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THE WHITE HOUSE
Office of the Press Secretary
(Basking Ridge, New Jersey)

For Immediate Release

September 18, 1992

REMARKS BY THE PRESIDENT
TO EMPLOYEES OF AT&T

AT&T Corporate Headquarters
Basking Ridge, New Jersey

2:54 P.M. EDT

THE PRESIDENT: Please be seated and thank you very much, Dr. Mary Stewart. Thanks for the welcome. (Applause.) Thank you very much, and good afternoon. What a wonderful introduction by such a wonderfully experienced person. Dr. Stewart, thank you very, very much. And good afternoon to everyone.

I want to first recognize she who came up with me on the airplane today, Secretary Lynn Martin. She is doing a great job for this country as Secretary of Labor. I'll have more to say about her own labors in the context of this speech. But I want to thank her for being with us. She is a former member of Congress. She is now leading this enormous department and doing a first-class job.

As to Tom Kean, your former Governor, my longtime friend, I couldn't be more pleased. He is heading up our campaign effort here. And I can't think of any better formula for success in this state, because of his own record, the respect with which he's held. It is just a wonderful thing. And Barbara and I are just delighted to have him at our side in this fight.

Another one is Congressman Dean Gallo, who has been a leader for me and who's helping this state and this community a great deal in the House of Representatives. If we had more like him, we wouldn't hear everybody yelling at me, "Clean House" everywhere I went. (Applause.) So that was nice.

And of course, I'm grateful to the Chairman, Bob Allen, and to everyone at AT&T. I think it's a good thing that you provide a forum for political people to bring their views to a community. A lot of communities duck it, they dodge it. Then they end up writing me letters griping about how things are. This one is out front. Bob Allen has always been willing to take a position. And he stands for something, and so do the people that work with him. And so I want to express my thanks to not only those that are in this room, but those that might be plugged into some fancy, high-tech AT&T communications system around here. (Applause.) But the company does good work and certainly is a great corporate citizen of this wonderful community.

I want to thank the Speaker who's here, Chuck Haytaian. He is leading the New Jersey legislature. All states are caught up in enormous battles. And I'm very, very proud of him.

With me today also are two women that came up with us from Washington. One of them -- both of them standing there. Connie Horner is an Assistant to the President in terms of personnel. She gave up an enormous job as number two in the largest department in the federal government. And she's over now

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more profound revolution has been unfolding. And Millicent was a 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 -- and Lynn and I were talking about this coming up here on the plane -- that we have a ways to go. I did not come here today just as one more man, but I'm here as a President whose policies affect your lives.

And last week I unveiled -- and Dr. Stewart very generously talked about this -- my Agenda for American Renewal. Answers to the questions that Americans are asking around their kitchen tables.

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

And 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 less. And that's not acceptable. And most working women do more than equal work -- on the job, and at home. And that's not acceptable, either.

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

And as a nation, we must confront these challenges head-on. Not talk, not slogans, not political rhetoric -- we need government policies that help men and women meet their responsibilities at home. And 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 -- government mandates. On issue after issue, their solution comes down to giving more power to government. And I put my faith in you; I want to give you the power to help yourself. The other side's ideas sound very enticing. But you have to ask: Will they work for me? Will they make a difference in my life? And in thinking about this, I refer you to a story about William II, the Emperor of Germany. And 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 ask anybody for directions. (Laughter and applause.)

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

And the architect said the Kaiser's battleship would

be absolutely the finest one on earth. It would be as fast as a speedboat. Its range and its 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 the 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 do that. 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.

And let me give you a few examples. You decide for yourself.

This week, Congress sent me what's called -- "family leave" legislation. The bill has the noble goal of allowing a mom or dad to leave a job in order to take care of a new baby, 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. And a lot of companies are providing it. This one right here does -- AT&T is one. And you should be proud of your farsighted leadership on this. But the bill Congress sent me this week would force every company with more than 50 employees to provide family leave. And if companies don't foot the bill, they break the law. And, now, that's one approach. And I offer another one. I want to give all businesses incentives in the form of credits -- tax credits -- to offer family leave.

It's an election year, so congressional leaders have sent me their mandatory approach -- they've been sitting on it all year long, I might add. Now, with two weeks to go in this session of the Congress -- or three -- sent it to me and dared me not to sign it. And I want to explain why I can't support their approach.

First of all, our economy is sluggish. And here in New Jersey and all across the country it's sluggish. And think of the ad agencies, the printing companies -- other suppliers in your neighborhoods and people that you work with every day. They're still cutting budgets and payrolls; and I don't want to load on more federal mandates that will force them to lay off people.

And 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. And by the year 2000, women will run the majority of these businesses.

And here's another point to consider: You and I know, the best benefit packages often come from the largest employers. They're the ones that can provide the benefits -- small companies are usually where parents have to make the tough choice between work and family.

But, the other side's approach exempts the smallest employers. And my approach offers incentives to those companies, and it will cover the 40 percent of American workers who won't be covered by the other side's plan.

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And one more thing. Think of the impact mandated family leave has on 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 family. And this is illegal, and we must enforce the law. But mandated family leave could encourage this subtle kind of discrimination.

And I don't think you'll hear these kinds 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 progress.

Let me talk just about another job-related issue -- something that's called the "glass ceiling". Today, companies are promoting some women in greater numbers, but not fast enough. And so a lot of talented women are going into the businesses for themselves.

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

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

Let's talk child care for a moment. You see a difference in philosophies here. Congress wanted a government-run child care program, a mandated program emanating from some subcommittee and then working its way through the Congress. And I heard from parents who wanted the right to choose the best child care for their children. It might be a public school. It might be a church or a synagogue, an aunt's house. And the point is, you want to make the choice, not be told where to go by some county clerk. (Applause.)

Congress wanted to give the money directly to county agencies, and limit the family's alternatives. And I fought for giving vouchers directly to parents, so you can choose the best care, regardless of who provides it. And our way was better, and on this one we won. Now we're having a similar debate -- major national debate -- over health care. Costs are rising at more than ten percent a year. It's putting pressure on families. It's the fastest-growing item in this enormous federal budget.

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

And I offer an entirely different approach, sitting up there now in the United States Congress, awaiting action. 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 raising prices, including skyrocketing malpractice insurance. And I want to let small businesses pool their coverage, insurance coverage, so they can get the same price breaks as larger companies do. My plan will lower costs through competition, extend coverage to the poorest of the poor

-- insurance coverage -- extend coverage to 30 million Americans who cannot afford it today, and build on the strengths of our system -- which already provides the highest quality care in the world. Again,

You see people coming from all over the world to come to America for health care. Why? because we have the highest quality care. And if you take it out of the private sector and you put it in the public sector, you can guarantee that it will no longer be that beacon for quality. I believe my approach is right, I believe it's right for the citizens of this country, and I believe it's right when it comes to a philosophy of government. (Applause.)

Now, here's something that really bothers me. Five million women today in America are entitled to child support from ex-husbands. Now, you know how many of those women get all they are entitled to? About half. About half. And 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. (Applause.) And I think it's time that the long arm of the law taps every deadbeat dad on the shoulder and says: Pay up, or else. (Applause.)

And there's a lot more in this agenda. We've made it so you can take a pension from job to job. Our health care proposal, the health care goes 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. And the purpose is the same: to protect working men and women. To make it easier to raise a family.

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

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. 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 of our students to higher education -- more than any other nation. Twice as many as Germany, and more than twice as many as Japan. More than half of these American students are women. And, basically, we have twice as many educated people as our competitors. It's because America is the only nation that really tries to base opportunity on character and talent alone. (Applause.)

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 that 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 safer and more secure.

I have seven granddaughters. Maybe I better rephrase that: Barbara and I have seven granddaughters. (Laughter.) I don't want to be killed when I get down to Maryland. (Laughter.) And the oldest is 15 years old. And the world that she enters today will be

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much different than the world Barbara and I entered many years ago. And if my granddaughter wants to go out to Texas and start an oil company, she can do it. And if she wants to write the Vogue Book of Etiquette, she can do that, too.

And if she chooses another line of work, if she chooses to stay home and raise her kids, well, I'll give her love and support. And she won't have to answer to anyone about the choices she's made. And if she wants to try and run for President, she can do that, too. And I hope she does. (Laughter and applause.)

And I'm very glad that my grandchildren face these opportunities, but they will only be able to take advantage of them 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.

And so what I offer in this election is simple. A new path to a renewed America, based on some tried and true values. And that's how we're going to build a safer, more secure America for all of us -- and, certainly, for our kids, your kids and my grandkids.

And thank you for listening. (Applause.) And may God bless the United States of America. Thank you all very much. (Applause.)

END

3:30 P.M. EDT

WHITE HOUSE STAFFING MEMORANDUM

DATE: 09/18/92 ACTION/CONCURRENCE/COMMENT DUE BY: ----

SUBJECT: PRESIDENTIAL REMARKS: AT&T, BASKING RIDGE, NJ - 09/18

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCBRIDE	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BAKER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MOORE	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	MULLINS	<input type="checkbox"/>	<input checked="" type="checkbox"/>
DARMAN	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PETERSMEYER	<input type="checkbox"/>	<input type="checkbox"/>
BATES	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PORTER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BRADY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PROVOST	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BROMLEY	<input type="checkbox"/>	<input type="checkbox"/>	ROSS	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CALIO	<input type="checkbox"/>	<input checked="" type="checkbox"/>	SMITH	<input type="checkbox"/>	<input type="checkbox"/>
DEMAREST	<input type="checkbox"/>	<input checked="" type="checkbox"/>	TUTWILER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
FITZWATER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	ZOELICK	<input type="checkbox"/>	<input checked="" type="checkbox"/>
GRAY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	GROOMES	<input type="checkbox"/>	<input checked="" type="checkbox"/>
HOLIDAY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	KAUFMAN	<input type="checkbox"/>	<input checked="" type="checkbox"/>
HORNER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>McBroarty</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

REMARKS:

The attached has been forwarded to the President.

RESPONSE:

PHILLIP D. BRADY
Assistant to the President
and Staff Secretary
Ext. 2702

THE WHITE HOUSE
WASHINGTON

2 SEP 17 PM: 06

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, 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 incentives -- in the form of tax credits -- to offer family leave.

Now, 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.

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 company, and it will cover 20 times as many employees -- 20 times as many moms and dads.

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 family 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.

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 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. My plan will

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 tap 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 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.

#

WHITE HOUSE STAFFING MEMORANDUM

DATE: 09/17/92 ACTION/CONCURRENCE/COMMENT DUE BY: 4:00 p.m. 09/17/92

PRESIDENTIAL REMARKS: AT&T WOMEN'S GATHERING
BASKING RIDGE, NEW JERSEY

SUBJECT: _____
FRIDAY, SEPTEMBER 18, 1992

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCBRIDE	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BAKER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MOORE	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	MULLINS	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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REMARKS:

Please provide comments on the attached directly to Steve Provost, Rm. 116, x7702, with a copy to this office NO LATER THAN 4:00 p.m. TODAY, THURSDAY, SEPTEMBER 17. Thank you.

RESPONSE:

*Paul
I've got
some comments
on this one
Paul Korfonta
13 pgs*

PHILLIP D. BRADY
Assistant to the President
and Staff Secretary
Ext. 2702

(Askew/Aarhus)
September 16, 1992
10:00 A.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 Martin, Ambassador ~~Hills~~, Director ~~Chao~~,
Congressman Zimmer, Chairman Allen, Governor Kean.

Not attending event

I remember standing in the White House Rose Garden just last year, and awarding a Presidential 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 Wednesday night, 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 at 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.

had an opportunity to excel at.

Her kids ^{grew} ~~grew~~ 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 54, ~~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.

^{personally} 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 Antrak 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 any other 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 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.

★
Anecdote
is fine...
However
you must
dump the
Equal
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Amendment
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Remember
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was against
this...
could really
ignite this
crowd!

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.

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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. Now 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 ^{that} ~~we~~
~~can lift American women up to your~~ ^{women can attain 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 these challenges 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 Wilhelm 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.

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According to the shipyard, 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) -- 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 the water.

(Consider what is 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 need. The bill would require companies to keep that job open for up to a year, so the employee could come back to work.

Many progressive companies already offer this family leave -
- and AT&T is one of them. Your family-leave policy, in fact,
should serve as a model for other companies, it is one of the
most enlightened I have ever seen.

AT&T started this program voluntarily. But what about the
woman down the street, running a small 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~~ 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 that's why I vetoed Congress' family-leave bill this
week. I think it's well-meaning -- but not well-thought-out.
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 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 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. 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 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 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 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

*Pat Saiki
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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.

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&T's of the world. My system protects your freedom to choose your doctor and build on America's strength -- for providing the best 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 allow you to 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 make prevent working women [from becoming true first-class citizens.]

(Brief pause.)

not good - this meant until you

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

love a managerial

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

is you aren't a first-class citizen -

I don't say this because of any great confidence in my ability, frankly, while I think I've been a good President -- I'm a lousy politician. [I say it 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 image.

I happen to believe the values of that generation -- things like the primacy 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 () granddaughters, the oldest is (). 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 a business, my granddaughters will be able to do it on their own, [not tag along]

deafe this - of women who decide to have all their ambitions
 beside their husband. } If they want to edit Vogue magazine, well,
 they can do that. But if they want to be a surgeon, they can do
 that too. Our society is so richer, because women can now
 contribute in any way they want. *much* ✓

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.

Dme G:

9/18/92

And if she chooses another line of work -- if she chooses to stay home and raise her children, give them love and encouragement and understanding: She won't have to answer to anyone about the choice she's made.

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WHITE HOUSE STAFFING MEMORANDUM

DATE: 09/17/92

ACTION/CONCURRENCE/COMMENT DUE BY: 4:00 p.m. 09/17/92

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BASKING RIDGE, NEW JERSEY

SUBJECT:

FRIDAY, SEPTEMBER 18, 1992

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PHILLIP D. BRADY
Assistant to the President
and Staff Secretary
Ext. 2702

(Askew/Aarhus)
September 16, 1992
10:00 A.M.
WOMEN

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Secretary Martin, Ambassador Hills, Director Chao,
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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.

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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.

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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

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"I sympathize with you. Now spell "Czechoslovakia."

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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 cuddle -- and by the end of the day, you're so tired, that you can't even stay awake for the ten'o'clock news.

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other, a woman of childbearing age. Equally qualified who do you
think is going to get the job? Who'se 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 that's why I vetoed Congress' family-leave bill this
week. I think it's well-meaning -- but not well-thought-out.
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 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 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. 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 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 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 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.

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&T's of the world. My system protects your freedom to choose your doctor and build on America's strength -- for providing the best 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 allow you to 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 make prevent working women from becoming true first-class citizens.

(Brief pause.)

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

The 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, frankly, while I think I've been a good President -- I'm a lousy politician. I say it 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 image.

I happen to believe the values of that generation -- things like the primacy 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 () granddaughters, the oldest is (). 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 a business, my granddaughters will be able to do it on their own, not tag along

beside their husband. If they want to edit Vogue magazine, well, they can do that. But if they want to be a surgeon, they can do that too. Our society is so richer, because women can now contribute in any way they want.

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.