer you to a story about ~~Kaiser~~ William ~~Wilhem~~ the Second, emperor of Germany. He was sort of a "man's man" -- which I guess means he was the kind of Kaiser who -- when he got lost -- would refuse to stop and ask anybody for directions.

Well, ~~the~~ Kaiser Bill got it in his head that he could design a better battleship. So he drew up the plans and sent them to the Naval ~~shipyard~~ architect for ~~the experts~~ him to study.

And when ~~they~~ the architect sent back ~~their~~ his report, it said the Kaiser's battleship ~~design was indeed the finest on earth. It~~ would be faster and quicker than ~~anything in the water.~~ stet ~~everything battleship~~ Its range and power would overwhelm the enemy. And everybody on board, from the lowest deckhand to the ~~Admiral~~ stet ~~Commander~~, would enjoy a comfort far above the standards at the time.

According to the ~~shipyard~~ naval architect, there was only one teeny, tiny problem. If the boat were built... and placed in water... it would sink like lead.

Well, I'm afraid a lot of policies like that have been coming out of Capitol Hill the past few years. Policies with wonderful titles -- like the (Family ~~Support and Working Women Act~~ and Medical Leave Act of 1992) -- all designed to achieve great things on behalf of working men and women. But look closely, and you see that they just might not float in water.

clerk's office 2226

Hanns

Consider what's called the family-leave bill that was sent to me this week. It's well-meaning, and has the noble goal of allowing a parent to leave a job -- without pay -- in order to take care of a new baby, or other pressing family health care need. The bill

would require companies to keep that job open ~~for up to a year,~~ for up to 12 weeks (leave time allotted in Cong. bill) so the employee could come back to work.

A lot of progressive companies already offer this kind of family leave plan -- and AT&T is one of them. Your family-leave policy, in fact, should serve as a model for others companies; it's one of the most ~~enlightened~~ I've ever seen.

AT&T started this program voluntarily. But what about the woman down the street, running her ad agency on a tight budget, with 50 or so employees? What if the Federal government walked in and said to her, all right, this is law. You've got to offer family leave.

Think about what might happen the next time a job opened up. Let's say there are two qualified candidates. One, a man. The other, a woman of childbearing age. Equally qualified -- who do you think is going to get the job? Who's the small business going to count on to stick around -- and not leave for a year to have a baby?

Well, folks -- this is where the ship sinks -- ~~and the people on board get hurt~~ and businesses drown.

And that's why I vetoed Congress' family-leave bill ~~this week~~ today. I think it's well-meaning -- but not well-thought-out. Sort of like the Kaiser's battleship.

And two days ago, I sent back to Congress an alternative plan that not only looks good on paper, but also will float.

My proposal doesn't force business men and women to comply. Instead, it gives them incentives -- in the form of tax credits -

- to offer family leave. It's flexible, and it'll help 80% of the ~~workplaces~~ workers in this country -- who are in the small and mid-sized businesses that otherwise couldn't afford a family-leave program. Now they can provide a program without having to lay off people to pay for it.

Harris x6563

Understand, this isn't an attempt to let wealthy business owners off the hook from doing what is right for society. It's simply recognizing the fact that more and more, women entrepreneurs are starting small businesses. These businesses provide two out of three new jobs in the country -- and the Labor Department and Small Business Administration says that by the year 2000, half of them will be owned by women.

Sm. Bus. Admin

Sec. Martin Pat Saiki press conf. 8/11/92

Maria says trans. doesn't work

One reason so many women are turning into entrepreneurs is because they've bumped up against the glass ceiling that blocks their progress in so many companies. (need to humanize this -- example) Big companies are promoting women to higher positions than they used to, but not fast enough. So a lot of talented women are leaving and going into business for themselves.

That's why Secretary Martin has been working with Small Business Administrator Pat Saiki -- to shatter that ceiling. ~~She's~~ They're making a special effort with small business, because like I said, that's where two out of three new jobs are created. (this is weak, need more)

We have a whole network of policies we've developed during my administration, some that directly help working ~~women~~ families with

pressing needs and some that help them indirectly, by strengthening the marketplace.

Child care, for example, was a big issue in the 1988 campaign. ~~But you don't hear much about it this year, because it's not an issue anymore.~~ My Child-Care Act became law in 1990 -- and I'm proud of how it happened. ~~Bipartisan effort~~?

You know how difficult it can be choosing proper care for your children. You can't tell about a facility from one interview. You go on friends' recommendations, but they aren't always accurate. Then you see those awful shows on television, that expose the abuses that can happen.

More than anything else, the parents I talk to want to be free to explore different options in child care. Maybe it's a program run by a local school. Or maybe it's a church program, or having your son or daughter stay with a relative down the street.

Before my bill was passed, Everyone in Washington wanted to help low-and middle-income parents with child care support. But my opponents wanted to give the money directly to public agencies, and limit your alternatives. I fought for giving vouchers directly to parents, who could use them to choose the best care, regardless of who provided it. Our way was better, and we won.

Now we're fighting a similar battle over health care. Once again, the other side wants the government to solve the problem, either by directly taking over our health care system, or indirectly, by getting involved in setting prices. It sounds

appealing, but it will end up meaning longer lines and less flexibility for you and your families.

I offer an entirely different approach. Give companies incentives to provide coverage on their own. Allow small businesses to pool coverage, so that they can get the same kind of breaks on costs ~~as the AT&Ts of the world.~~ like you do right here at AT&T. My system protects your freedom to choose your doctor and build on America's strength -- for providing the best health care in the world.

We have other priorities -- like child-support enforcement. We're working on legislation that would crack down on "deadbeat dads" who don't support their kids. We want State governments to cooperate so these deadbeats can't hide across State lines. We want to track these guys down and make them pay.

What happens when you see opportunity across the street -- a better job, with more pay? But you'll lose all your pension benefits if you change companies. What do you do? Well, just this summer, we signed a law that will let you take your pension from job to job.

There's a lot more. I could read a laundry list of what we've done and want to do, in job training and discrimination protection, and on and on.

But what's important here isn't details. It's the big picture that's emerging, and it's very complex.

We're talking about altering our society's very fabric. As women's roles evolve, economic issues that seemed unrelated

before, start to weave together -- into the broader fabric of family issues.

And if we're going to use the power of government to move us forward, we need to use the power of government to help, not hinder. Not to add new barriers to opportunity, but to remove old ones. Business barriers that burden new and small enterprises, and social and cultural and legal barriers that ~~prevent working women from becoming true first-class citizens.~~ men, too.

(Brief pause.)

You know, I didn't come here today to make a political speech, but I hope you'll ~~excuse~~ allow me to make one political comment.

~~The~~ Some polls show me behind today, but I have a quiet confidence that come November 3rd -- I will win.

I don't say this because of any great confidence in my ability to campaign eloquently. Frankly, while I think I've been a good President -- I'm a lousy politician. I say I'm going to win because I really believe my ideas are right for America.

I also have a feeling that I will be the last President... to come from the World War II generation -- whose experiences and views were shaped by that great central event.

I happen to believe the values of that generation -- things like the ~~primacy~~ importance of family and the individual -- are worth passing forward. That's why my policies reflect those values.

But I believe something else. I believe that in many ways, the world has become a better place, and many of those ways relate to women.

old values, too
Churchist values

I have (7) granddaughters. The oldest is Noelle (b. 7/26/1977) she's 1(15). It's interesting for me to compare the world she enters today, with the world Barbara entered many years ago.

If ~~they want~~ my grands want to go out to Texas and start a business, ~~my granddaughters~~ they will be able to do it on their own, not just by tagging along beside a husband. If they want to edit Vogue magazine, well, they can do that, ~~too~~.

But if they want to be a surgeon, or a lawyer or a research scientist, they can do that too. Our society is so much richer because now, women ~~can~~ have contributed in ~~any way they want.~~ so many positive ways. Example set for future generations...

But the old values still matter, to women and men.

As I travel this great nation, I hear the anxiety. But I still believe that Americans put their faith first in family and friends -- just like in my day. I don't sense any groundswell to have government solve all our problems -- because common sense tells us it won't work.

So what I offer in this election is a new path to opportunity, based on some fundamentally old values. Some values that I think can build a safer and more secure America -- for all of us -- and our kids.

Thanks for listening. God bless you. And God bless the United States of America.

OFFICE OF MANAGEMENT AND BUDGET

FAX COVER SHEET

6 51

Number of pages (excluding cover sheet): 2 Date: 9/17

TO: Steve Provost

Fax Number: 6218

Telephone:

FROM: tom Scully

Fax Number:

Telephone:

Time:

SPECIAL INSTRUCTIONS:

Fax X6218 Steve Provost

From Child Support and Alimony: 1989 U.S. Department of Census

10 million mothers over age 15, where father was not living with the child and mother

5.7 million mothers had a child support award
about .7 million cases did not require payments
5.0 million mothers were supposed to receive child support payments
About 2.5 million received the full amount they were due

This implies that roughly

4.3 million fathers weren't obligated to pay, and

About 2.5 million fathers failed to pay the full amount they were obligated to pay

Child Support and Alimony: 1989

INTRODUCTION

The number of women living with children whose father was absent from the home was 9,955,000 as of spring 1990, an increase of 39 percent in little more than a decade.[1] Approximately 16 million children with absent fathers lived in these households. At present, 26 percent of all children are born to unmarried mothers.[2] There is much concern about the low incomes and accompanying high poverty rate of these mothers, and the impact upon their children.

This report presents information on receipt of support payments by women following divorce or separation and receipt of child support payments for children of never-married women. It includes information on: 1) the award and actual receipt of child support payments by women for the benefit of their children, 2) alimony receipt for their own support, and 3) the receipt and type of property settlement for ever-divorced women. The questions were not asked of men with children from an absent mother as the survey sample size is insufficient to provide reliable statistics for this universe.

The data presented in this report were derived from supplements to the Current Population Survey (CPS). Estimates for 1990 are based on women 15 years old and over. Estimates for 1986 and earlier years are based on women 18 years and over. Two sets of 1988 estimates are included in this report: one based on women 18 years and over that is consistent with earlier estimates, and another (1988r) based on women 14 years and over to facilitate 1988 through 1990 comparisons.

The Bureau of the Census, under joint sponsorship with the Department of Health and Human Services, first conducted a survey specifically designed to obtain data on child support and alimony in the spring of 1979. The survey, with minor modifications, was subsequently conducted in 1982, 1984, 1986, 1988, and 1990 by the Bureau of the Census and sponsored, in part, by the Office of Child Support Enforcement, Department of Health and Human Services. Data from the earlier reports were presented in Current Population Reports, Series P-23, Nos. 112, 140, 148, 154, and 167. Summary statistics from all previous surveys are presented in tables A, B, E, F, K, and M of this report.

[1]Women 18 years and older.

[2]NCHS Monthly Vital Statistics Report, Vol. 39, No. 4, August 1990.

HIGHLIGHTS

(The figures in parentheses denote 90-percent confidence intervals.)

- As of spring 1990, 10.0 (±0.4) million mothers age 15 and over were living with their own children under 21 years of age whose fathers were not living in the households. About 58 (±1.0) percent, or 5.7 (±0.3) million of these women were awarded child support payments.
- The poverty rate for all women with children from absent fathers was 32 (±2.7) percent in 1989.
- Of the 5.7 (±0.3) million women awarded child support, 5.0 (±0.3) million women were supposed to receive child support payments in 1989. Of the women due payments, about half received the full amount they were due. The remaining women were about equally divided between those receiving partial payment, and those receiving nothing.
- The child support award rate for never-married women was 24 (±3.3) percent as of spring 1990; the award rate for ever-married women was 72 (±2.2) percent.
- The majority of absent fathers, 55 (±2.1) percent, had visitation privileges with their children in 1990, another 7 (±1.1) percent had joint custody, but 38 (±2.0) percent had neither.
- The mean (average) amount of child support received in 1989 was $2,995 (±$158), not significantly different than 1987 after adjustment for inflation.
- The aggregate amount of child support received in 1989 was $11.2 (±$0.8) billion in 1989, 69 (±6.3) percent of the total $16.3 (±$1.0) billion due.
- Health care benefits were included in the child support awards of 40 (±2.0) percent of mothers, however, only two-thirds of the absent fathers required to do so actually provided them.
- Of the 4.2 (±0.3) million women who were never awarded child support payments, 64 (±2.2) percent wanted an award but did not obtain it for various reasons, 14 (±3.1) percent had final agreement pending or had made other arrangements, and the remaining 22 (±2.8) percent did not want a child support award.

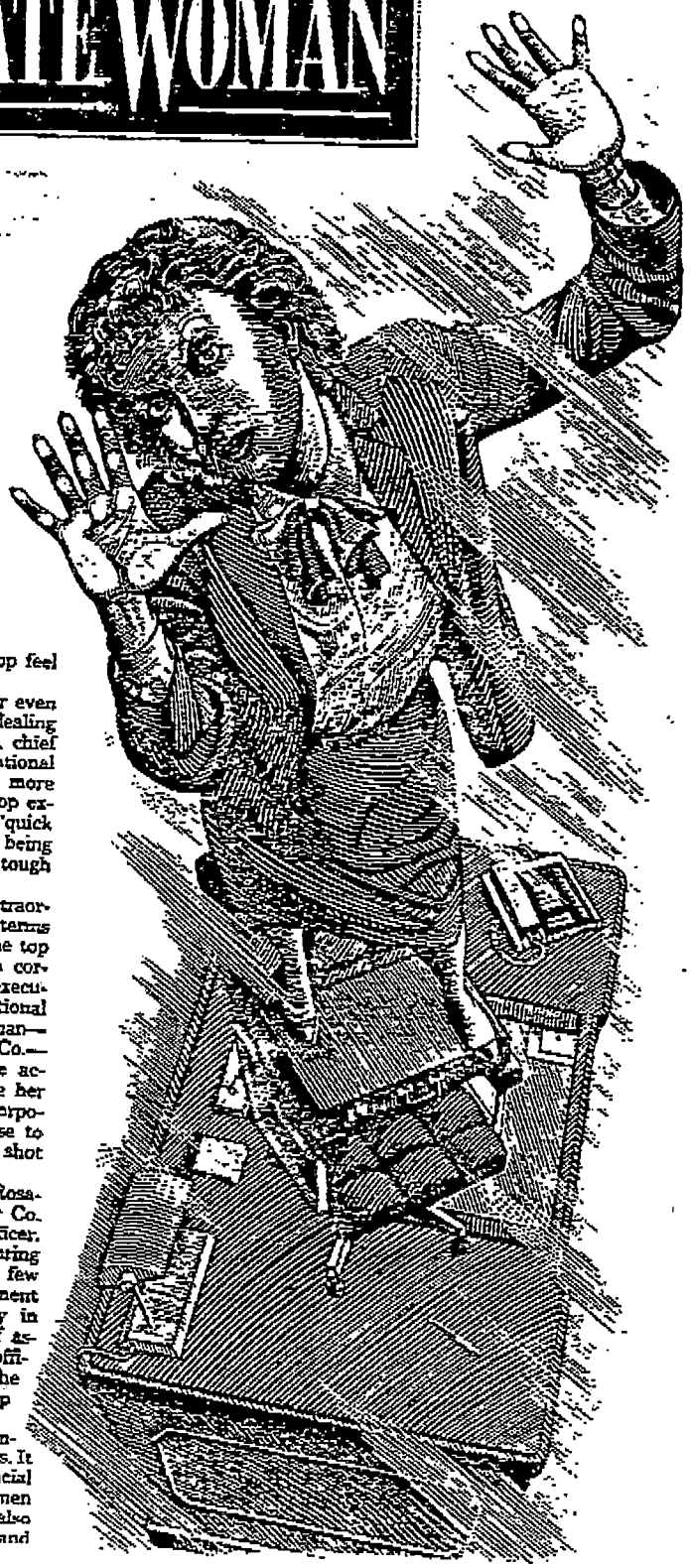
WSJ.

A SPECIAL REPORT

THE CORPORATE WOMAN

THE GLASS CEILING

Why women can't seem to break the invisible barrier that blocks them from the top jobs



By CAROL HYMOWITZ And TIMOTHY D. SCHELLHARDT

LOOK AT THE NAMES and pictures in almost any corporate annual report. Or consider the silence when a male executive is asked to name the women who hold policy-making positions in his company.

Notice how far women *haven't* come in corporate America.

More than a decade after large numbers of women joined American corporations as first-level managers, few have climbed as far or as fast as their male colleagues. Today, women fill nearly a third of all management positions (up from 19% in 1972), but most are stuck in jobs with little authority and relatively low pay. Even those few women who rose steadily through the ranks eventually crashed into an invisible barrier. The executive suite seemed within their grasp, but they just couldn't break through the glass ceiling.

To these women managers, the road to the top seems blocked by corporate tradition and prejudice. Women have a hard time finding the necessary sponsors in their companies. Furthermore, they often are thought to lack the right credentials and the appropriate drive and commitment to make it to the board room.

Unlike traditional male managers, women also are thought to be too easily diverted from their careers by family considerations. "One thing that worries top managers is that women take leaves of absence," says Alonzo McDonald, 57 years old, former White House staff director and now head of Avenir Group, a company that acquires troubled small businesses. "A month before battle, you can't afford to have your general do that."

Yet the biggest obstacle women face is also the most intangible: Men at the top feel uncomfortable with women beside them.

"Chief executives who are my age or even a little younger still feel uneasiness dealing with women," says David Maxwell, 57, chief executive officer of the Federal National Mortgage Association. "They're much more comfortable dealing with other men." Top executives, Mr. Maxwell adds, are often "quick to feel the woman who is tough isn't being womanly, while the woman who isn't tough isn't worth having around."

The result is that in spite of the extraordinary progress women have made in terms of numbers, a caste system of men at the top and women lower down still prevails in corporate America. Only 2% of 1,362 top executives surveyed by Korn/Ferry International last year were women. Just one woman—Katharine Graham of Washington Post Co.—heads a Fortune 500 company, and she acknowledges that she got the job because her family owns a controlling share of the corporation. Even women who seem very close to the top concede that they don't have a shot at sitting in the chief executive's chair.

"Where do CEOs come from?" asks Rosalie Wolf, treasurer of International Paper Co. and the corporation's only female officer. "Usually, they come out of the manufacturing and marketing ranks. There are very few women in meaningful middle-management jobs in those functions and hardly any in senior management." What can Ms. Wolf aspire to? "Maybe one day chief financial officer," she says. That would make her the only woman in that post among the top 200 U.S. companies.

The caste system undoubtedly will crumble more quickly in some fields than in others. It may disintegrate within a decade in financial services, insurance and retailing, where women make up a third to a half of all managers. It also could happen relatively soon in banking and

GLASS CEILING

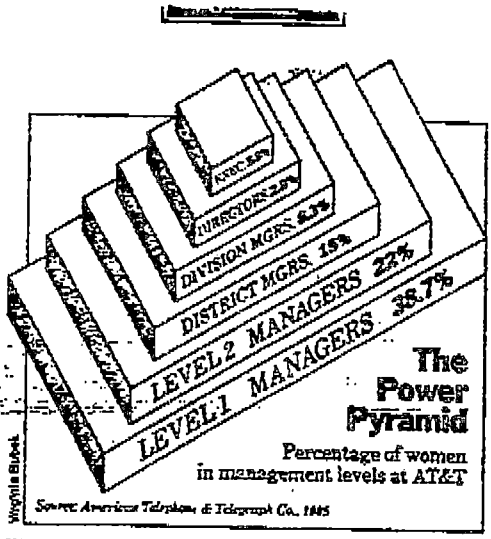
Continued from page 1

But in manufacturing and technology companies, women are a long way from the executive board room.

Right now, women in most fields hit the barrier well below the board-room level. "It often happens when a woman approaches a key managerial position where she'll affect company policy," says Nella Barkley, a New York management consultant. At manufacturing companies, that can happen even before a woman reaches the general manager level. On Wall Street, it happens when women approach the managing director or partnership slot; and in banking, the barrier usually appears when a woman becomes an operating vice president.

"Up to a certain point, brains and competence work," says Arlene Johnson, program director at Catalyst, a New York-based women's research group. "But then firing in becomes very important. It's at that point that barriers against women set in."

Bumping the glass ceiling can be excruciatingly painful, especially for women who were early pioneers in their fields. Barbara Roberts, 38, started on Wall Street when the women who worked at what was then Blythe Eastman Dillon were required to use the back staircase. She spent 17 years moving up the ranks on Wall Street. In the five years Ms. Roberts spent at Dean Witter, she advanced from vice president and coordinator of research services to senior vice president and a member of the securities firm's board. "I worked extremely hard to get where I got," she says.



But then the annual promotions stopped. Instead of being considered for what seemed like the next logical post—executive vice president and director of marketing or research—Ms. Roberts was offered posts she judged to be lateral moves.

The explanations she got often sounded blatantly sexist, she says. One man above her in the hierarchy told her "it was his problem, but he couldn't make serious decisions if a woman was in the room." Another boss suggested that management at Sears Roebuck & Co., which acquired Dean Witter in 1982, "couldn't deal with a woman in the director's position."

Ms. Roberts resigned from Dean Witter in August to start her own marketing-consulting firm. She says she could have reconciled herself to not getting a promotion if the process had been fair. "What's so disturbing," she says, "is to know you have the credentials and aren't even being considered." Dean Witter officials declined to comment.

Corporate women say most of the discrimination they encounter is subtle, even unconscious. A bank vice president is excluded from a meeting to which all her male peers are invited. A marketing manager doesn't play golf with her boss and thus doesn't hear valuable industry scuttlebutt.

"A lot of male bonding and informal mentoring gets done on golf courses," says Allan Kennedy, co-author of "Corporate Cultures," a book about management. The result, he says, is that "senior male managers become much more comfortable with each other."

Frustrated by the strain of fighting what seem like

Venturing Out on Their Own

By STEVEN P. GALANTE

CORPORATE America is giving rise to a new breed of business owner: the female entrepreneur.

They are women like Marie-Christine Lawrence, who last year quit her post as an executive art director at CBS Inc. After eight years at the company, convinced that gender blocked her from the next rung on the ladder, Ms. Lawrence left to co-found November & Lawrence Inc., a New York graphic-design agency.

"The time comes when you say either you're going to stay and remain on the treadmill, or you're going to move out and make things happen for yourself," Ms. Lawrence says. "The pats on the back do not really substitute for true growth."

Increasingly, American women are seeking professional growth outside the corporation. Last year, there were 2.8 million self-employed women in the U.S., a 43% leap from a decade earlier, according to the Bureau of Labor Statistics. In the same period, the number of self-employed men rose only [illegible] to 6.5 million.

Rightfully so. Women who become entrepreneurs say they have to overcome more than the usual problems of starting small businesses. Unfamiliarity with legal, accounting and financial matters—not to mention the lack of personal contacts in those industries—are serious handicaps, some women say. Moreover, in more traditional marriages, the need to balance the rigors of starting a new business with the responsibilities of child-rearing can be burdensome.

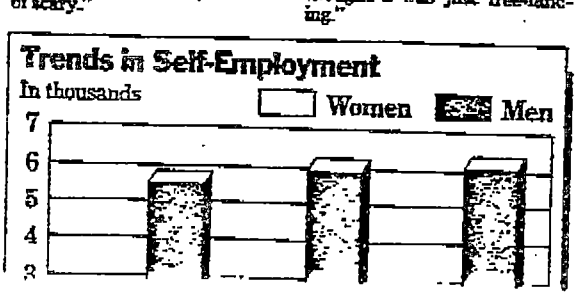
Most frustrating of all, however, is a credibility problem. "Many people felt my business wasn't serious and that I was not as committed to building an enterprise" as a man might be, says accountant Mary Kelley McCurry, who left Touche Ross & Co. five years ago to establish McCurry & Co. in Denver. "They thought I was just free-lancing."

That perception complicated efforts to attract capital and employees, says Ms. McCurry, who is also president of the National Association of Women Business Owners.

When recruiting, Ms. McCurry now combats that perception by telling applicants what she sees for the company's future and how she plans to get there. "I think you share far more proprietary information with potential candidates than you ever would in a large corporation," she says. "And there are some obvious risks in doing that."

Despite the risks and obstacles, many female entrepreneurs say starting their own businesses has been far more rewarding then they had anticipated. Ms. McCurry, for example, had feared her professional growth would suffer when she left Touche Ross. But, "in fact, it has accelerated," she says. "I think I've exceeded my peers."

As women enter the work force in increasing numbers, experts project that more of them will opt for entrepreneurship over corporate careers. For one thing, their growing experience in the workplace finally is providing women with essential skills they previously have lacked. "They have expe-



unassailable barriers, hundreds of the brightest women managers are leaving corporations for smaller companies or to establish businesses of their own. Self-employed women are now increasing five times faster than self-employed men, according to a 1984 survey by Vogue magazine.

The exodus undoubtedly will disrupt some of the women's careers, but it also may threaten the future of the corporations, which are losing competent and experienced managers. "We're getting to the point where women are half the available talent," says Ms. Johnson of Catalyst. "If you can't make use of that talent, you're hampered. That has to be a concern to business."

But often it isn't. Many chief executives are oblivious to this brain drain because their women managers are pooled in low-visibility positions. Corporate women often complain that they're trapped in staff posts in which they don't have the opportunity to run a profit-and-loss center.

Companies seldom choose women for overseas jobs—experience considered essential for choice senior management posts. Many executives claim they don't mind sending women abroad, but they say foreign customers—or customs—preclude them from doing so.

Prevailing stereotypes—even when they're blatantly false—sometimes explain why women hit the glass ceiling. Among these biases: Women don't know how to get along in the business world, and women have ineffective management styles. A study last year by the Harvard Business Review of 1,900 male and female executives found that while these stereotypes had diminished since 1965, they were still widespread.

More than half of the men surveyed said they wouldn't feel comfortable working for a woman. Nearly one in five felt that women are "temperamentally unfit" for management. And more than half of all respondents, both men and women, said they thought women never would be wholly accepted in business.

Yet, recent research by the American Management Association indicates that women bosses don't manage any differently from men, and that women are more committed to their careers than men are. The association's survey, of 1,460 managers, found women more likely than men to relocate for promotions and, in conflicts be-

eally have to prove their competence, says Jan Johnson, who left her job as manager of marketing analysis at International Business Machines Corp. last year to start her own consulting business. Ms. Johnson recalls that at one meeting she chaired at IBM, financial managers kept addressing her male subordinates for answers only she could provide. The subordinates would then have to turn to her for the information.

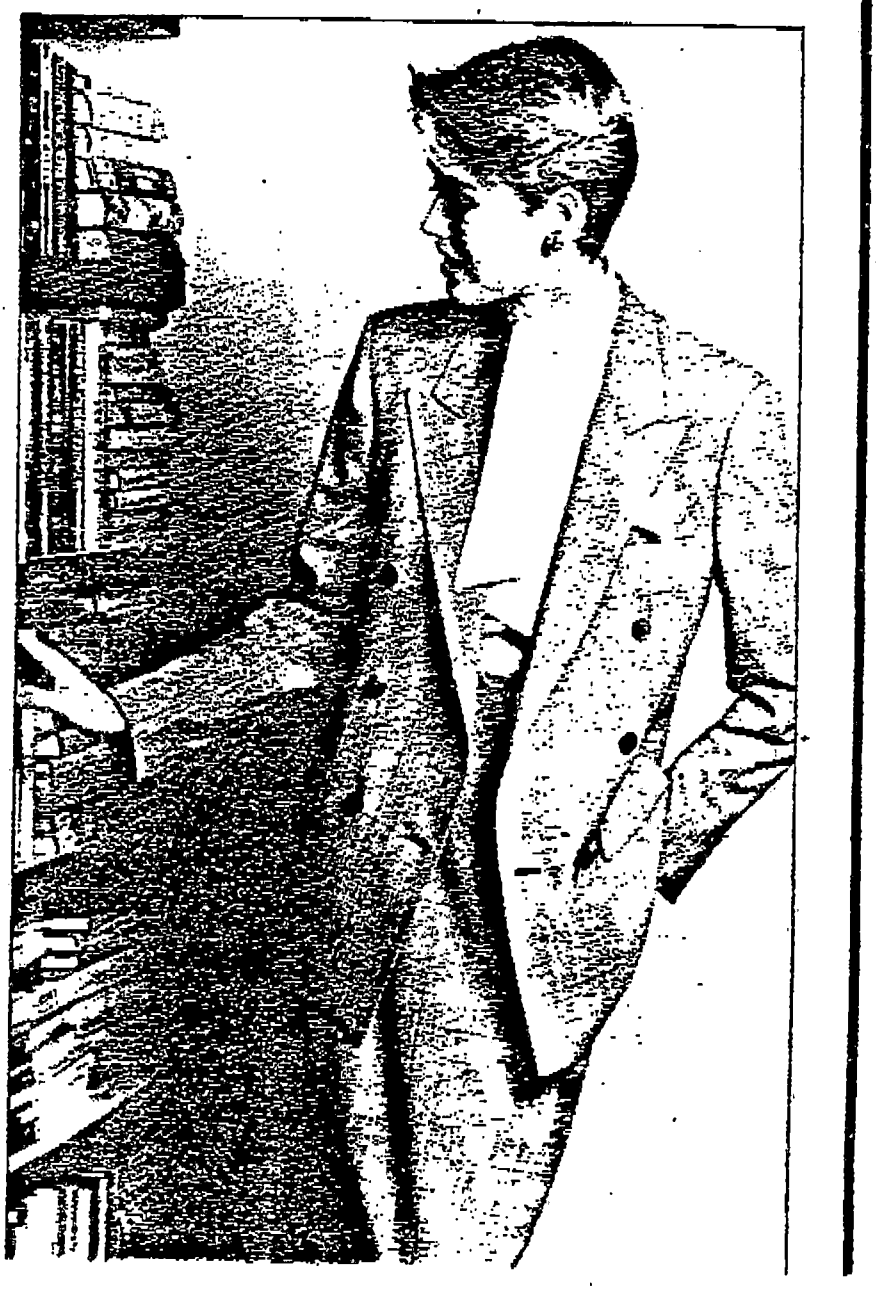
Not only do senior women managers frequently find themselves pressing up against a glass ceiling, they also find themselves on display under glass. Often the lone woman at their level, they worry not just about performance but about how they dress, their political views and even the jokes they tell or laugh at on the job.

Many women who are now beginning their management careers or who have climbed quickly through the management ranks believe that changing times eventually will shatter the glass ceiling.

But it may be easier to reach that pinnacle by climbing off the corporate ladder and pursuing entrepreneurial goals. "A lot of us started out as high-risk ventures, but we've literally grown into corporations," says Marjorie Balazs, who left a management position in the semiconductor industry 11 years ago to found Balazs Analytical Laboratory Inc. in Mountain View, Calif. Today, her company does business with such giants as Du Pont Co. and Dow Chemical Co., "and the very top male executives I deal with treat me a lot more equally than the women they employ," she says.

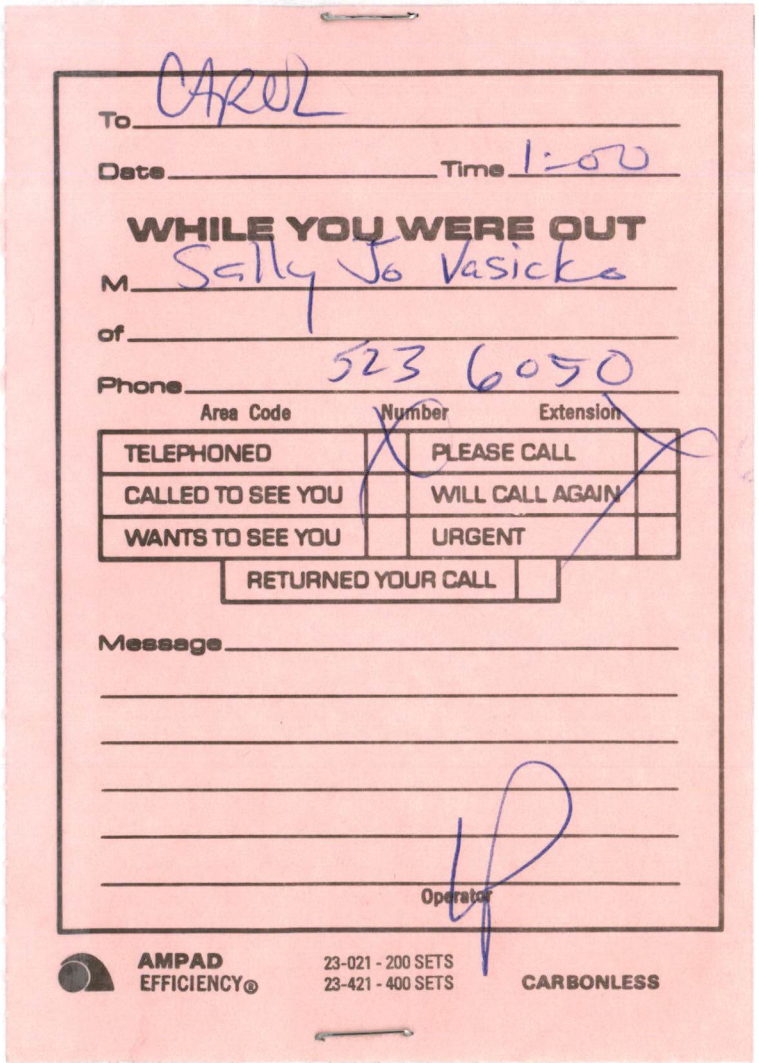
Women like Ms. Balazs eventually could be offered top corporate posts, bypassing women trying to come up through the ranks, says Ms. Barkley, the management consultant. "Once there are enough women running powerful businesses of their own," she says, "the corporate barriers could begin to lift." ■

W



Today, more and more women understand that looking professional plays a major role in making an impact on the business world. Dressing in an appropriate and attractive manner is an effective way to communicate your own personal and business style. A well-polished image gives you a genuine competitive edge. Achieving this image is one of the most easily acquired business assets.

The Wallachs Woman will discover a world of choices including this sophisticated tropical weight pure wool suit by Austin Reed of Regent Street. Austin Reed tailors this season's suit with a slightly longer, double-breasted jacket and slim skirt. Made in America in a black and white worsted glen plaid. 6-14, $345.



To CAROL

Date _____ Time 1:00

WHILE YOU WERE OUT

M Sally Jo Vasicka

of _____

Phone 523 6050

Area Code Number Extension

TELEPHONED	X	PLEASE CALL	X
CALLED TO SEE YOU		WILL CALL AGAIN	
WANTS TO SEE YOU		URGENT	
RETURNED YOUR CALL			

Message _____

Operator

AMPAD EFFICIENCY® 23-021 - 200 SETS 23-421 - 400 SETS CARBONLESS

Pat Tyler, speechwriter @ DOL

Louise West
(602) 623-8456 (h)
(602) 889-7765 (training site)

→ worked for ~~A~~sel Rubber Gloves in AZ. They went out of business; ~~they~~ she got retraining $ thru the Trade Assistance Act. (TAA funds)

Being retrained for something else.

Over age 55

Tina Colbert, works w/dislocated workers
602-542-6318

Those values abided with Barbara when she hung her Smith College diploma on the wall... and then stayed at home for years with the six kids.

I wonder what Barbara would accomplish tomorrow if she had just graduated today.

I know one thing wouldn't be different. Those values.

You know, I've been on the road a lot lately, talking with folks from coast to coast, and I think there's some confusion out there over that word values, especially family values.

I'm concerned in particular by the folks who think it means that some people look down on American women who don't fit the traditional role of homemaker.

Well, that's very wrong. For starters, the 'homemaker' role isn't even typical anymore. Today, a typical American woman's more likely to work outside the home... and there's a good chance she's a single mother.

That's just a reality of the new American family. But traditional values apply just as much to those working women as they do to my grandkids.

And my administration happens to have strong initiatives to help that working woman in real-world ways. And if I haven't explained well enough to the American people... just what our policies are meant to do -- well, today, I want to correct that.

You know, the last four years have been remarkable. The world looks completely different from when I took office. A Germany sewn together... a Soviet Union torn apart.

But while these remarkable changes took place overseas... here in America, a quieter, more ancient and even more profound revolution has been unfolding.

It's a movement toward human justice at its most-basic level.

I'm talking about the movement toward gender equality... and it's important because it cuts across all social, ideological and national boundaries. It affects every society on earth.

You can't just mandate it to happen. But intelligent policy, applied with care, can bring it to pass, step by step.

Now... I'm not here today as just another man lecturing women on the significance of gender.

I'm here as a President whose policies can affect your life. And I want to explain what I'm doing to help lift American women up to your rightful place as economic, social and legal peers of American men. Because I think that's fundamental to family values today.

The first order of business is to admit that things still aren't fair. Not only is equal pay still just a lofty goal... the 'equal work' part of the equation isn't true yet, either.

Taking care of home and kids is a full-time job in itself, and a lot of you are doing it on top of working here full-time.

And you may be trying to do it all alone. Divorce happens. Single mothers do struggle in our country. They drive their minivans to Safeway... pick up the kids at school... take them to church... the doctor... soccer practice... and cook and clean and

coach and coddle their kids because they love them better than anything on earth.

In fact, folks... the 'silent majority' of America in the 1990s... may well be that great quiet backbone of dedicated, uncomplaining women in this country... who juggle career... school... kids... and home... and somehow manage to get it all done with little or no help.

And until that reality changes, we as a nation need to face the issue square in the eye. Working American women today... need workplace policies flexible enough to stretch and fit extraordinary conditions at home.

Now, how do we do this?

Well, one approach is to weigh in with big government. Set up agencies... pass heavy-handed laws... wind up the bureaucrats... and try to legislate our way to perfection.

I remember a story about Kaiser Wilhem the Second of Germany. He was sort of a 'man's man' -- which I think means he was just the kind of Kaiser who would refuse to stop and ask directions when he got lost.

Well, the Kaiser got it in his head that he could design a better battleship -- and he did.

He drew up the plans and sent them to the Naval shipyard for the experts to study.

And when they sent back their report, it said the Kaiser's battleship-design was indeed the finest on earth. It would be faster and quicker than anything in the water. Its range and

power would overwhelm the enemy. And everybody on board, from the lowest deckhand to the Admiral, would enjoy a comfortable layout far beyond the standards at the time.

The only trouble was, according to the shipyard... if the boat were built... and placed in the water... it would sink like lead.

Well, I'm afraid policies a lot like that have been coming out of Capitol Hill the past few years. Wonderful-sounding policies designed to achieve great things on behalf of working women. But look closely, and you see that they just might not float.

Consider the family leave bill Democrats passed through Congress recently. It's well-meaning, and has the noble goal of allowing a parent to leave a job -- without pay -- in order to take care of a baby, or some other pressing family need. The bill would require companies to keep that job-slot open to the employee so he or she could return, for up to a year.

Now, there are progressive companies that already offer this sort of plan. AT&T is one of them. Your family-leave policy, in fact, is one of the most-enlightened I've seen, and it should serve as a model for others.

It should also attract good employees who demand that sort of flexibility. So it helps you recruit.

AT&T started this program voluntarily. But what about the small business down the street, with ten employees? What if the

Feds walked in and said, all right, this is law. You've got to offer family leave.

What would happen the next time a job opened up? Let's say there are two qualified candidates. One, a man. The other, a woman of childbearing age. Who do you think's going to get the job? Who's the small business going to count on not to leave for a year to have a baby?

Well, folks -- this is where the Bismarck sinks.

And that's why I vetoed Congress' family-leave bill this week. I think it's well-meaning... but not well-thought-out. It's like the Kaiser's battleship.

And two days ago, I sent <u>back</u> to Congress an alternative plan that not only looks good on paper, but also will <u>float</u>.

My proposal doesn't force businesses to comply. Instead, it gives them handsome incentives -- in the form of tax credits -- to offer family leave. It's flexible, and it'll help 80% of the workplaces in this country -- the small and mid-sized businesses that otherwise couldn't afford a family-leave program. Now they can provide a program without killing them.

And by the way... who do you think starts and owns small businesses in this country? I'll tell you: A lot of them are women. Small businesses provide half the jobs in the country... they provide two out of three <u>new</u> jobs in the country... and the Labor Department says that by the year 2000, half of them will be owned by women.

One reason women are turning into entrepreneurs is because the alternative is bumping up against the glass ceiling that's so common in larger companies. Big companies are promoting women higher than they used to, but not fast enough. A lot of talented women are leaving and going into business for themselves.

That's why Secretary Martin has been working with Small Business Administrator Patricia Saiki -- to draw attention to the problem. She's making a particular effort to shatter that ceiling in smaller businesses especially, because like I said, that's where two out of three new jobs are created.

And creating jobs is what we need.

That's the thinking behind a whole network of policies I've developed during my administration... some that directly help working women with pressing needs... and some that help them indirectly, by strengthening the marketplace.

Child care, for example, was a big issue in the 1988 campaign. But you don't hear much about it this year, because it's not an issue anymore. My Child-Care Act became law in 1990, and the result is, parents can choose what kind of child care they want for their kids -- without having to go to an office and apply for government assistance or fill out a bunch of new forms. Instead, low-income parents can get tax credits to spend like they want on child care. So when they walk into that child-care center, and it's bedlam, but there's that special something about it they like -- or don't like, on the gut level -- they're free to come or go somewhere else.

And to me, that's family values.

Child support's something else that needs reform. We're working on legislation that would crack down on 'deadbeat dads' who don't support their kids. We want State governments to cooperate so these deadbeats can't hide across State lines. We want to track these guys down and make them pay.

And that's family values, too.

Pension portability's another. What happens when you see opportunity across the street -- a better job, with more pay? But you'll lose all your pension benefits if you change companies. What do you do? Well, I have a bill that would let you take your pension with you, from job to job.

And that's family values, too.

Health benefits, for another. I sent a bill to Congress this year that lets small businesses deduct 100% of health-insurance costs. They used to deduct only 25%. But now, they can afford to give employees much better coverage.

And that's family values, too.

There's a lot more. I could read a laundry list of what we've done and want to do, in job training and discrimination protection, and payroll deductions, and on and on.

But what's important here isn't details. It's the big picture that's emerging, and it's very complex.

We're talking about altering our society's very fabric. As women's roles evolve, a bunch of economic issues that seemed

unrelated before... start to weave together... into the broader fabric of family issues.

And as we weave them together... we can see that things are getting better. They're not good enough yet -- but better.

And if we're going to use the power of government to move us forward... we need to use the power of government... not to pile on, but remove... barriers. Business barriers that burden new and small enterprises... and social and cultural and legal barriers that tell working women they're second-class citizens.

In the 1990s, I believe that qualifies as family values.

(Brief pause.)

You know... from the beginning, families have been the stem that winds the American watch.

Mothers staying at home with the kids... Dads working... nothing's wrong with that; if it's what you want to do and you can afford it, great. We stand behind you all the way.

But that choice is a luxury to a lot of Americans today. And to a whole lot more... it's an impossibility.

That's one of the changes I've presided over as President. And it means that just in the last four years, women's roles have changed.

I think that's good. I look at my granddaughters and I'm glad they'll have more chances than Barbara, and Millicent before her.

I'm going to be the last President of my generation... a generation shaped largely by World War II... a conflict with clear sides and clear, black-and-white issues.

Not at all like Vietnam, with its ambiguity and shades of gray.

But a lot of what's changed is good.

I may be the last President who served in World War II... but I'm the first President to be able to say, the Cold War's over... and freedom finished first.

The Berlin Wall is down... weapons of mass destruction are being dismantled... and finally -- our children's nuclear nightmares are becoming a thing of the past.

Now I look at our grandkids and all the hope I feel is crystallized in them... especially my grand-daughters.

What a world they face. Uncharted possibilities. Remarkable hope. And disorienting winds of change swirling all around them.

I pray that my grand-daughters define themselves in this brave new world... by taking on a new world with gusto... but anchoring themselves in the timeless values that have led Barbara and me so far... and Millicent Fenwick before us.

The timeless values... of hope, peace, love... and the freedom to be who you really are.

Thank you. God bless you. And God bless the United States of America.

Carol - 1:55 p
17 Sept. 92

Tom Scully is dropping off a bunch of stuff (glass ceiling) off with Ken -

JB

He (Tom) called for you.

To CAROL

Date _____ Time 1:50

WHILE YOU WERE OUT

M SALLY DO VASICKO

of _____

Phone 523-6050

Area Code Number Extension

TELEPHONED		PLEASE CALL	
CALLED TO SEE YOU		WILL CALL AGAIN	
WANTS TO SEE YOU		URGENT	
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Message _____

SENT MATERIALS INCLUDED - NEW JERSEY

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U.S. Department of Labor

Assistant Secretary for
Employment and Training
Washington, D.C. 20210

FAX TRANSMITTAL SHEET

FOR: Carol Asarhus

FROM: Roberta T. Jones / Sally J. Vasicko

DATE: 9/17/92

TIME: 1:39

RECEIVER TELECOPIER #: 456-[redacted] 6218

TRANSMITTAL TELECOPIER #: 202/523-6827

PAGES TO FOLLOW (INCLUDING THIS COVER SHEET): 5

Per our discussion

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Vanessa Joiner – Operating Room Technician Program

Ten years ago, Vanessa turned to San Mateo County for help. She was eighteen years old, a Mississippi transplant with an 18 month old child and no job skills. Vanessa tried to escape the cycle of poverty associated with being a single mother on AFDC. Although she worked a variety of sales and clerical jobs, homelessness was always just a paycheck away.

Vanessa enrolled in various training programs as a way to achieve financial independence. She lacked confidence and never dreamed she could afford the time to train for a professional occupation. Her search for marketable job skills brought her to the Private Industry Council through one of its contractors, Opportunities Industrialization Center West. Results of the comprehensive assessment conducted by OICW staff revealed an aptitude and interest in the medical field.

The Operating Room Technician program was suggested as a viable training option. Vanessa hesitated, afraid that she did not have what it would take to complete the training. OICW encouraged Vanessa to enroll in the training, illustrating potential expansion in job opportunities and wages. Armed with this encouragement and the commitment of transportation and child care support, Vanessa enrolled in the program.

With support from OICW, Kaiser Instructors, and the Private Industry Council, Vanessa completed the program and is now working at Kaiser Hospital in Redwood City, earning approximately $27,500 a year.

Vanessa has proven herself. She expected that she would only see simple surgeries, "But I've already assisted a physician who was doing laproscopic surgery. I've handled all the instruments for some new technologies and it's thrilling," she said. Vanessa proudly tells anyone who will listen, "My life has really changed for the better."

1992 JTPA Presidential Award winner from outstanding training program "operating Room Technician" Program — Redwood City, California

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Marguerite M. Santy – Displaced Homemaker Program

Marguerite was a displaced homemaker and long-term AFDC recipient when she enrolled in CTI's JTPA displaced homemaker program in September 1990. She did not have a significant work history, and also had serious health problems.

Marguerite was born with a hole in her heart and later diagnosed with a progressive hearing loss. At 12, she contacted rheumatic fever and was left with an additional damaged heart valve. Although her life expectancy was 16, Marguerite went on to marry at 35 and have 2 children. However, Marguerite's marriage turned abusive and she and her children escaped with virtually nothing. They were fortunate to be able to stay with Marguerite's parents but she craved independence and was frustrated living on public assistance.

After 4 years of welfare dependency and frustration, Marguerite went to the Helena Job Service seeking employment opportunities. After a thorough assessment, the Job Service referred her to CTI. She participated in CTI's intensive career preparation course and their computer literacy course. CTI placed Marguerite in further clerical training at the Helena Adult Learning Center. Once she had finished the clerical training, Marguerite was placed in a community work experience program through the CTI/JOBS program, in the Personnel Department of the U.S. Forest Service. While working at the Forest Service, Marguerite was assisted by CTI and JTPA staff with her job search. She soon secured employment with the Montana Department of Administration in the State Personnel Division.

Marguerite proudly says that, "Rather than allowing my handicaps to hinder me from living an independent life, I have chosen to meet my handicaps head on and I consider them to be challenges rather than obstacles."

1992 JTPA Presidential Award Winner from Outstanding training program Career Training Institute Displaced Homemaker Program — Helena, Montana

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Carolyn Moore, Graduate

Carolyn used to feel that she would be on welfare forever. Now she owns and operates a janitorial service that grosses approximately $1400 per month. She was a participant in the SEID.

During the initial training phase of the program, Carolyn talked about the degradation she felt by being on welfare. She recalled a situation when she was in line at a supermarket purchasing groceries with her sons. As she was paying for her groceries with her food stamps, a man at the back of the line shouted out, "Shouldn't they be in another line? We're paying cash."

Carolyn started her business in October 1989 and is receiving reduced AFDC benefits. She expects to be able to leave welfare with a few more contracts. Carolyn is a single mother with three sons. Her children are very proud of her and assist her in the business. She feels very good about herself and hopes that she can be a role model for other women on welfare.

1992 NPA Presidential
Award winner
from outstanding training
program "Self-Employment
Initiative Demonstration
Program, Jackson, Mississippi

Valerie Mandycz

34 yrs old

2 children

welfare recipient

was enrolled in JTPA Title II A Project

Trained in Ultrasound Diagnosic School
(JTPA Training facility)
Clark, NJ.

Graduated in Mar. 1992 + placed in:

[redacted] Northeast Imaging
3633 Hill Road
Parsippany, N.J.

- Diagnostic medical Sound Graphing
- earns $16.00 per hour

from Hopson Nance
9.16.92
5 pm

New Jersey

(Cong.) Dick Zimmer
Lynn Martin
Carla Hills
Elaine Chao
Bob Allen, Ch & CEO AT&T
Gov. Tom Kean
Dr. Mary Stewart – will intro POTUS

400 attendees
at AT&T HQ in Basking Ridge, NJ

Welfare

→ Welfare passed in the 1930's meant to help widows, when the breadwinner died

→ Today, a majority of recipients are kids born out-of-wedlock (one-parent families)

demographics ∆d

you have to be a poor one parent household

Fortune 500 → ~~is~~ parental leave becoming an incentive to draw women to work

when started?

AT → their plan

(212) 522-1212

Fortune Magazine

August 15, 1992

Support from
Working
Women
Karen W

President George Bush
The White House

Dear Mr. Bush,

I have debated about writing you and have start
to throw them away, because I couldn't possibly imagine
having the time to listen to one small town person such as me.

My decision to write you anyway is as much to help myself, because I just can't stand the negative press that I am hearing these days. I think that you are a remarkable man ; even under the worst circumstances you've managed to stay cool and calm, you always seem to know what to do and say, without being disrespectful to anyone. I admire those ~~quali~~ties in any person but, someone who has been under such scrutiny; I think is far and beyond the normal person feelings.During the gulf war it seemed as if you could not do anything wrong,(especially in the eyes of the press), but now it is as if you can do nothing right. Well I'm here to tell you that this woman thinks that you do a lot of things right!

I am the mother of three and I work outside the home (I am an office manager for a local physican). I am happily married,my husband, Bob, is a supervisor for McDonalds restaurants. We would probably be considered middle class people. We both work very hard and long hours, but I feel that it gives us a sense pride and worth for the things that we have.

My concerns are with the amount of bad publicity that you have been recieving. There are so many young people who will not take the time and read the issues of both presidential nomimees, they are busy and only listen to the television and radio for their information concerning you. I am so discouraged by the press and the way that they are covering your campaign. I realiz that a lot of this behavior is politics and should be expected; but, I resent the fact that they are trying to influence the voters through negativeness.

I realize that you are not hearing anything that you have not already heard; but, I felt that you should know that there is one woman in "small town" America that thinks that you are doing a great job; and frankly I'm scared to think what will happen if (God forbid) that your'e not re-elected in Nov. Thank you for taking the time to read this letter and please do not give up. My family would like to extend an open invitation to you and Mrs. Bush, if you are ever in southern Mo. we would be extreemly honored to have you in our home. We admire and respect our President of the United States of America.

Respectfully,

Lynn Haar

3062 Kentucky
Joplin Mo. 64804

THE WHITE HOUSE
WASHINGTON

DATE: _____

TO: Carol

FROM: BEVERLY WARD
Office of Presidential Correspondence
Room 94, OEOB, x7610

Hope these help
BW

President George Bush
1600 Pennsylvania Ave.
Washington D.C.

Dear President Bush,

In listening to all the "bappity bap" from the podium and the "who's in and who's out" of this past week, I am compelled to write you to say that this is one American who voted for you in 1980, 1984, 1988 and will continue to support you - without reservation in this election.

After hearing all the criticism of you and your administration that was displayed at the Democratic convention in New York, I almost feel as though I have been living under a ROCK all these years. And I am angry about it.

Mr. President, I am a 34 year old, single, female, and I am proud that last year I was able, by myself - to buy my first home. In the 12 years since my college graduation I have worked for 2 outstanding companies. I am grateful to the administration of which you have been a part of during this time. And I am also grateful that as the youngest daughter of middle-class parents, I was taught at an early age the value of saving - and by example, the value of hard work. Our family of five accomplished our goals as a family unit.

I am disappointed in listening to many a mayor of other cities, talking about their "urban decay". I would encourage them to take a look at our city of PORTLAND. In proportion, we have received the federal funds of other American cities. What has made our city the beautiful success story that it is, is the PARTNERSHIP between our government, businesses and citizens. Our Urban League, our Police Agencies, our Business Organizations, our Government Bureaus and our Social Service Agencies actually communicate with each other. As Oregonians we feel we live in the most desirable towns, cities and state in our country. As citizens we passionately work to balance our environment and business opportunities. It is not up to our federal government - it is up to us.

I have never written to an elected offical before. I know you are a very busy man, President Bush, but I hope that somehow you will be able to read my letter.

I appreciate your leadership, not only as our President, but that of a world leader. I don't care what the polls say today. I am confident that when all the issues are raised, you will be returning to the White House. You are in my prayers. Hang in there.....

Sincerely yours,

Kathy Sherman

Kathryn I. Sherman
98 S.W. Cervantes, Lake Oswego OR 97035

Dear President Bush,

Most of the letters written to you by American citizens are probably never seen by you personally. Thinking practically, I can understand, but I wish this letter could be an exception.

I have spent time watching the Democratic nd Republican Conventions. I have been an independent until this past May primary when I voted on the Republican ticket. I am worried that Bill Clinton might win. He is not a bad person, but his liberal politics could, with the help of a liberal Democratic-controlled Congress, jeopardize America's future.

You have a big task in convincing the American voters of your ability to solve our country's economic and social problems. You have done a remarkable job, thus far, with little help from Congress. Please work hard these next few months. America needs four more years of your conservative leadership, and I am secretly hoping that your vice-president Dan Quayle will carry it further. He impresses me as a man of conviction,and loyalty.

Who am I, you ask? I am just a middle-class ($45,000), small-town (50,00+) woman, mother of 3 children, schoolteacher, and patriot. Probably there are a lot of people like me out there who want you to take heart.

Please keep doing your best to stand for the values upon which you were elected 4 years ago. Don't be swayed by the special interest groups that have strayed far from the Judeo-Christian ethic and Constitution upon which this nation was founded.

Your fellow American,

Karen Long

Mrs. Karen Long
309 Aberdeen Drive
Middletown, Ohio 45042

September 3, 1992



6261 Shadybrook #288
Dallas, Texas 75206

The President
The White House
Washington, DC 20500

Dear Mr. President,

In May, 1992, I graduated from Baylor University in Waco, Texas. I moved to Dallas to begin looking for a job. For several months, I made applications and sent out resumes with no luck.

I listened to your acceptance speech at the Republican Convention and heard you say that you were going to do something to help the employment situation. The very next day, I went in for an interview, and was offered and accepted a position. Mr. Bush, you certainly work quickly!

Thank you for your help. You can count on my vote in November!

Respectfully,

Heather Van Dyke

Heather Van Dyke

Doro

Bureau of Tourism
in Maine
(Portland) Convention
part-time!

moved to DC
4/90

10/90 — Nat'l Rehab Hospital
full-time

divorced — ?? don't ask

wedding was June

For
Ken Askew:

Bckgrnd on Doro
– when she was a
working single mom.
2 yrs.?

Presidential Appointments: From Katja Bullock, Director for Computer and Information Systems
Office of Presidential Personnel
x2964

*President Bush has appointed more women to PAS positions (positions requiring Senate confirmation) than any other President has.

Presidential Breakdown: (percent women of total PAS appointments; calculated as of August 31 in the last year of their first administration)

Carter: 14.09%
Reagan: 14.37% (1st term only -- no calculation available for second term)
Bush: 20.29%

*More than 40% (actual: 41.8%) of **full-time appointments** by President Bush are women.

Breakdown:	Women	Men
Presidential appointments --	51	152
PAS appointments --	252	1147
Non-career Sr. Exec. Service	396	1024
Schedule C --	2209	1727

Women in the Cabinet:

* Lynn Martin (Labor) and Barbara Franklin (Commerce) are the only two female Cabinet Secretaries.

Women-owned small businesses

*According to Juanita Weaver (205-6740), of the SBA: According to 1989 sole-proprietorship data(most recent): 31.3% (nearly 5 million -- actual 4.977 million) of small businesses are women-owned. They bring in $89 billion, which is only 12.9%. In 1987, the number was 30%. I'm waiting for more recent numbers from the IRS and the BLS.

*Lynn Sherr of 20/20 did a special on Lifetime last night, where she used the following excerpt from a press conference (August 11, 1992) with Lynn Martin and Pat Saiki: "We predict by the year 2000, nearly half of **all** businesses will be women-owned."