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Withdrawal/Redaction Sheet

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. list	RE: Personally Identifiable Information [partial] (1 page)	00/00/0000	b(6)
002. memo	Paul Steven Miller to Mike Lux; RE: Status of Persons with Disabilities in the Presidential Personnel Process [partial] (1 page)	07/23/1993	b(6)

COLLECTION:

Clinton Presidential Records
Presidential Personnel
General Files
OA/Box Number: 5703

FOLDER TITLE:

ADA [Americans with Disabilities Act] Day

2007-0143-F
db4522

RESTRICTION CODES

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

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

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b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
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 concerning wells [(b)(9) of the FOIA]

ADA DAY

ADA
DAY

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[001]

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THE WHITE HOUSE

Office of the Press Secretary
(Chicago, Illinois)

For Immediate Release

July 26, 1993

REMARKS BY THE PRESIDENT
TO THE CONFERENCE ON THE FUTURE OF
THE AMERICAN WORKPLACE

Sheraton Chicago Hotel
Chicago, Illinois

1:15 P.M. CDT

THE PRESIDENT: Thank you very much. Senator Simon, Senator Moseley-Braun, Mayor Daley, President Gross, and my friends and colleagues, Secretaries Brown and Reich, and to all of you in the audience; my old colleague, Governor Caperton, and the distinguished business and labor leaders from all across America.

This has already been a little bit of fun for me. I never thought I'd see Carol Moseley-Braun blush. (Laughter.) But I will say this: You can call me anything you want as long as you don't take out after me like you did Jesse Helms the other day. (Laughter and applause.)

I want to say a special word of appreciation to Mayor Daley for talking about the Chicago Laboratory for Change, because it really is sort of symbolic of what we're trying to do all across the country. The kind of partnership between government and business and labor and social service agencies to try to put low income people into the work force, into independence and away from dependence. And I'm very excited about that.

I talked to President Gross before we came in about the history of Roosevelt University, a very appropriate place to be cosponsoring this event. I'd also be remiss if I didn't thank Adele Simons, the president of McArthur Foundation, for that foundation's support for this conference; and the Joyce Foundation for supporting the conference.

I'd like to acknowledge in the audience -- I believe he's here -- the Reverend Willy Barrell, the chairwoman of Operation Push. They held a conference on economic empowerment this week here, and I want to talk a little more about that later, but until we find a way to reward the working poor and to move people from welfare to work, and to make it attractive for people to invest in distressed areas of this country, our economic recovery is going to be limited.

Finally, let me say a special word of appreciation to Secretaries Brown and Reich for their work on this conference.

And there's one group of American workers I really want to acknowledge today. This is the third anniversary of one of our most important civil rights laws, the Americans With Disabilities Act. (Applause.) For more than 40 million people, this law is clearing the barriers to full participation in American life, making real the whole pledge that we often say that we don't have a person to waste.

This morning in Washington I ran a 5K race with a group of astonishingly able disabled Americans: two who raced in their chairs who had raced all over the world; one marathon runner who happened to be blind; one woman who had MS and made a

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terrific race around the 5K track -- kept the pace all the way; one amputee who had once run a 62-mile race in one day on a prosthesis, and today made the 5K around on his crutches just to prove he could do that, too. The kinds of achievements that these people have demonstrated athletically are demonstrated even more profoundly in the work force every day. We need them, and I am proud of that law.

I am glad to be here in Chicago to discuss this subject today -- the city that works, the city of big shoulders, all that. You need to know why I'm glad to be here. Because, in a very real way, I would not be here as President if it weren't for Chicago. And the economic forces that bring us here to discuss this subject today helped to explain that.

I was once at a meeting here in 1988 over at the South Shore Development Bank and I discovered that three city councilmen, two or three Democratic ward chairs, and a significant portion of the business community in this city came from Arkansas, and it was no accident. If you've ever read Al Hawkis -- you ought to read John Johnson's autobiography here subtitled, "How I Escaped The Abject Poverty of Arkansas City and Came to Chicago and Became a Big Cheese." (Laughter.)

It is a story that has millions of replications. People in the South who couldn't make a living in the Great Depression leaving in massive numbers from the farms and small towns; coming to Chicago, coming to Detroit; finding a way to get into the factories or start a business, at the least; becoming middle class Americans; earning a decent wage with a rising paycheck and a good retirement and health care benefits, and enough to buy a home and take a vacation and send your kids to college.

It was the American Dream. And when I began running for President I found myself deluged with people in Chicago who had roots in my hometown, in my home state. We had two delegates here, two who were born in the same little town in Arkansas that my Chief of Staff and I were born in -- in the Chicago delegation. There's a whole town in Michigan where 90 percent of the people who live in this little town were born in my state. They all came looking for a different life. And that's what basically worked for us. Then, eventually, the industrialization which bloomed first here, spread back to the South.

In the year I was born, my home state's per capita income was only 56 percent of the national average. Mississippi's was only 48 percent. The postwar economic boom of America by the late '70's had taken the entire South to about 87 percent of the national average in per capita income. And it was projected that the region would equal or exceed the national average of per capita income by the turn of the century. But then the economic slowdown of the last 20 years hit everywhere and hit those who were less well-educated, more rural, less able to compete in the global economy even harder.

And I say that's what's important to bring us here today because I got to this job by being a governor for 12 years in a state where I focused almost exclusively on the subjects and the triumphs and the tribulations that will be discussed here today -- on jobs and education and partnerships and productivity.

And when I became governor for my second term in 1983, my state's unemployment rate was almost three points higher than the national average. In every month but one until 1992, we were above the national average in unemployment. Then in 1992, we were first or second in job creation; and in 1993, the state enjoys an unemployment rate that I think is still too high, but is well below the national average.

The point I want to make is this: The issues we are discussing today in terms of the big, sweeping developments in

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America have been of at least 20 years in building. The policies we need to change have been in place for a good long while nationally. You know what works in the workplace. You know that partnership works. You know that investment in new technology works. You know that flexibility works. You know that being competitive works. You know that treating people like assets instead of something that is expendable is very important. We need to figure out how to write that large in national policy and then be better partners with you in what you do.

And one of the things that I understand very clearly because I have been a governor is that nothing I do as President can be fully successful unless it makes sense and works with what all of you are doing. And what I want to talk to you about today is how we can be better partners and what we can do to meet the challenges of this time, because it's much more complex than it was after the Great Depression and after the Second War when people at least, even though it pained them to do so, could leave their little farms in Texas and Arkansas and Alabama and Mississippi and come to Chicago or come to Detroit or go to Pittsburgh or go out to California, and know they could get a job, and hope that when they retire they could come home.

Now the whole country is caught up in a global economy which, to be sure, is always affecting different states and communities in different ways, but essentially has some broad, sweeping characterizations that we have to work to reverse. And, to make it more complicated, all over the world the wealthiest countries are having many of the same problems we are.

I just returned from Tokyo from a meeting of the great industrial powers of the world, and we find that all of them are having trouble promoting economic growth, all of them are having trouble generating new jobs, and in the 1980s, all of them found an increase in inequality of income and greater difficulty in creating new jobs, even when their economies were growing. So that it is clear that we are dealing with a very complicated issue and that no one has all the answers.

Still it is clear that some things have to be faced. We know that every nation competes in a global marketplace where money management and technology are increasingly mobile. We know that increased productivity and new technologies often mean that more output can be produced with fewer people and not always now, as was in the case for the last four decades -- when that happened before, it was always new and different jobs waiting for those people, so that technology was always a winner. Productivity was always a winner. It always was a net expansionary force. We've always had changes. People have always been moving in and out of jobs. No one can freeze-frame any form of human work and make sure it will always be there in just that way forever.

But we know now that for the last 20 years we have seen a steady erosion of the security of average middle-class people who work hard and play by the rules, because we have not been able to make the adjustments necessary in this new and different global economy.

We know that we can only meet the challenge if we begin with a very basic fact, the one that you are here to celebrate today and to elucidate -- the most precious asset any nation has is the people who live there; and that as long as the people who live there are willing to do what it takes to learn more, to do better, to be smarter, to stay ahead of the curve, there are going to be opportunities.

We also know that most jobs in every society now are going to be created by the private sector and by what people do or do not do to be more productive, to reach out to new markets, to develop new products and services. And the third thing we

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know is that government policy makes a difference at home and abroad. It does make a difference.

For more than two centuries our country has built prosperity by investing in our people and our technology and our future. We have, in other words, followed the policy that I have called Putting People First. We invested in our skills through a public school system, through the land grant colleges, through expanding opportunities to the G.I. Bill after the war, our investments in canals and in railroads and highway systems and mass transit -- all of these things have helped to make us more productive. We've developed cutting edge technologies through national defense, through the space program, and to a lesser extent in the past, but it must be more in the future -- toward civilian partnerships for new technologies.

But for 20 years we still have seen most Americans working harder for less money. And we have not developed an adequate response to the new global economy. For at least a dozen years, our country has pursued policies that are popular in the short run, but very limiting in the long run. We have, to be popular in the short run, reduced taxes and increased the deficit in a way that has taken our national debt in 12 years from \$1 trillion to \$4 trillion and our annual deficit from about \$73 billion to a projected \$311 billion when I took office.

At the same time, we have miraculously managed to reduce our national investment in the education skills and technology that our people need to grow in the future. A mathematical slight of hand that is almost inconceivable when I tell people about it, but it's true. Why? Because we keep spending more on the same health care and more on interest on the debt. So that the people you think of in Washington as being to blame for big spending and big deficits because they're spending more on programs are, in fact, by and large, spending less on programs that would help you to do your job better; but because there has not been a disciplined effort to bring down the deficit, a disciplined effort to bring health care costs in line with inflation, which would bring interest rates down there and then reduce what we have to spend servicing the debt, we are actually spending more and getting less for it -- the worst of all worlds.

This has continued the downward pressure on wages and job growth. And every working family in America has felt its impact. Between 1972 and 1992, while the work year got longer for Americans, average hourly wages actually dropped by 10 percent. The 75 percent of our workers who don't have four-year college degrees felt it most profoundly. For those who began but didn't complete college, wages fell 10 percent from 1979 through 1991; for those who didn't go on to college, wages fell 17 percent; for those who left high school, wages dropped 24 percent.

It is, of course, perhaps enough to say to explain this that as we move into a global economy where what you earn depends on what you can learn, many of those people could not command more in a global labor marketplace. But that is an insufficient response if you want to keep the American Dream alive, you want to keep the morale and the spirit of America moving forward, and those of you who are employers want to be in a workplace where people are productive because they are happy and constructive and an important part of a team.

In other words, it is not enough just to say that we're in this terribly difficult period that it took 20 years to build, and that no one knows exactly what caused it. We simply cannot go gently into a good night of limited economic expectations, slow growth, no growth in living standards, and a lesser future for our children. It is not the American way.

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We know that it may take us a good deal of time to work out of this, and we know there may be no simple answers or silver bullets, but we have got to do better at building a future for ourselves.

Of course, we have a rare opportunity to do it because the Cold War is over; because democracy and free markets are in favor and flower throughout the world; because a global economy creates opportunities as well as challenges and hazards for us; because there are new things which have to be done. We have to find a way, for example, to make money out of the global environmental crisis and make jobs out of it. And I believe we can.

And in many ways, the challenges we face today are ready-made for Americans, with our love of learning, our proven genius at innovation, our far greater flexibility than any of our competitors, and our capacity for communicating with people among different cultures. After all, we have at least one country in this country with people from 150 different racial and ethnic groups. It need not be a weakness; it can be an enormous asset for us as we move into a global society.

But we know we have to stop doing some things and to start doing some other things. Put simply, we have to stop borrowing so much from our future and start investing more to build it again. We need fundamental changes, and we have to do a lot of things at once. And, therefore, our administration is trying to do a number of things in a short time: to reduce the deficit, to improve education through our schools, through open the doors of college, through reforming the system by which we support those of you who want to train your own workers. We need to reward work and reform welfare. We cannot continue to spend 30 percent more than any other country in the world of our income on health care.

Many of you today here work in companies or represent workers who do not have jobs who would have jobs if we simply had been able for the last 12 years to keep health care costs in line with inflation plus population growth. Many of you do. So all these things are related. When people say to me, well, you know, why don't you just reduce the deficit and forget about the rest of it? I'll tell you why. Because five years from now, no matter who does what with the deficit, it goes up again if you don't bring health costs in line with inflation plus population growth.

They say, well, why don't you just not spend a nickel on anything. I'll tell you why. Because look at California if you want to see the consequences of six long years of cutting the defense budget and letting the people who won the Cold War go out in the cold; and giving no thought to what we're going to do with the scientific and technological base and the workers there, and whether there is not some new partnership that would give them something to do.

So we have to do things in order, and we have to begin by bringing the deficit down and putting our financial house in order. But we also have to think anew. All these partnerships you've got going in your businesses -- if somebody came to work one day and said, okay, we're going to forget about these 12 things and just do this one, a lot of you would go broke if you did that. You do not have the luxury of ignoring some problems if you have the means at all to deal with them. And I would argue that we don't either.

But there needs to be one overriding purpose for this country, and that is returning us to a path in which we can build a high-skill, high-wage, high-growth society -- in which people who work hard and play by the rules will be rewarded with decent work and an opportunity to raise a strong family in a safe neighborhood. (Applause.)

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Let me say very briefly that the essentials of the economic plan that the Congress is wrestling with -- and I mean that literally -- wrestling with. I feel I'm -- since I'm here in Chicago I have to say this. Chairman Rostenkowski and Senator Moynihan from New York are obviously the lead conferees on our budget and they're working through some very difficult and complex issues today, and I compliment them for their enormous labors and for what they're doing. But the elements of the plan are clear: We want to bring the deficit down by \$500 billion over five years. We want to make at least as many cuts as we raise taxes, if not more. There are 200 cuts with more than \$250 billion in them if the Congress will adopt them. We want to restore some fairness to hard-working middle-class families, and we want to reward work over welfare.

For every \$10 in the plan I presented to the Congress -- and this is true in both the House and Senate version -- \$5 comes from spending cuts, \$4 from new revenues from people in the upper six percent of earning brackets, \$1 from the middle class. Families with incomes under \$30,000 are held harmless. The working poor for the first time are lifted out of poverty by not taxing them into poverty if they work hard. This is a very big deal in America. Eighteen percent of the people who work full-time in this country are living below the federal poverty line.

It is hard to lecture people to say, well, don't be on welfare; go to work -- if you don't reward work. That is something the government can do that I think all Americans should support. (Applause.)

Now, I want to say something else today, because we're celebrating partnerships here. The tax part of this program does not impose 70 percent of its burden on people with incomes above \$200,000 to soak the rich or promote class warfare; I want to reward success. The tax burden is the way it is because we seek to reverse what happened in the 1980s where taxes went up on the middle class and down on the wealthiest Americans. Payroll taxes went up, and the government shoved more and more off on the state and local government, and almost all the revenues they adopted hit the middle class disproportionately. This has nothing to do with class warfare; it has to do with opportunity and fairness. And I think it will rebuild a sense of teamwork and a spirit of partnership and cooperation.

I also want to point out that if we can continue to bring this deficit down, you will see the continuation of the last five months of a big drop in long-term interest rates, which is causing millions of people to refinance their home loans or their business loans, or take out other forms of credit in ways that will save them far more money than they will pay in new revenues.

If we can keep interest rates down for over a year at this level, it is estimated from a low side of \$50 billion to a high side of \$100 billion will be released to be reinvested back into this economy to jump-start the economy again. I think it is terribly important.

The second element of this plan, in addition to deficit reduction, is incentives for people and companies to invest more. That is, nothing would please me more than if people who would be pushed into higher income brackets by this plan would lower their tax burden by turning around and reinvesting the money in creating jobs here at home. And this plan gives the opportunity to do that.

We double the small business expensing provision; we have a new business capital gains that anybody that invests in a company capitalized at \$50 million or less and holds the investment for five years or more will cut their tax burden in

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half. We extend the research and development tax credit. We do some other things to revitalize the home building industry and the real estate sectors of our economy. All these things will give opportunities for people who have funds to invest and to create jobs as they do. I think that is very important. (Applause.)

I want to say I'm very grateful for the fact that at least 50 of the 100 biggest companies in this country have endorsed this program, partly because the changes in the alternative minimum tax lets them invest in new plant and equipment, to mitigate the impact of the taxes, and to create more jobs and productivity. I'm grateful for the support we've received from the high-tech community, and I'm grateful that finally we're getting out the facts that 90 percent plus -- that's right -- over 90 percent of the small businesses in America actually get a tax cut under this plan if they simply invest more money in their business because the expensing provision has been doubled, and their income taxes don't go up -- something that you haven't been reading a lot about in the press. But it is true and I am glad to see it coming out. And it's very important, because most of our jobs are created by smaller firms and that needs to be emphasized. (Applause.)

The third element of this plan is investments to empower people to compete and win. Every child born in this country should be able to grow up to be successful. But you and I know that we have a far higher percentage of people living in unhealthy, disadvantageous environments than most of our wealthy competitors. We have proof, we have evidence; no one disputes it that if you invest in child nutrition, immunization and pre-school education and they're good programs, the programs pay for themselves many times over, the taxpayers win. productivity goes up, and you have people who can learn when they get into school. So, yes, we do spend some more money on that.

We also have a program of modest cost but enormous impact called Goals 2000 coming out of the Department of Education, designed to set national standards by which all schools and students can be evaluated. And that is important in a global economy.

And we have, as has already been said by Senator Simon and others, a really ambitious and I think quite wonderful program to open the doors of college education to all Americans by lowering the costs of loans, making their terms of repayments better, and giving thousands of them the opportunity to pay back their college loans through service to their communities, rebuilding them. And I might say some of those young people in our experimental program for the summer have helped people to try to deal with the aftermath of this terrible flood in the Midwest. That is just one example of what we can do if we have the right kind of incentives. (Applause.)

Finally, we very much want to create a program of training for people who don't get four-year college degrees that merge the partnership and efforts of the private sector, the education system and the government. Everybody in this country who doesn't go on to a four-year college needs to finish high school and get at least two years of further training. Either in a school, on the workplace, or in the service. Everybody. All the demographic figures are clear now from the 1990 census. All the people in this country who have high school plus two years, if it's good, are highly likely to get jobs with growing incomes. Those who have less are highly likely to get jobs with shrinking incomes.

You know, it doesn't -- you don't have to be Einstein to figure out we should do what is likely to give people jobs with growing incomes and that, in the aggregate, it's better for you and the workplace and better for the country as a whole. So we're trying to do that.

And lastly, let me say, we've got to provide markets for all these people's labor in products or services. We simply have to continue to expand the frontiers of the global economy. A wealthy country cannot grow richer unless there is a higher rate of global growth. We cannot do it by simply drawing within.

And perhaps the most important thing that happened at the G-7 meeting in Tokyo was that the seven industrial powers agreed among themselves to a dramatic reduction -- in many cases, to outright elimination of tariffs, that every analyst says will dramatically increase the number of manufacturing jobs in the United States of America between now and the end of the decade if we, the larger countries, can get the other countries to agree to it by the end of the year in a world trade agreement. No analyst has disputed this. It has the potential of being the most important thing we've done in a long time to revitalize manufacturing in America. And, of course, when you rebuild manufacturing, we get more service jobs, you get a lot of other support jobs. It is very, very important.

Let me also say that I think it's important that we not forget about the Americans who are working hard and are struggling along. I mentioned this earlier. The most revolutionary social aspect of this economic plan is that instead of spending a lot of money to hire people to work for the government to go out and help people who are in trouble, we invest a lot of money in this program in lowering the taxes of people who work 40 hours a week and are still in poverty. What better thing could we do to reward work and family than to be able to say for the first time that in this country if you work 40 hours a week and you got a child in your house, you're going to be lifted out of poverty -- not by something the government does, but by your own labor. We'll just change the tax system to take you out of poverty. It is a profoundly significant thing, and it should not be watered down in this conference. We ought to do enough to be able to say that to all Americans. (Applause.)

Let me just say the one thing that's happened in the last four and a half, five months is that interest rates have started coming down as it became serious that we were trying to bring the deficit down. And there has been a beginning of reinvestment. A lot of that is coming out of the private sector. Last year in the last quarter we had the biggest increase in productivity in 20 years in America, thanks to a lot of you in this room. Those two things together mean that in this economy we have seen in the first part of the year about 150,000 new private sector jobs a month being created. That is as compared with 20,000 a month in the previous four years. So that we are moving in the right direction, but that's all we're doing -- is moving in the right direction. That is nowhere near enough and there is still a great cloud of uncertainty out there.

So I think today we need to have three challenges. One is, the government needs to pass this budget and get on with the rest of the business. Hanging out there, debating it, dragging it out for weeks and weeks will only make it worse. (Applause.) There comes a time when delay to get a slightly better decision is worse than action to get a pretty good decision. We have reached that time. We don't need to do that. We've got other things to do. And you need to know what the rules are going to be, what the deal is, and we need to go on with our lives.

The second challenge is to you in business. If we can get the cost of capital low, if we are doing our part, then the savings must be used to put more people first; to create jobs, to train employees -- not just the executives, but the workers as well -- to have other companies in this country learn from those of you in this room that you can grow and prosper by treating workers like indispensable partners.

MORE

- 9 -

Companies like Motorola, outside Chicago, which Secretary Brown visited recently; and L. S. Electro Galvanizing, in Cleveland, which Secretary Reich visited recently; and all the many that I have had the privilege to visit over the last several years can show that.

And the challenge to labor is clearly the same thing. This is an opportunity we have to seize. There is no way we can ever see wages grow and jobs increase in this country again unless there is an emphasis on education and training, flexibility in the workplace, partnership and responsibility by everybody for improving quality. But if the labor people do it, then government ought to do right by them and by business, and business should do right by their workers.

There is no easy answer here, but we all know, I think, that if we treat each other better, we're going to come out ahead; and that insofar as we drive up unemployment and run people off, we also diminish the number of customers with money in their pockets to make the American economy go. We are truly in this together.

Now, let me just say one more word about this. I don't think the fight in Washington should be about Republicans and Democrats. I think most of the arguments we have to have are about issues that don't have an easy partisan tent. The world is a very different place than it was when most of the party lines were drawn 10 and 20 and 30 years ago. This really is about growth against gridlock; decision against delay; change against the status quo. And you have got to demand that we do something.

I mean, you know, this gridlock thing is amazing. Let me just give you an example of how bad it gets sometimes with Congress. I had my nominee for Surgeon General up there in the Congress. Senator Braun was sitting with her. I appreciated that -- a woman that grew up in a cotton field in Arkansas. Her brothers and sisters put her through medical school. And maybe there were people who don't agree with her and didn't want to vote for her, but through some parliamentary maneuver, they tried to put off the whole hearing. The country needs a Surgeon General. Thanks to Senator Kennedy, the chairman of the committee, they went back and had the hearing. He told them they were going to stay there till kingdom come till they finished. But if somebody wants to vote against her, let them vote. But let's get on with it.

Let me give you another example. There is now a filibuster in the Senate against the national service plan. We have worked our hearts out with the Republicans and the Democrats. We have lots of Republican cosponsors in the House and a few in the Senate. They just want to delay it. Why? Why shouldn't we send a signal to America's young people that we want you to work in your community to make it a better place? Why shouldn't we say we want to open the doors of college education to everybody?

Look at the figures from the '90 Census. Last week there was even a filibuster or a delay in the House against flood assistance to Illinois and to Iowa and to Kansas and South Dakota and North Dakota and Minnesota and Missouri. Why? Got me. There is ample precedent for emergency action here. We do not need to raise a tax to pay for flood relief. Because interest rates have come down, the deficit is already going to be much lower this year than anybody thought it was. And here are these people out here up to their ears in tragedy, wondering when Congress is going to get around to passing the flood relief. There is a point at which we need to learn what we're talking to you about. We need to work together and make decisions.

How many of you could stay in business if either management or labor said when you started a new path, well, I think I'm going to call a filibuster and wait three or four weeks to make up my mind whether to do this? Your bills still come in.

- 10 -

You still have to pay the payroll. Let's vote. I don't have to win them all, but let's make decisions. This institutionalized delay and gridlock is bad for America. (Applause.)

In just a couple of weeks,

Q How can you talk about -- a Democratically-controlled Congress? The Democrats have controlled Congress -- talk about gridlock. Why don't you take leadership?

THE PRESIDENT: Now, wait a minute. Whoa!

Q You're the one that talks about --

THE PRESIDENT: Do you want me to answer the question?

Q Yes. You're the one --

THE PRESIDENT: Wait, wait, wait, wait, wait. Most people, sir -- no, wait a minute. Are you going to let me answer the question?

Q -- Congress and you won't --

THE PRESIDENT: Are you going to let me answer the question? This is not your meeting, sir. And most people have better manners than to interrupt somebody giving a speech. (Applause.) I might say that's another thing that's wrong with this country -- there's not enough civility in how we treat one another. (Applause.)

But to answer your question, which is good Civics 101, is that the Democrats do not control the Congress, when 41 Republicans want to vote to keep anything from being voted on in the Senate. (Applause.) That is the answer. This is not -- they do not. The filibuster rule means you have to have 60 votes to bring anything to a vote except for this budget. Everything else requires 60 votes.

But it's not a party deal, it's a question of whether we should make decisions. I say, if they want to vote against me, fine, let's make a decision and go on to something else. Let's just move. I think that's the issue. (Applause.)

Let me just say one last thing. I believe that this works. I came here basically to highlight what you're doing and to support it and ask you to tell me what I can do to help it be better at the national level. But in the end, if this kind of attitude that you are here to celebrate, this whole new idea of a partnership for productivity, and leaving behind all the sort of labeling that has shackled us for too long -- if this doesn't take over the private sector, nothing the President can do can revitalize America. (Applause.) You have to carry it. And I believe you will. (Applause.)

Thank you and God bless you all. (Applause.)

END

1:53 P.M. CDT



**DISABILITY INDEPENDENCE DAY MARCH 1993
JULY 25, 1993 - NEW YORK CITY**

ORDER OF SPEAKERS

PAUL STEVEN MILLER

GERI RUTH

DENNIS DE LEON

JUSTIN DART

OTTMAR MILES-PAUL

JUDY HEUMANN

CLEVELAND ROBINSON

FRANK BOWE

ERIK VON SCHMITTERLING

JOYCE CARRICO

MARVIN SPIELER

GARY OLSEN

GREG HLIBOK

KEITH CYLAR

BOB GRISS

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EMCEES

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6380 WILSHIRE BOULEVARD SUITE 125 LOS ANGELES, CALIFORNIA 90048 V/TDD/FAX (213) 874-5860

**COMMUNICATIONS**

Marketing Promotion Public Relations

TO: Paul Steven Miller
FR: Tari Susan Hartman
RE: Disability Independence Day March '93
DT: July 12, 1993

Greetings -

We are delighted that you will be participating in the 1993 Disability Independence Day March on Sunday, July 25, 1993 in New York City. By way of introduction, we are working with DIDM '93 as public relations consultant for this historic event. By now, if you haven't already faxed (and mailed the hard copy) your bio to me, please do so before you read on.... (213) 874 - 5860. Also, please take a minute to complete the form and fax it to me by Friday, July 16.

I will need the copy of your speech and one-page bio no later than Thursday, July 22 so they can be duplicated for the press kits. If you want your speech and one-page bio included, please mail it to me c/o of Daniel Robert, 280 9th Avenue # 4C, New York, NY 10001 for delivery no later than Thursday, July 22.

If you have any questions, please call. I leave for New York on Wednesday, July 21 at noon. You can reach me through Daniel, Thursday - Sunday at (212) 366 - 0432.

The 1993 Disability Independence Day March and rally are shaping up to be a historic event for 43 million citizens with disability -- made so by your unique and valuable contributions. I look forward to seeing you on the 25th.

Empowerment. Pride. Unity....

*Glad you can
join us -
Tari*

in of
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*Up Miller Thanks for
 everything. Glad you can join us.
 We're ready by Friday. See you up
 there. Hope all is well*

THANK YOU.

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NEWS

FOR IMMEDIATE RELEASE
Friday, July 23, 1993

CONTACT: Reginald Welch
Nicole Spiegelthal
(202) 663-4900
TDD (202) 633-4494

**EEOC MARKS FIRST YEAR OF ENFORCING
THE AMERICANS WITH DISABILITIES ACT IN THE WORKPLACE**

WASHINGTON -- In its first year of enforcing the employment provisions (Title I) of the Americans with Disabilities Act, the U.S. Equal Employment Opportunity Commission has taken in almost 12,000 discrimination charges, informed millions about their rights and responsibilities under the law, and continues to develop policy and guidance to aid and ensure compliance.

Called the most sweeping civil rights legislation since the Civil Rights Act of 1964, the law known simply as the ADA extends anti-discrimination protections for people with disabilities -- estimated at 43 million Americans -- to the private sector and state and local governments.

Equal Employment Opportunity Commission Chairman Tony E. Gallegos said the ADA is "a tremendously timely and important law," and confidently predicted that "its impact has only begun to be felt."

In announcing the most current enforcement statistics for Title I of the ADA, which cover the period from the effective date of July 26, 1992 through June 30, 1993 (full year data will not be available until mid-August), director of Program Operations James H. Troy cautioned that, while some basic information can be gleaned from the data, it is too soon to talk in definite terms about ADA enforcement trends or what the ultimate impact of the ADA will be on the overall work force. "At this time we're looking at the numbers to see where our resources should be directed in terms of training, education, policy matters and personnel to best execute our enforcement responsibilities," he said.

The data show 11,760 ADA charges have been filed with EEOC nationwide. This is about 15 percent of the approximately 79,689 charges filed with the agency under all statutes for the same 11-month period.

- more -

Following the pattern of all statutes that EEOC enforces, the largest percentage of ADA charges -- 48.6 percent -- have been based on alleged discriminatory discharge. The second largest category, and one unique to the ADA, is reasonable accommodation, on which 21.9 percent of charges are based.

Resolutions of ADA charges total 2,279, which include charges that resulted in charging parties receiving settlements and various benefits, those found to be without merit, or charges resolved administratively before a determination on the merits of the charge was made. Monetary benefits to charging parties come to over \$11 million.

EEOC has filed two ADA lawsuits in federal district courts, one resulting in a \$222,000 judgment against AIC Security Investigations, Inc. in Chicago. The other suit is against Mason Tenders District Council Welfare Fund, a New York-based self-insured health and welfare organization, which singled out AIDS for lower coverage than for other disabilities. EEOC's interim enforcement guidance on disability-based distinctions in employer-provided health insurance plans, which was issued on June 8, served as the basis for this suit.

Philip B. Calkins, EEOC's acting director of Communications and Legislative Affairs, and among a cadre of individuals directly involved in the ADA's passage, summarized EEOC's broad role in enforcing Title I: "The Commission certainly is first and foremost a law enforcement agency, but -- and this is especially true with a new law -- it is an educator, a provider of technical assistance, and a promoter of voluntary compliance as well."

The dates of enactment of the ADA (July 26, 1990) and implementation of Title I (July 26, 1992 for employers of 25 or more, and July 26, 1994 for employers of 15 or more) provided time to educate the public and employers about the law prior to its taking effect. Additional funds were earmarked for this -- a \$1.4 million supplemental appropriation to EEOC's fiscal year 1993 budget for ADA technical assistance and outreach.

But first, EEOC had to issue regulations detailing how the employment provisions of the act would be implemented. It also had to issue extensive guidance explaining the major provisions of the regulations. After a series of meetings with disability rights groups, various organizations, employers and employer groups and associations, final regulations were issued and published in the Federal Register, as mandated, within one year of the act taking effect, on July 25, 1991.

Anticipating the influx of calls about the ADA after the regulations were issued, a help line was established to handle the hundreds of calls a day that the agency received.

- more -

Meanwhile, to make sure EEOC staff was up to speed on the law, comprehensive training was undertaken by investigators, litigators, headquarters personnel and support staff in intensive, week-long training sessions. Concurrent with the first year of ADA enforcement, EEOC recently issued its first "Refresher Training Module" to field offices as part of an ongoing program to keep investigators and others current on enforcement guidance and other developments that impact ADA case handling.

Carrying out its mandate to inform the public, employers and others affected by the act, EEOC has distributed millions of information booklets, manuals, fact sheets, posters and other materials explaining Title I, and available in alternate formats for individuals with certain disabilities.

Through a national Technical Assistance Program Seminar initiative, EEOC field offices across the country are providing training to primarily small employers on complying with the ADA and all other EEOC-enforced laws. The agency predicts that over the next two years about 10,000 employers will attend these seminars conducted by experts in EEO laws and regulations.

More direct outreach efforts are being achieved as a result of EEOC spearheading the training of 400 individuals who go into their communities and train employers and other persons. Approximately 5,000 persons with disabilities and 4,000 employers and other entities covered by the ADA have had the training. EEOC has extended the contract with the Disability Rights Education and Defense Fund for a second year to continue this program.

In addition, over 2,000 presentations were given to various groups on the law and how it affects their industry or constituency in 1990-1992 alone. These presentations are ongoing.

Emphasis was placed on getting information about the ADA into the workplace. Mailings to 5.9 million businesses were made through the IRS. Employers were informed about their basic responsibilities under the act and told how to get EEOC's comprehensive ADA Technical Assistance Manual and Resource Guide at no charge to them.

In addition to Title I of the ADA, which prohibits discrimination against people with disabilities in the private sector and state and local governments, EEOC enforces prohibitions against discrimination affecting individuals with disabilities in the federal government; Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, or national origin; the Age Discrimination in Employment Act; the Equal Pay Act; and sections of the Civil Rights Act of 1991.



COMMUNICATIONS

Marketing Promotion Public Relations

Disability Independence Day March '93
Speaker Questionnaire

Name and Title (as to appear in press materials)

PAUL STEVEN MILLER Director, Disability Outreach

White House
Office of Presidential
Personnel

Organization or affiliation (as to appear in press materials)

The White House

street address

city

zip code

Washington DC 20500

phone (voice)

(TDD)

(fax)

202 456-7026

arrival date/time

departure date/time

address/phone of location we can reach you before march (hotel, friends, YMCA, etc.)

Language fluency: American Sign Language, Spanish, German, etc.

Public relations representative (individual and/or organizational):

Please sign this line if you do not want to be interviewed by the press

New York media contacts who have expressed an interest in march/rally coverage:

name	outlet	phone and fax

name	outlet	phone and fax

name	outlet	phone and fax

List of which I'd like to be interviewed

Upon completion, please fax to IN SOF Communications (213) 874-5860. Thank you.

THE WHITE HOUSE
WASHINGTON

BIOGRAPHY OF PAUL STEVEN MILLER

Paul Steven Miller is the Director of Disability Outreach for the White House Office of Presidential Personnel. Prior to joining the Clinton White House in January, 1993, Mr. Miller was the Director of Litigation for the Western Law Center for Disability Rights, a legal services center specializing in disability rights issues. At the Western Law Center for Disability Rights, Mr. Miller litigated cases in the areas of employment discrimination, handicapped access to public accommodations, education, transportation, health care and government benefits. He also taught disability rights law at Loyola Law School and UCLA Law School.

Mr. Miller graduated from the Harvard Law School. He received his B.A. with honors from the University of Pennsylvania. This past fall, Mr. Miller was an invited presenter on the issue of economic reform and people with disabilities at the President-Elect Clinton's Economic Summit held in Little Rock, Arkansas.

MEETING WITH PRESIDENT CLINTON JULY 27, 1993**DRAFT AGENDA****I. AMERICANS WITH DISABILITIES ACT - IMPLEMENTATION AND ENFORCEMENT.**

FOCUS #1: Strong message from President Clinton to Cabinet Members, Private and Public Sector regarding his commitment to full implementation of ADA.

FOCUS #2: Lack of staff in the Justice Department's Civil Rights Division and other employment agencies to process complaints and to provide meaningful technical assistance.

II. APPOINTMENTS/EMPLOYMENT OF PERSONS WITH DISABILITIES.

FOCUS: Encourage Cabinet Members, and key government agencies to appoint qualified persons with severe disabilities in positions throughout government - not just traditional positions focused on the disability population - including persons from diverse cultural and ethnic backgrounds.

III. HEALTH CARE REFORM.

FOCUS: Assure equitable treatment of persons with disabilities in all aspects of health care package. Assure that such package addresses the unique needs of persons with disabilities in acute care, rehabilitation, and long-term care components.

A. PERSONAL ASSISTANCE SERVICES

FOCUS: Appoint Presidential Task Force on Personal Assistance Services, which was the corner stone of disability policy statements during the campaign. Assure that Personal Assistance Services/Long-Term Care component of Health Care Reform includes wide range of options/choices allowing persons with disabilities to live at home and in the community as opposed to institutionalization. Persons should have the option to choose their providers of services. Funding should be community-based as opposed to institution-based.

Page 2

IV. CONCEPTS OF INCLUSION.

FOCUS: Persons with disabilities make up Americas largest under-served minority and billions of dollars are spent annually maintaining persons in paternalistic, non-productive situations. Impact on persons with disabilities must be considered when developing legislative initiatives, policy development and budgets, i.e., education reform, job training programs, economic development and advances in technology. It must be considered that if the impact on persons with disabilities is not considered in the development of these initiatives the result will be an enormous waste of human potential, as well as a continued drain on the federal budge as many people will remain dependent on government support.

The Arc

Governmental Affairs Office
1522 K Street, N.W., Suite 516
Washington, D.C. 20005
(202) 785-3388 / FAX (202) 467-4179
TDD (202) 785-3411

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☒ Paul Marchand

☐ Marty Ford

☐ Kathy McGinley

☐ Evelyn Powell

☐ Brenda Walker

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7/26/93

TO:

DEBBY FINE, BOB SEWENY, PAUL MILLER

FAX PHONE #: 456-621P 963-856 456-2255

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DOCUMENT DESCRIPTION: ISSUE PAPER ON DISABILITY
POLICY & THE FEDERAL BUDGET PROCESS

REMARKS: FYI I HOPE THIS ISSUE IS AMONG
THE TOPICS ADDRESSED AT TOMORROW'S MEETING
WITH PRESIDENT CLINTON PLEASE CALL IF YOU
HAVE ANY QUESTIONS OR CONCERNS
HAPPY AOA ANNIVERSARY!

ISSUE PAPER

DISABILITY POLICY AND THE FEDERAL BUDGET PROCESSBackground

During the last dozen years, most federal disability programs have experienced fairly steady growth. For the most part, this has been achieved with the support of the Democrats who controlled both the House and Senate Appropriations Committees. The Congress usually ignored or rejected the Reagan/Bush budget requests which offered little promise, even during the free spending Reagan years, of significant expansion for disability programs. Thus the Congress, not the Republican Administrations, must receive what credit there is for maintaining and expanding disability programs.

Upon the arrival of President Clinton, the disability community eagerly awaited his budget requests for FY 1994. Despite the bleak economic outlook and heightened pressure to reduce the federal deficit, disability advocates held out hope that some disability programs, particularly those which address needs reflected in President Clinton's campaign priorities, might receive substantial increases in the President's budget.

These hopes were dashed, however, when the Clinton budget request was released in April. Most disability programs were frozen at their FY '93 levels, a few received cost-of-living increases and a couple (Technology Assistance and Early Intervention) received increases above inflation.

Further exacerbating this problem was the President's economic stimulus proposal which totally ignored disability programs which might have played a role in jobs development and other priority areas. Disappointment by the disability community would have been lessened had all other human services been treated similarly. However, there were some "winners" such as Headstart and Youth Employment in the President's budget requests. While the disability community applauds President Clinton's proposed increases to Headstart and Youth Employment, it is concerned that those programs serving people with disabilities which have similar objectives are not provided with similar resources. Three programs within the Individuals with Disabilities Education Act (Early Childhood Projects, Part H Early Intervention, and Preschool) serve young children with disabilities. The President's FY 1994 budget froze the Early Childhood Projects and provided a 5.5% increase for Preschool and a 20% increase for Part H. This is compared to a 32% increase for Headstart. Job Training Partnership Act programs are also increased by approximately 30% while the Vocational

Rehabilitation State Grant, the primary source of jobs training for people with disabilities, is increased by only 3%.

Clearly disability programs highly related to President Clinton's priorities of jobs stimulus and early intervention were not provided comparable increases. While an argument can be made that people with disabilities are eligible for Headstart and Job Training Partnership Act programs, the fact remains that these programs are often not prepared to address the unique needs of children and adults with disabilities.

Another potential solution to solve this dilemma seems to be unavailable. That is the Congress making adjustments through the appropriations process. That is not likely this year and in the foreseeable future for several reasons. First, the Congress may have the will but lacks the resources to do so. It is well known that the House and Senate Appropriations Subcommittees on Labor, Health and Human Services and Education have approximately \$6 billion less available for them to allocate than President Clinton's budget. This significant constraint greatly lessens, if not outright removes, any opportunity to go above the President's budget requests. Second, the Congress is treating the Clinton budget requests with much greater credibility. The closer cooperation between the White House and the Congress has made it more difficult for advocates to secure increased funding.

Although the final tally can't be determined until the Senate completes its FY '94 Labor, Health and Human Services and Education Appropriations bill in September and the Congress finalizes action on it, it is clear that the Administration's original budget request for a fiscal year will have a much greater bearing on the final appropriations outcome.

Recommendations

Given the enhanced Administration role in the appropriations process, the "rules of the game" have changed. Disability advocates need to work much more cooperatively with the Clinton Administration on fiscal issues. Conversely, the Administration, from the highest levels of the Office of Management and Budget to the departmental budget and policy officials, must reach out to the disability community to become more knowledgeable of the needs, priorities and recommendations of the disability community.

Hopefully, President Clinton can send the right signals to those who develop the budget, urging them to work with the leaders of the disability community. Since the FY 1995 budget process is already well underway, it is vital that action in this regard be taken soon.

NOTE: This paper reflects a comprehensive budget analysis of disability-related programs except for those which are related to AIDS.

Come **MARCH** with Us

DISABILITY INDEPENDENCE DAY



Sunday, July 25 1993



Celebrate the third anniversary of the signing of the Americans with Disabilities Act (ADA)
Advocate with us for Universal Health Care and Universal Communication

Unity Empowerment Pride

-  12 noon ASSEMBLE AT 41st STREET AND MADISON AVENUE
-  1 pm MARCH DOWN MADISON AVENUE
-  2:30 pm RALLY AT MADISON SQUARE PARK (Madison Avenue and 23rd Street)
-  4:30 pm ROCK CONCERT

American Sign Language interpreters will be present

SPEAKERS

Frank Bowe	Judy Heumann
Marcia Bristo	Greg Hlibok
Keith Cylar	Ottmar Miles-Paul
Justin Dart	Gary Olsen
Bob Griss	Cleveland Robinson
Paul Hearne	

PERFORMERS

Celia Brim	M.C. Henry Holden
Cantor Steven Cassell	Elaine Kolb
Johnny Crescendo	Eric Levine
DIA Singers	The National Theater of the Deaf
Jackie DiLorenzo & Sundance	The N.Y.C. Streetsingers
Peggy Eason	Shot in the Dark

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MAINSTREAM

MAGAZINE OF THE ABLE-DISABLED

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Just the FAX!

DATE: 19 July 93

TO: Paul Miller

PHONE: () _____

FROM: Bill Stothers

SUBJECT: Disability Independence Day

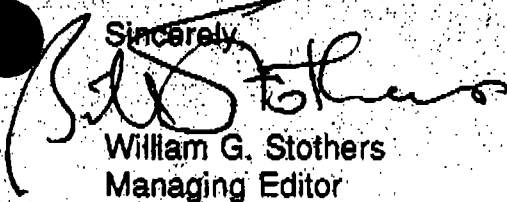
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I apologize for being so late in making this request. Anything you can do to help would be greatly appreciated.

Sincerely,

A handwritten signature in dark ink, appearing to read "W. G. Stothers", written over the word "Sincerely,".

William G. Stothers
Managing Editor

(619) 234-3138

(619) 234-3155 -- FAX

Everyone is invited!

DISABILITY INDEPENDENCE DAY

SUMMERFEST**BALBOA PARK****1993**

(Fig Tree Lawn Area, across from Spanish Village)

SUNDAY, JULY 25**12:30 till 5 P.M.****Bring a Picnic! Bring a Banner!****Games! Quizzes! Exhibits! Art!
Networking, Resource Sharing****Celebrate the 3rd Anniversary of the A.D.A.****Then we'll all Parade to the Organ Pavillion
at 3 P.M. to hear Musicians and Entertainers
who have disabilities, Plus Surprises!****Join the Party and Celebrate
the Progress we've made
toward Independence!**

**LIBERTY RD.
BALBOA PARK**

If you are interested, and would like more information on this event Please call--
San Diego Park and Recreation Department - Disabled Services at 525-8247 (525-8249 TDD)
or California Association of Persons with Handicaps - Royce at 287-0171

2973 BEECH STREET, SAN DIEGO, CA 92102 619/234-3138

MAINSTREAM

MAGAZINE OF THE HANDICAPPED

19 July 1993

Paul Steven Miller
The White House
Washington, DC

Dear Paul:

The planning group for the first annual San Diego celebration of Disability Independence Day would like to have a message from President Clinton about ADA. The celebration will take place on Sunday afternoon July 25. Several hundred people will be picnicking, sharing information, networking, and participating in a parade through Balboa Park in the heart of the city of town, concluding with a program of entertainment, speeches and proclamations.

Attached is a copy of the flyer for the event.

I apologize for being so late in making this request. Anything you can do to help would be greatly appreciated.

Sincerely,



William G. Stothers
Managing Editor

(619) 234-3138

(619) 234-3155 -- FAX

WHITE HOUSE OFFICE OF PRESIDENTIAL PERSONNEL

M E M O R A N D U M

TO: Mike Lux

FROM: Paul Steven Miller

DATE: July 23, 1993

SUBJECT: Status of Persons with Disabilities in the Presidential Personnel Process

A. PRESIDENTIAL APPOINTMENTS OF PERSONS WITH DISABILITIES WHICH HAVE BEEN ANNOUNCED

1. Presidential Appointments requiring Approval of the Senate

- JESSE BROWN -- Secretary of the Department of Veterans Affairs
- ELEANOR ACHESON (MA) -- Assistant Attorney General for the Office of Policy Development/Department of Justice
- JUDY HEUMANN (CA) -- Assistant Secretary, Office of Special Education and Rehabilitation Services/Department of Education
- FERNANDO TORRES-GIL (CA) -- Commissioner on Aging, Administration on Aging/Department of Health and Human Services

2. Senior Level Appointments

- JANET ALLEM (DC) -- Deputy Chief of Staff/Agency for International Development
- BOB BOORSTIN -- Special Assistant to the President, Policy Coordination/The White House
- JOHN CRESSMAN (NJ) -- Deputy Director, Office of Administration/The White House
- BONNIE DEANE (NY) -- Director, Science, Technology and Infrastructure Division (Human Capital) National Economic Council/The White House
- PAUL STEVEN MILLER (CA) -- Director, Disability Outreach and Search Manager, Office of Presidential Personnel/The White House
- HOWARD MOSES (DC) -- Deputy Assistant Secretary, Office of Special Education and Rehabilitation Services/Department of Education

3. Schedule "C" Appointments

- MICHELA ALIOTO (CA) -- Special Assistant, Domestic Policy Office, Office of the Vice-President/The White House
- MICHAEL DERIAN (DC) -- Confidential Assistant to the Administrator of Agricultural Research Service/Department of Agriculture
- CHRISTINE MALOY (DC) -- Special Assistant, Visitor's Office/The White House
- PATRICIA PARISI (NY) -- Special Assistant/Department of Education
- MICHAEL TECKLENBERG (SC/DC) -- Special Assistant, Assistant Attorney General, Anti-Trust Division/Department of Justice
- PHILLIP WEINTRAUB (DC) -- Mail Analysis Clerk, Presidential Correspondence/The White House

4. PART-TIME APPOINTMENTS -- BOARDS AND COMMISSIONS WHICH HAVE BEEN ANNOUNCED

a. National Council on Disability

- MARCA BRISTO (ILL)
- BONNIE O'DAY (MA)
- HUGHEY WALKER (SC)
- KATE PEW WOLTERS (MI)
- MICHELE ALIOTO (CA)

b. Commission on Presidential Scholars

- NANCY VERDERBER (MO)

c. Commission on White House Fellowships

- MAX STARKLOFF (MO)

CONSIDERATION SHOULD BE GIVEN TO HAVING THE PRESIDENT MAKE FURTHER ANNOUNCEMENTS OF DISABLED POLITICAL APPOINTMENTS AT THE MEETING BETWEEN THE PRESIDENT AND DISABILITY COMMUNITY LEADERS.

B. PRESIDENTIAL APPOINTMENTS OF PERSONS WITH DISABILITIES WHICH ARE SCHEDULED TO BE ANNOUNCED

- RICHARD SCHIFFRIN (FLA) -- Deputy Assistant Attorney General, Office of Legal Counsel/Department of Justice

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. memo	Paul Steven Miller to Mike Lux; RE: Status of Persons with Disabilities in the Presidential Personnel Process [partial] (1 page)	07/23/1993	b(6)

COLLECTION:

Clinton Presidential Records
Presidential Personnel
General Files
OA/Box Number: 5703

FOLDER TITLE:

ADA [Americans with Disabilities Act] Day

2007-0143-F
db4522

RESTRICTION CODES

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

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- 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 concerning wells [(b)(9) of the FOIA]

- THEA SPIRES (ME) -- Fair Housing/Department of Housing and Urban Development
- BOB WILLIAMS (DC) -- Commissioner, Administration on Developmental Disabilities/Department of Health and Human Services

C. PERSONS WITH DISABILITIES WHO HAVE INTERVIEWED AND ARE CLOSE TO CLOSURE

[002]

(b)(6)

THE WHITE HOUSE

WASHINGTON

July 2, 1993

Creetings to everyone gathered in New York City for the Disability Independence Day March 1993 celebrating the third anniversary of the signing of the Americans with Disabilities Act.

Our country doesn't have a person to waste, and we must invest in each person's enormous potential by fully implementing the Americans with Disabilities Act. Bringing this law to life means empowering people with disabilities to make their own choices and to create a framework for independence and self-determination. Everyone can live a fulfilling and rewarding life if he or she is given the chance to contribute.

I support your goal of equal opportunity for all Americans. We must improve employment opportunities by increasing special education, professional training, and job training efforts; and we must reduce the extraordinarily high unemployment rate among Americans with disabilities through programs that provide adult education, job training, and apprenticeships. We must provide universal access to affordable, quality health care for persons who are disabled. We must also expand educational opportunities for all Americans by developing programs that involve inclusion, not exclusion.

Best wishes for a successful march.

**PRESIDENT OF THE UNITED STATES
PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES
APRIL 16, 1993**

Hello. I'm honored to join this distinguished group of Americans working to bring opportunity and hope to millions of Americans with disabilities.

Together we've begun to shift disability policy in America away from exclusion, towards inclusion; away from dependence, towards independence; away from paternalism, and towards empowerment.

And we have made a commitment -- a real commitment -- to enforce the Americans With Disabilities Act, until all citizens with disabilities receive equal treatment under the law, whether in the workplace, or school, in government or the courts.

I have said -- and committed the bulk of my time as President -- to building a new and lasting prosperity in America. We don't have a person to waste, and it is absolutely clear to me that this includes the many millions of talented Americans with disabilities who can contribute if trained and educated like everyone else, and if they are allowed to give their full talents to building a better tomorrow.

But it won't happen unless the government accepts the challenge and does its share.

That is why we have moved boldly to cut the deficit, to reform our bureaucracy, and to invest in the health and talents of our young people so we can compete and win in the new global economy. And it is why I am committed to creating more and better jobs for all Americans.

Americans with disabilities like all Americans want health care reform. The system is too complex, too costly, and delivers too little to too many people.

Because rising health care costs and uneven services disproportionately affect Americans with disabilities, our Health Care Task Force from the beginning has called upon representatives of the disability community to help us shape new policies.

You have helped us understand the importance of being able to choose your own doctor. You have educated us regarding the importance of services such as home and community based long term care. And you have helped us recognize that any benefits package must contain preventive intervention services for people with

disabilities, and that includes those with physical disabilities and those with psychiatric disabilities.

Americans voted for change in November because the old policies were no longer working to enrich us or unite us as we strive to build a better future for our children.

Today, there is a new excitement, as we move to solve our problems, and to include all in the American dream again.

These are the values that brought me to public service and that members of the disability community toil every day to make real: to use government to empower and lift up, and to believe in freedom enough to give every American a chance to contribute.

Our work is far from finished. America needs the continued leadership of everyone in this room to fulfill the promise of the Americans With Disabilities Act.

But thanks to you, America is becoming a more just and caring and inclusive nation.

I know, working together, we can build a bigger and brighter future for every generation to come.

Thank you.



NATIONAL ORGANIZATION ON DISABILITY

910 Sixteenth Street, NW, Washington, DC 20006

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July 20, 1993

VIA FACSIMILE

Mr. Michael Lux
Office of Public Liaison
The White House
Washington, DC 20500

Post-It™ brand fax transmittal memo 7671		# of pages > 5	
To	Mr. Paul Miller	From	Alan Reich
Co.	The White House	Co.	NOD
Dept.	Office of Personnel	Phone #	202-293-5960
Fax #	456-6547	Fax #	202-293-7999

Dear Mike:

It was a pleasure speaking with you just now. As you can imagine, we are most disappointed that it isn't possible for President Clinton to attend and speak at the "Picnic in the Park" event commemorating the third anniversary of the Americans with Disabilities Act, next Monday, July 26. As you will see in the enclosed letter to the President, we had thought that this ready-made event would be a great time for him to speak out on disability and the ADA.

The contest referred to in the enclosed letter to the President is now concluded. The winning community is Aguas Buenas, Puerto Rico. The mayor and our disability liaison from Aguas Buenas will attend, and N.O.D. Vice Chairman Jim Brady and the president of Care Concepts, Jack Kelley, of Phoenix, will present the keys to a fully accessible van to them.

In addition, there will be open mike speakers, including disability leaders and others.

As I mentioned, we would be most appreciative if you could arrange for Attorney General Janet Reno to come by at noon, rather than at 12:30 p.m., when we originally invited her. As it turns out, she has declined to come because of a luncheon, but if she could come a half-hour earlier, at noon, it would help enormously, and we could rearrange things for her.

Robert J. Sauer II Esq., Counsel
White, Verville, Fulton & Sauer

Edward Kennedy, Jr.
Special Ambassador for
U.N. Disability Initiative

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As you can imagine, at this late date, we are not hopeful about securing another Administration star, and therefore need the help of yourself and Paul Miller. This is a great opportunity, we feel, for the Attorney General to speak out on the ADA, as the President would have.

For your information, Sponsors of the event are Senators Harkin and Dole, original Congressional Sponsors of the ADA. We are asking Tony Coelho, a member of our Board of Directors, to introduce the Attorney General.

I should add, because July 26 is "Discovery of Puerto Rico Day," the Governor of Puerto Rico will not be in attendance, but he is sending a representative to "Picnic in the Park."

Please give me a call, Mike.

With all good wishes,

Sincerely,



Alan A. Reich
President

cc: Mr. Paul Miller

Attachments



NATIONAL ORGANIZATION ON DISABILITY

910 Sixteenth Street, NW, Washington, DC 20006

July 12, 1993

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Rep. Steny Hoyer, MD
Rep. Major E. Owens, NY
Rep. Al Swift, WA
Rep. Henry Waxman, CA

BY MESSENGER

The Honorable Janet Reno
Attorney General of the United States
U.S. Department of Justice
10th and Constitution Avenues, NW
Washington, DC 20530

Dear Attorney General Reno:

This comes as an update to the letter from Jim Brady and me, dated June 18, in which we invited you to speak at the "Picnic in the Park" celebration of the third anniversary of the signing of the Americans with Disabilities Act on July 26. The picnic begins at 11:30 a.m., with a formal program starting at 12:30 p.m., in the Upper Senate Park on the north side of the U.S. Capitol Building.

We very much hope you will accept our invitation, and be the featured speaker during our twenty-minute program. Others invited to speak briefly are Senator Harkin and Senator Dole, co-sponsors of the celebration, and Justin Dart, Chairman of the President's Committee on Employment of People with Disabilities.

You should be aware that we have invited President Clinton, but have not yet heard whether or not he will attend. In addition, we have invited organization leaders and individuals, with and without disabilities, from across America. All members of the U.S. Congress have been invited as well.

The picnic will feature, in addition to brief speeches, an upbeat jazz group and great food. The awarding of a 1993 accessible van by Jim Brady to the winning community of our nationwide essay competition will be another highlight of the event on July 26.

Each year since passage of the ADA, a special event has marked the anniversary of this landmark legislation. Jim Brady launched the "Calling on America" campaign at the U.S. Capitol on

the first anniversary. Last year, in the Great Hall of the Department of Justice, the U.S. Postal Service issued the first-ever stamped envelope honoring people with disabilities. This year -- a "Picnic in the Park."

We eagerly await word from you that you accept our invitation to be the featured speaker on ADA Day. Please feel free to contact Ms. Shirley Sandage, Director of Program Development here at N.O.D., or me, if you would like further information about the event.

With all good wishes,

Sincerely,



Alan A. Reich
President

Enclosures



NATIONAL ORGANIZATION ON DISABILITY

HONORARY CHAIRMAN
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Rep. Henry Hoyer, MD
Rep. Major R. Owens, NY
Rep. Al Swift, WA
Rep. Henry Waxman, CA

June 9, 1993

BY MESSENGER

The Honorable William J. Clinton
President of the United States of America
The White House
Washington, D.C. 20500

Dear Mr. President

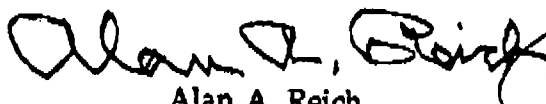
It is our privilege to invite you to address a group of several hundred people, disabled and non-disabled, at a celebration on July 26 of the third anniversary of the Americans with Disabilities Act. The occasion marks the passage of the foremost civil rights legislation in history on behalf of the nation's 43 million people with disabilities.

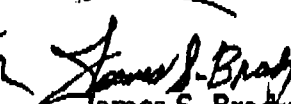
The celebration will take place in the Upper Senate Park north of the U.S. Capitol Building, from 11:30 a.m. to 2:30 p.m. However, we shall be pleased to adjust the time to accommodate your availability. We have asked N.O.D. Board member, Tony Coelho to introduce you.

People from communities across the country, as well as national disability leaders, will attend. A highlight will be the presentation by Jim Brady, our Vice-Chairman, of a 1993 wheelchair accessible van donated for the occasion by Care Concepts, Inc. of Phoenix, Arizona. It will be presented to the mayor of the community selected in a nationwide essay contest. We invite you, also, to participate with Jim in this presentation.

Please join us, Mr. President. We hope you will agree this is a ready-made opportunity for you to express to the nation's disability community and to the world your continuing commitment to expanding the participation and contribution of people with disabilities in American life.

Sincerely yours,


Alan A. Reich
President


James S. Brady
Vice-Chairman

Carol Rasco

ext. 2216
(Roslyn)

Marcia Hale
| 7560

WHITE HOUSE OFFICE OF PRESIDENTIAL PERSONNEL

M E M O R A N D U M

TO: Bruce Lindsey
Carol Rasco
Alexis Herman

CC: Marcia Hale
Christine Varney

FROM: Paul Steven Miller (extension 7026)

DATE: July 16, 1993

SUBJECT: The Americans with Disabilities Act and the Disability Community

● INTRODUCTION

- As the result of a consultation with Jan Piercy, Jan felt that you should be aware of these issues affecting the disability community. I tried to meet with Mike Lux from Public Liaison who had been working on these issues, to apprise him, but he was not available today.
- I fear that there is about to be a major crisis with the disability community if a Presidential event it is not arranged around the Americans with Disabilities Act on July 26, 1993. I am willing and able to take on responsibility for these issues to assist with any staff shortages. I will follow up with Carol Rasco on these issues.

● ISSUES

- July 26th is the anniversary of the enactment of the Americans with Disabilities Act (ADA), the civil rights act for persons with disabilities.
- July 26th also marks the start of the ADA requirement for a national TTD system enabling hearing persons to communicate with Deaf persons.
- ***NO EVENT*** has been scheduled with the President and the Disability Community to mark the occasion.
- President is traveling to Chicago to attend a reinventing the workplace conference with Secretaries Reich and Brown, thus the President's schedule is

July 16, 1993

Page 2

tight. (Plans are underway to insert some comments about disability issues into his remarks at the conference, but such remarks will be lost on the disability community.)

- There is a desire to keep the President's "message of the day" focused on the President's economic plan.
- OPPORTUNITY:
 - Have an event that allows the President to acknowledge and celebrate the anniversary of the ADA and frame the mission of the White House Office of Consumer Affairs in a way in which it has been conceived without interfering with his travel schedule and "economic message of the day".
- SOLUTION:
 - President should appear on a morning news show, (*i.e.*, Good Morning America or the Today Show) in which he:
 - Places a TTD call to Deaf person (*i.e.* Senator Tom Harkin's brother in Iowa) demonstrating the new TTD system. The call can be placed from the Oval Office while he is surrounded by members of the disability community and Senators Harkin and McCain. Hamp and Carol Rasco are also involved.
 - President announces the White House Office of Consumer Affairs appointments, including the role of that office will play in coordinating disability policy throughout the government. The President identifies a disabled individual as Special Assistant to the President in the White House who will be focusing on disability issues. (Currently there is no disabled person in the White House focusing on disability policy issues.)
 - President signs Executive Order redirecting funds within the Department of Justice for ADA enforcement. (*Carol Rasco is presently reviewing a proposal drafted by Harkin's office.*) *Alternative* -- Janet Reno announces the redirection of Department of Justice funds at a Department of Justice event.
- Goals Achieved

July 16, 1993

Page 3

- Directly acknowledges and celebrates the disability community and the ADA without conflicting with the President's schedule or message. Acknowledges the national Deaf relay system.
- Frames and establishes the concept of the White House Office of Consumer Affairs and establishes a person in the White House who is responsible for disability policy.^{1/}
- Averts snubbing and alienating the disability community and Senator Tom Harkin by recognizing disability issues.
- Responds to the fact that George Bush will be hosting a July meeting with disability community leaders in Maine to discuss ADA issues.

^{1/} Presently, there is no disabled person in White House focusing on disability issues for the President. Bush had Special Assistant to the Vice-President for Disability Issues. I have received calls from the Vice-President's Office asking me what to do with all of the phone calls that come in for that office. The Public Liaison staffer in charge of the disability community recently informed me that he will no longer have the disability community as part of his portfolio.

COMMITTEE ON LABOR AND HUMAN RESOURCES
SUBCOMMITTEE ON DISABILITY POLICY

TO:

FROM:

Number of Pages to Follow:

3

COMMENTS:

If you have any transmittal errors,
please call the subcommittee's public department

TEL: (202) 224-6255
FAX: (202) 226-3923
TTD: (202) 224-2457

Thank You

156 - 2259

Revised
7/14/93

DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT

MEMORANDUM: IMPLEMENTATION OF A NATIONAL DISABILITY POLICY

PURPOSE OF THE MEMORANDUM

The purpose of this memorandum is to:

(1) set forth the principles that will guide my administration in the development, implementation, and evaluation of a national disability policy; and

(2) establish an action plan to ensure that all agencies and departments within the Federal government fully implement this national disability policy.

PRINCIPLES GOVERNING NATIONAL DISABILITY POLICY

1. In order to ensure that individuals with disabilities fully participate in all aspects of American society, we need a national disability policy based on three simple creeds: inclusion, not exclusion; independence, not dependence; and empowerment, not paternalism.

2. It is critical that our national disability policy recognize that disability is a natural part of the human experience and in no way diminishes the right of an individual to:

- enjoy equal opportunity,
- live independently,
- enjoy self-determination,
- make choices,
- contribute to ones family, community, state and the nation,
- pursue meaningful careers, and
- enjoy full inclusion and integration in all aspects of American society.

3. It is also critical to recognize that some individuals with disabilities and their families require services and supports to meet their unique needs.

ESSENTIAL STEPS TO ACHIEVE NATIONAL DISABILITY POLICY

1. Congress has enacted several laws that reflect these principles, including the Americans with Disabilities Act, the Individuals with Disabilities Education Act, and the Rehabilitation Act of 1973. Comprehensive implementation and vigorous enforcement is necessary to transform the promises of these laws into realities.

2. Certain federal laws enacted by Congress and certain regulations and policies issued by Federal agencies and

departments are inconsistent, in whole or in part, with these principles. For example, existing the Social Security Program still includes disincentives to work. These policies shall be thoroughly reviewed and, where necessary, revised.

3. New legislation and other new policy initiatives under consideration (such as reform of health care, long-term services, and education, and national service) and regulations, and policies under consideration by federal departments and agencies shall also conform to these principles.

4. Federal departments and agencies shall engage in practices and methods of administration that are consistent with title V of the Rehabilitation Act of 1973 (relating to nondiscrimination in the conduct of federal programs and affirmative action in employment) and with these principles, including:

- taking meaningful steps to hire qualified people with disabilities (including those with significant disabilities who may require reasonable accommodations), such as maximizing incentives for supervisors and managers to hire such individuals;

- taking step to hire people knowledgeable about the capabilities, competencies, and goals of individuals with disabilities and the programs from which they can benefit;

- taking appropriate steps to ensure effective and meaningful opportunity to participate in programs, projects, and activities conducted by agencies and departments, including ensuring program accessibility and the provision of necessary auxiliary aids and services; and

- securing meaningful input from and involvement of individuals with disabilities and their families, advocates, and authorized representatives in day-to-day and long range policy and implementation activities.

DEVELOPMENT OF AN ACTION PLAN

Within 90 days of the issuance of this Directive, the Interagency Disability Coordinating Council established pursuant to section 507 of the Rehabilitation Act of 1973, in conjunction with the head of the Office of Presidential Personnel, the Office of Personnel Management, and the Office of Management and Budget shall establish an action plan for implementing this directive by all agencies and departments of the federal executive branch, including the Office of Presidential Personnel, the Office of Personnel Management, and the Office of Management and Budget.

The action plan shall include specific goals, objectives, strategies, task assignments, and specific outcomes and criteria for measuring success. The plan shall be consistent with the

principles governing a national disability policy and describe how the essential steps to achieving a national disability policy will be carried out by each department.

Each agency or department shall, at a minimum:

- appoint a liaison to facilitate communication with the disability community;

- conduct disability awareness programs, particularly for supervisors and managers; and

- establish a working group of employees with disabilities, individuals with disabilities who do not work for the agency or department, and advocates and organizations representing individuals with disabilities to meet with senior political appointees to discuss compliance with this directive and with federal civil rights laws by the agency or department.

SPECIFIC ACTIONS RELATING TO THE IMPLEMENTATION AND ENFORCEMENT OF THE AMERICANS WITH DISABILITIES ACT.

1. The Americans with Disabilities Act will be fully implemented and aggressively enforced in order to create a framework for ensuring that individuals with disabilities enjoy full independence, inclusion, and empowerment.

2. It is apparent to all, both inside and outside of the Federal government, that the current level of resources dedicated to ADA enforcement and technical assistance is inadequate in light of the vast numbers of individuals and entities that need to be reached and the ever-increasing number of complaints requiring investigation.

3. Attorney General Reno shall take all possible steps within her Department to increase the ADA resources of the Civil Rights Division without undermining other vital priorities of the Department.

4. I am directing Leon Panetta, the director of the Office of Management and Budget to provide additional resources for ADA technical assistance and enforcement that reflect this high priority within the Fiscal Year 1995 Budget.

COMMITTEE ON LABOR AND HUMAN RESOURCES
SUBCOMMITTEE ON DISABILITY POLICY

TO: *Paul Miller*
FROM: *Bobby Silverstein*
Number of Pages To Follow: *7*

COMMENTS:

If you have any transmittal errors,
please call the subcommittee's staff assistant.

TEL: (202) 224-6266
FAX: (202) 228-2923
TTD: (202) 224-3457

Thank You

456-2259

[Handwritten signature]

DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT

MEMORANDUM: IMPLEMENTATION OF A NATIONAL DISABILITY POLICY

STATEMENT OF PURPOSE

The purpose of this memorandum is to:

(1) set forth the principles that will guide my administration in the development, implementation, and evaluation of a national disability policy; and

(2) establish an action plan to ensure that all agencies and departments within the Federal government fully implement this national disability policy.

FINDINGS AND POLICY

1. In order to ensure that individuals with disabilities fully participate in all aspects of American society, we need a national disability policy based on three simple creeds: inclusion, not exclusion; independence, not dependence; and empowerment, not paternalism.

2. It is critical that our national disability policy recognize that disability is a natural part of the human experience and in no way diminishes the right of an individual to:

- enjoy equal opportunity,
- live independently,
- enjoy self-determination,
- make choices,
- contribute to ones family, community, state and the nation,
- pursue meaningful careers, and
- enjoy full inclusion and integration in all aspects of American society.

3. It is also critical to recognize that some individuals with disabilities and their families require services and supports to meet their unique needs.

4. Congress has enacted several laws that reflect these principles, including the Americans with Disabilities Act, the Individuals with Disabilities Education Act, and the Rehabilitation Act of 1973. Comprehensive implementation and vigorous enforcement is necessary to transform the promises of these laws into realities.

5. Some federal laws enacted by Congress and some regulations and policies issued by Federal agencies and departments are inconsistent, in whole or in part, with these principles. These policies must be thoroughly reviewed and, where

necessary, revised.

6. New legislation and other policy initiatives under consideration (such as health care reform, national service, and education reform) and regulations, and policies under consideration by federal departments and agencies must also conform to these principles.

7. Federal departments and agencies must engage in practices and methods of administration that are consistent with title V of the Rehabilitation Act of 1973 (relating to nondiscrimination in the conduct of federal programs and affirmative action in employment) and with these principles, including:

- taking meaningful steps to hire qualified people with disabilities (including those with significant disabilities who may require reasonable accommodations), such as maximizing incentives for supervisors and managers to hire such individuals;

- taking step to hire people knowledgeable about the capabilities, competencies, and goals of individuals with disabilities;

- taking appropriate steps to ensure effective and meaningful opportunity to participate in programs, projects, and activities conducted by agencies and departments, including ensuring program accessibility and the provision of necessary auxiliary aids and services; and

- securing meaningful input from and involvement of individuals with disabilities and their families, advocates, and authorized representatives in day-to-day and long range policy and implementation activities.

SPECIFIC STEPS TO ACHIEVE NATIONAL DISABILITY POLICY

IMPLEMENTATION AND ENFORCEMENT OF THE AMERICANS WITH DISABILITIES ACT.

1. The Americans with Disabilities Act will be fully implemented and aggressively enforced in order to create a framework for ensuring that individuals with disabilities enjoy full independence, inclusion, and empowerment.

2. It is apparent to all, both inside and outside of the Federal government, that the current level of resources dedicated to ADA enforcement and technical assistance is inadequate in light of the vast numbers of individuals and entities that need to be reached and the ever-increasing number of complaints requiring investigation.

3. Attorney General Reno shall take all possible steps within her Department to increase the ADA resources of the Civil Rights Division without undermining other vital priorities of the

Department.

4. I am informing Leon Panetta, the director of the Office of Management and Budget that the need for additional resources for ADA technical assistance and enforcement is among my highest priorities for the Fiscal Year 1995 Budget.

DIRECTIVE TO HEADS OF AGENCIES AND DEPARTMENTS

1. Within 90 days of the issuance of this Directive, the Interagency Disability Coordinating Council established pursuant to section 507 of the Rehabilitation Act of 1973 shall establish an action plan for implementing this directive, including the establishment of goals, objectives, specific strategies, task assignments, and specific outcomes and criteria for measuring success. The Office of Presidential Personnel and the Office of Personnel Management shall participate in the development of the action plan. Set out below are specific strategies that shall be considered for adoption by each agency or department:

- appoint a liaison to facilitate communication with the disability community;

- conduct disability awareness programs, particularly for supervisors and managers; and

- establish a working group of employees with disabilities, individuals with disabilities who do not work for the agency or department, and advocates and organizations representing individuals with disabilities to meet with senior political appointees to discuss compliance with federal civil rights laws by the agency or department.



U.S. Department of Justice

Civil Rights Division

Public Access Section

DWO-14
DWO-15
DJ 202-76-16
DJ 202-76-17
DJ 202-76-18
DJ 202-76-21

U.S. DEPT. OF JUSTICE
Washington, D.C. 20535-6708

MAY 12 1993

Ms. Stephanie Thomas
ADAPT of Texas
1339 Lamar SQ DR #B
Austin, Texas 78704

RE: DWO-14
SOUND WAREHOUSE, AUSTIN, TEXAS

DWO-15
SUPERGUTS, Austin, Texas

DJ 202-76-16
CLARKSVILLE POTTERY and Gallery, Austin, Texas

DJ 202-76-17
Kendy's Southern Star, Austin, Texas

DJ 202-76-18
MUSCULAR DYSTROPHY Association, Austin, Texas

DJ 202-76-21
Don Holliday's, Austin, Texas

Dear Ms. Thomas:

This letter is in response to your letter of April 16, 1993, to Joe Russo, an attorney with the Public Access Section, about 15 complaints that members of the Austin ADAPT have filed with this Section. Five of your complaints have been referred to the Coordination and Review Section of the Civil Rights Division because they involve allegations of violations of title II of the ADA. Of the remaining ten, we opened investigations of four, and have closed or are closing the six others.

I regret that we are not able to take action on all the

* | complaints that members of your organization have filed with us. We do not have the authority or resources to pursue each allegation of a title VII violation, and we find increasingly that we have to make decisions - - and often difficult ones - - not to open investigations even when it appears that violations exist. However, of the approximately 1000 investigations that we have opened, about 50 concern entities in Texas, and seven relate to Austin area businesses. While the six matters listed above have been or soon will be closed, we are actively investigating the four others about which you asked (DJ 202-76-5, Pecan Street Cafe; DJ 202-76-6, Apple Tree Grocery Store; DJ 202-76-15, 7 Days Food Store; and DJ 202-76-19, Dance Across Texas). The attorney assigned to the first two is Ken Nakata. Ms. Bebe Novich is the attorney handling the other two.

For your information, I am enclosing a copy of the type of letter we usually send to complainants in response to complaints from Texas that we are not pursuing.

We will also be writing separately to the individual complainants concerning the Muscular Dystrophy Association and Doc Holliday's.

Again, I am sorry that we cannot further assist you with these six complaints. If you would like to discuss any of the complaints that you have filed, please feel free to call me at 202-307-2245. We look forward to continuing to work with your organization and its members.

Sincerely,



L. Irene Bowen
Deputy Chief
Public Access Section

Enclosure: Sample letter with State List

DJ 202- -

Name
Address
AddressRe: DJ 202- -
Respondent

Dear :

We have received your correspondence alleging violations of title III of the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12181-12189.

The Americans with Disabilities Act ("ADA") authorizes the Department of Justice to investigate alleged violations of title III, which prohibits discrimination against persons with disabilities by public accommodations and commercial facilities. 42 U.S.C. § 12188 (b) (3) (A). However, the Department of Justice may seek judicial relief only in instances where there appears to be a pattern or practice of discrimination or where an issue of general public importance is involved. Any such action is taken on behalf of the United States. We do not act as an attorney for, or representative of, an individual.

After a review of the matter you have raised, we have decided not to take any further action. This decision does not constitute an interpretation of whether a violation of the ADA occurred and it does not affect your ability to pursue other legal remedies, including filing a private suit in Federal court.

In addition to contacting a private attorney, there are a number of avenues that you may pursue in order to resolve your complaint, including consulting state or local authorities, disability rights organizations, or organizations that provide alternative dispute resolution services (such as arbitration or negotiation). For your convenience, we have enclosed a list of organizations serving your area. These listings come from various sources, and our office can not guarantee that the listings are current and accurate. These groups may be able to refer you to national or regional groups with a focus on a particular type of disability. Your local or State bar association may be able to give you names of private attorneys or

- M -

mediation services. Some Better Business Bureaus are also prepared to help settle ADA complaints.

We suggest that if you contact any of these organizations, you let them know that you have received this letter from us, so that they will not forward your complaint to our office.

We are also enclosing a copy of our title III regulation and Technical Assistance Manual for your reference. If you have any questions concerning the Americans with Disabilities Act, you may call our information line at (202) 514-0301 between 1 p.m. and 5 p.m. EST, Monday through Friday. We regret that we cannot be of further assistance to you in this matter.

Sincerely,

L. Irene Bowen
Deputy Chief

Enclosure

State list

Title III regulation

Title III Technical Assistance Manual

Plan Govt
not around already signed legislation
→ some issue

MESSAGE of DAY



Economic growth good for business
New Telephone

OPTION #1

① Write Proposal (use Bohs -
from people in admin + Sivigny)

↳ To George Steph.

Hale

Geran

stems would
advocacy news
Lux can back-up

OPTION #2

Dave -
As you
requested,

- The participants
I understand
are subject
to change.

Dubbi
(see call
today to talk.)

THE WHITE HOUSE
WASHINGTON

Schedule Request

7/6/93

*There may be a
problem with
this date*



☐ ACCEPT

☐ REGRET

☐ PENDING

TO:

Marcia Hale
Assistant to the President and Director
of Scheduling and Advance

FROM:

Alexis Herman
Assistant to the President and Director
of Public Liaison

REQUEST:

Meeting with the Administration
appointees with disabilities, followed
by a reception celebrating the third
anniversary of the Americans with
Disabilities Act in the State Dining
Room.

BACKGROUND:

This is a critically important day in
the disability community; Senator Harkin
and the DNC also feel strongly about
doing an event on this day.

A briefing with the Administration
appointees with disabilities would occur
preceding the reception. This will
provide an opportunity for the President
to meet his appointees and to be briefed
on issues of concern to people with
disabilities that pertain to the
Americans with Disabilities Act.

PREVIOUS PARTICIPATION:

A meeting with the leadership of various
disability groups was scheduled for June
2, and then cancelled. It has not been
rescheduled.

DATE AND TIME:

July 26th; afternoon.

DURATION:

Approximately one hour.

LOCATION:

The Oval Office for the briefing and the
State Dining Room for the reception.

PARTICIPANTS:

For the briefing:

Marcia Bristo; Chairperson, National
Council on Disability

**Judy Heumann; Assistant Secretary
of Special Education and
Rehabilitation Services, Department
of Education**

**Paul Steven Miller; Director of
Disability Outreach, White House
Office of Presidential Personnel**

**Bobby Simpson; Commissioner of
Rehabilitation Service, Department
of Education**

**Fernando Torres-Gil; Commissioner
of Aging, Department of Health and
Human Services**

List of participants for the reception
to be provided; a maximum of 200.

OUTLINE OF EVENTS:

A 15-30 minute meeting with the
Administration appointees with
disabilities in the Oval Office.

The participants would then join those
already in the State Dining Room.

The President enters, and makes remarks
on the importance of the Americans with
Disabilities Act and its enforcement as
the key to integrating all people with
disabilities, linking this to the
President's legislative priorities.

The President does a receiving line and
exits.

REMARKS REQUIRED:

Speech to be provided by Communications,
in addition to a briefing by Office of
Public Liaison.

MEDIA COVERAGE:

Pool press during remarks in State
Dining Room.

Memo

From

FRED FAY

To Dear Paul,

I hope we can get the date for our meeting with the President nailed down soon. In addition to the letter to the President, I've included a copy of a paper on the role of voters with disabilities in the election. Thanks again for your help. Best wishes!

Sincerely,
Fred Fay

FREDERICK A. FAY Ph.D.
2054 Main Street
Concord, MA 01742
(508) 371-0992 (508) 369-5544

Disability Rights In Voter Empowerment



Frederick A. Fay, Ph.D., National Chairperson, 508-371-0992
2054 Main Street, Concord, Massachusetts 01742

June 22, 1993

To: President Bill Clinton

Subject: Rescheduling Our Meeting

From: Disability Community Leaders

Mike Auburger
Judi Chamberlin
Fred Fay
Denise Figueroa,
Jim Gashel
Bob Kafka
Don Galloway,
Ed Roberts,
Max Starkloff
Pat Wright

cc: Marca Bristo
Justin Dart
Debbie Fine
Judy Heumann
Mike Lux
Paul Miller
Bob Sevigny
Bobby Simpson
Fernando Torres-Gil

June 22, 1993

Dear Mr. President,

We are people with disabilities and leaders of the disability community who were to have met with you on June 2, 1993. Unfortunately staff indicated the meeting was indefinitely postponed. This is hard to understand since meetings have continued with other minority constituencies. We know that you appreciate the potential of Americans with disabilities and appreciate the massive support that you received at the voting booth from Americans with disabilities.

The disability community consists of 43 million Americans. The final Harris poll of the '92 election showed that you won the disability vote by an astounding 24% points. Statistical analysis indicates the disability vote accounted for nearly half of your overall victory margin. In the half year since the election, you've met with leaders from virtually every constituency **except** people with disabilities, our nation's largest minority.

It is critical that we meet with you to discuss several issues of importance to people with disabilities. **You want an Administration that reflects the diversity of America. And people with disabilities want to help assure that diversity.** We are concerned about the basic issue of **inclusion**, both in jobs and in policy formulation. We want to see qualified people with disabilities appointed throughout your administration. We want people with severe disabilities, including minorities, considered, and not just for traditional "disability positions". We'd like a clear mandate from you to cabinet Secretaries and to all federal program managers to hire people with disabilities.

The disability perspective must be included in policy formulation, as reflected in policy and legislation development if we are to move our country forward again. Initiatives such as health care reform, personal assistance services, education reform, job programs, and civil rights enforcement are critical to people with disabilities: our involvement and input are essential.

As you probably know, your administration will go down in history for your strong implementation of our civil rights law, the Americans with Disabilities Act, or for its dilution through lack of enforcement. The Justice Department Civil Rights Division lacks the staffing resources to process disability civil rights claims. In fact no people with disabilities have been hired into any civil rights enforcement position (particularly in E.E.O.C. and the Department of Justice). In our respective communities we receive frequent complaints from disabled consumers about the difficulty in filing complaints and the lack of follow up. Individuals are discouraged and dismayed that the promise of ADA is not being fulfilled. Businesses are ignoring the Americans with Disabilities Act. They

need to understand the importance of this law and the real positive impact it can have on our society. For that to happen, you need to send a strong signal to our nation that you support the civil rights of people with disabilities. A good time for you to begin is on the anniversary of the ADA, July 26th.

We need to see that our issues are not going unattended by the Clinton administration. We are aware that there are other issues confronting you, including passage of an economic plan and decisions on your health care system reform, that led to the postponement. However, we do not believe you should make those decisions without the benefit of dialogue with representatives of 43 million Americans with disabilities. There are issues of grave importance to people with disabilities that we have not seen properly addressed.

We need voters with disabilities to help garner support for your/our legislative agenda. We need you to help us do that. We look forward to meeting with you in the near future to discuss these and other issues. Your staff knows how to reach each of us to reschedule the meeting.

Thank you!

Sincerely,

Mike Auburger
Judi Chamberlin
Fred Fay
Denise Figueroa,
Jim Gashel
Bob Kafka
Don Galloway,
Ed Roberts,
Max Starkloff
Pat Wright

cc: Marca Bristo
Justin Dart
Debbie Fine
Judy Heumann
Mike Lux
Paul Miller
Bob Seigny
Bobby Simpson
Fernando Torres-Gil

Some of the issues:

Budget Reconciliation

"Deficit reduction is important for the future of America. We support your campaign promise to increase taxes on the wealthiest. But we're deeply troubled with proposals to increase taxes on people with disabilities on Social Security Disability Income. Many people on SSDI and/or on Medicare spend over half their income on unreimbursed medical expenses. Caps and cuts in Medicaid and Medicare will ultimately increase the overall economic burden on people with disabilities. We look for an economic plan that restores taxes on the wealthy to pre-Reagan levels and honors related campaign commitments."

Health Care Reform

"Our concerns on health care extend beyond how people with disabilities access to health services. We need to insure that discriminatory rationing is not part of whatever national health care system is enacted. There must be provisions to assure that people with the greatest health care needs are not excluded from coverage."

Community-based Personal Attendant Services:

"Currently thousands of people with disabilities, old and young, are warehoused in nursing homes and other large institutions. It is important that your administration follow through with your commitment to reverse the current institutional bias of our long term care system by redirecting funding and creating a national system of community-based attendant services."

Implementation of Client Choice Provisions

"In the vocational rehabilitation program, 80% of which is funded through the Department of Education, there is now a legal mandate that individuals with disabilities must have "choice and increased control" over decisions made on services and service providers. It will be up to your administration to bring this mandate to life through new regulations. The fundamental principle of the law passed last fall is that people with disabilities must now be given meaningful choices in rehabilitation programs which affect their lives."

Employment and Civil Rights

"Over 70% of people with disabilities in the United States are unemployed. Of the 600 million people with disabilities in the world, more than three fourths are unemployed. Yet Russians have created 100,000 jobs by establishing businesses owned and operated by people with disabilities. Over half a billion people with disabilities live in countries without ADA-like civil rights legislation. The United States should lead the global effort toward economic democracy and human rights."

Disability Rights In Voter Empowerment



Frederick A. Fay, Ph.D., National Chairperson, 508-371-0992
2054 Main Street, Concord, Massachusetts 01742

Bill Clinton's Disability Vote Landslide

The final Harris Poll for the 1992 campaign showed a disability vote landslide: Clinton 50%, Bush 26% and Perot 18%. A total of 10% of all voters were voters with disabilities. **The 24% disability vote margin accounted for nearly half of Bill Clinton's much narrower winning margin.** How did this happen and what are the implications for state and local candidates? A bit of history may help answer.

In 1988, Massachusetts Governor Mike Dukakis's political staff largely ignored the disability constituency. Dukakis hardly mentioned people with disabilities at all. In stark contrast, George Bush repeatedly promised to bring "43 million disabled Americans into our economic mainstream." Bush frequently spoke of his support for the Americans with Disabilities Act (ADA). Harris survey polls showed a 33% shift in the disability vote from Dukakis to Bush in the months between the Democratic Convention and the election.

In 1990 the disability rights movement came of age. Disability activists in virtually every congressional district fought for their civil rights. Senator Kennedy described the ADA bill as the "most important piece of civil rights legislation in 25 years." The bill passed with nearly unanimous bipartisan support in both the House and Senate. President George Bush signed the ADA landmark civil rights law on July 26th, 1990.

In 1992, presidential candidates George Bush and Bill Clinton both courted voters with disabilities. Both developed position papers on disability issues. Both had leaders with disabilities working on their campaigns. But Clinton won the disability vote by 24% by persuading many voters with disabilities who had voted for Bush in 1988 to vote for him in 1992. How?

Bill Clinton won on both **content and process**. Clinton's position paper had more substantive content on the top issues affecting people with disabilities. Both Bush and Clinton promised strong enforcement of ADA. *But late in the campaign Bush backed away from visible support of our civil rights.* Clinton stood strong and also promised to:

"actively involve people with disabilities in developing a national policy that promotes equality, opportunity, and community for all Americans. We will ensure that children with disabilities receive a first-rate education that suits their needs. People with disabilities will be able to live in their own homes, in their own communities. Adults with disabilities will work alongside their

peers without disabilities. And people with disabilities will have access to comprehensive health care and consumer-driven personal assistance services."

"We must not rest until America has a national disability policy based on three simple creeds: inclusion, not exclusion; independence, not dependence; and empowerment, not paternalism." Clinton also promised "universal access to health care with no exclusions for pre-existing conditions."

But Bill Clinton won the disability vote not just with stronger content but with stronger process. The Democratic National Committee hired disability rights advocates to reach out to the disability constituency. Clinton's campaign staff ran an accessible campaign by assuring:

- architectural access to campaign offices and campaign events,
- the presence of American Sign Language interpreters at campaign events,
- Text Telephones in offices and captioning of most campaign ads,
- accessibility of campaign literature in large print and braille, and on audiotape and computer disk,
- cross-disability conference calls for outreach on political strategy,
- large direct mail appeals to thousands of voters with disabilities, and
- involvement in national, state and local campaign offices and events.

The "incidental inclusion" of people with disabilities at campaign events also sent a message. Two people with visible disabilities were on stage immediately following Clinton's acceptance speech at the Democratic Convention. Voters with disabilities were up front at campaign events from Florida and Massachusetts to New Mexico and Alaska. Simultaneous press conferences by people with disabilities in major media markets included endorsements of the Clinton/Gore ticket.

In summary, Democrats with disabilities worked on all aspects of the Clinton/Gore campaign and helped elect Bill Clinton. Clinton won his disability vote landslide in part because of his campaign's content: support for enforcement of ADA, a national personal assistance services program, and equal access to health care. But Clinton also won through his accessible campaign process: nearly every aspect of the campaign was open to people with disabilities.

In 1988, a pollster described the disability vote as "a sleeping giant" awakened by Bush. In 1992, Clinton successfully courted this "giant" minority and it helped him become president. Future candidates and campaigns will also want to reach out to voters with disabilities. **State political party chairs have an opportunity and a responsibility to help their candidates for public office involve voters with disabilities in both the content and process of their campaigns.**

MEMORANDUM

TO: Mike Lux, Debbie Fine
FROM: Bob Sevigny, DNC Disability Outreach
RE: Activities Marking ADA Anniversary on July 26, 1993
DATE: June 11, 1993

Yesterday, we held a teleconference with a group of Presidential appointees and representatives from the disability community to discuss activities that might be taken by the President and the Administration to mark the anniversary of the Americans with Disabilities Act (ADA). Participants in this meeting included: Judy Heumann, Marca Bristo, Bobby Silverstein, Paul Marchand, Pat Wright, Paul Miller and myself. Although all participants agreed that an event marking the anniversary was essential, concern was expressed that possible delays in the passage of the President's Budget Plan might interfere with any major event planned for July 26th -- particularly any event requiring significant preparation for the President such as the previously discussed televised "town meeting" idea.

With that in mind, there was a consensus that perhaps a smaller and less elaborate event would be more appropriate for this year. The following recommendations were made:

- A walking tour of a portion of Tacoma Park, Maryland (along the lines of the President's walking tour of Georgia Avenue in D.C.). Tacoma Park is a community that is often cited as an example of how successful, and relatively low cost, modifications can enable widespread access to buildings and facilities for people with disabilities. This event would provide ample opportunities for TV shots of the President inspecting such modifications and meeting with small business proprietors and local residents to discuss the benefits of these changes. This would be the keynote event.
- If time permits, a second element should be a follow-up reception in which the President or the Vice President would drop by Gallaudet University to meet with people with disabilities and leaders in the community. This could take no more than 20 to 30 minutes and would again provide excellent photo opportunities. Gallaudet is recognized around the world for its leadership in providing education and opportunity for the Deaf and would be an outstanding setting to emphasize the accomplishments and empowerment of people with disabilities. This would also go a very long way in building relations with the Deaf community which has felt profoundly alienated from the Administration. Because Gallaudet is a Federally supported institution, the President is technically in charge of the University. I understand that no President since Lyndon Johnson has visited the University.
- As recommended in Senator Harkin's letter to the President, at some point on July 26th (perhaps on the way to the follow-up reception at Gallaudet) the President should be filmed making a phone call using the newly established "relay system" (mandated under the ADA) which enables hearing people and deaf people to communicate without the assistance of a T.D.D. or other devices.

- In conjunction with whatever events are scheduled, it was requested that the President issue an order or memorandum directing Cabinet members and other heads of agencies, or their designees, to conduct disability awareness events on July 26th. These events would include meetings with both disabled employees of the various departments and constituency groups from the disabilities community. These events could include seminars on ADA and other disability issues. Additionally, it might be useful to provide a brief (approximately 5 minutes) videotaped statement by the President on disability issues for use at these and other events. (This videotape should then be made widely available to communicate the President's position on disabilities issues). Either in the context of the video tape or by means of a Presidential letter or directive to all agency heads reiterating that the President's commitment to diversity in hiring for his Administration includes hiring of people with disabilities. If this recommendation is accepted, it is likely that a letter would have to be issued from the President's Office within the next two weeks to give agency heads time to make the necessary arrangements.

- Also during this time period (on or before July 26th), Attorney General Reno should be asked to issue a statement reaffirming her and the Administration's strong support for implementation of ADA and other provisions of the law pertaining to the rights of people with disabilities. A similar statement from Dona Shalala should also be considered.

All of these proposed events and statements should be structured to underscore the President's campaign commitment to establish a national disability policy based on three simple creeds: inclusion, not exclusion; independence, not dependence; and empowerment, not paternalism.

July 26,

Booth



THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF PEOPLE WITH DISABILITIES

1331 F STREET, N.W., WASHINGTON, D.C. 20004 1107
(202) 376-6200 VOICE (202) 376 6205 TDD (202) 376-6219 FAX

CHAIRMAN
JUSTIN DART

luxmil.m18

May 21, 1993

CONFIDENTIAL

To: Mike Lux, Debbie Fine, Paul Miller

From: Justin Dart

Subject: Presidential Involvement in an ADA Anniversary Event

You have asked for suggestions for participation by the President in one or more ADA anniversary events, around July 26th.

The President could make a speech followed by questions on ADA and other disability-related issues in a kind of town meeting setting attended by representatives of the major disability community constituencies, business and labor and showcasing his disability community appointees. Also present could be members of the administration and Congress who are advocates for people with disabilities who happened to be available - people like Senator Harkin, Congresspersons Hoyer, Owens and Schroeder; Attorney General Reno, the Assistant Attorney General for Civil Rights and the Chair of EEOC, Secretaries Shalala, Reich, Cisneros and Pena and leading White House staff, such as yourselves. Of course it would be great if Mrs. Clinton and Vice President and/or Mrs. Gore could attend. The President's personal participation could be preceded, off and/or on camera by dialogue involving White House staff, representatives of the administration and Congress, and disability community leaders.

The event could be connected by satellite to two or three uplinked locations around the nation to enable two way dialogue, and broadcast to every state by C-SPAN or through downlinks. The American Disability Channel is willing to arrange the TV coverage at no cost to the government, and would promote additional network and cable coverage.

It has been suggested that the event be held at Gallaudet University, an international symbol of disability rights leadership. July 26th 1993 will be the date that the ADA requirement for a telephone relay system for the deaf comes into force. The first question following the President's remarks could be made through the relay system from a person with deafness.

Uplinks could be at a major urban area like Los Angeles, a rural-

DIGNITY, EQUALITY, INDEPENDENCE THROUGH EMPLOYMENT

DETERMINED TO BE AN ADMINISTRATIVE

MARKING INITIALS: PD DATE: 11/7/97

agriculture area like the Illinois-Iowa quad cities, and perhaps a place in the South like Atlanta, Houston or Dallas. Los Angeles and California have become symbolic of our national problems. The quad cities site would attract people from Iowa, Illinois, Wisconsin, Missouri and possibly Nebraska, Kansas, Minnesota, Indiana and Michigan.

This scenario would allow the personal involvement of the representatives all major disability community constituencies in every state willing to organize a formal or informal gathering. For the first time we have a good beginning list of who those people are, and we have established contact with them.

For the last three months a team of three young Clinton Campaign leaders, three President's Committee executives and myself have conducted OPERATION PEOPLE FIRST. This is an intensive telephone survey to find the leadership of every major disability constituency in every state, bring them together, and support their empowerment in the democratic and productive processes. By June fourth we will have held at least one 90 minute teleconference in each of the fifty states with 19-25 key leaders of persons with visual and hearing impairments, physical and psychiatric disabilities, mental retardation, learning disabilities, AIDS, military connected disabilities, their families and service providers, etc. Our PEOPLE FIRST TEAM and network list would be available to you. I would also recommend including selected leaders of business, labor, education, government and the public media. We have those contacts.

Alternative scenarios would include holding the meeting in an outside-the Beltway area place, with brief visits to disability-related entities; attending an already organized ADA anniversary event, such as the July 25th parade and rally in New York City; a major disability policy speech; or simply a strong written and video disability policy statement (the President has already made such statements - I would hope that something more could be done).

I and the PCEPD staff will cooperate in any way possible. Please call me at 202-488-7684, or Rick Douglas or John Lancaster at 202-376-6200.

I deeply appreciate your leadership and that of the President to empower people with disabilities in government and the productive mainstream of America.

POT in

July 26

1

Book

MTG w/ Pres

→ Disability Rts Movement more
broadly who have been
appointed.

brief on issues & prepare for
Disability community.

benefit for

- what the agency
 - Who we are
 - Formal Request - with us
- happen in advance of July 26th
Disability

Senior grassroots

Members of this Agency who are active &
knowledgeable of dis-comm issues

- Judy
- Fernando
- Marica
- Bobby
- PGM

Ah Joy about
whether Bob
should be
here

Does it
matter who
signs the
letter?

- (A) Brief on relevant issues
critical to be briefed on concerns
in community prior to 7/26
d. dis

- (B) meet with supporters
- grass roots

opportunity to meet

Joint Memo Luc/Mello

- should happen & why -

To - Lindsey
- Marcia Hale
- Rasco!
cc: Ateric

who
why
basic format of mtg.

United States Senate

WASHINGTON, DC 20510-1502

May 5, 1993

Dear Mr. President:

July 26, 1993 marks the third anniversary of the enactment of the Americans with Disabilities Act (ADA). July 26 also marks the day that telephone companies nationwide are required by the ADA to provide telephone services that enable individuals who are deaf and others to communicate with individuals who hear. This will be accomplished through a "relay system" under which an individual who is deaf or an individual who has a speech impairment calls an operator using a text telephone (TTY); the operator, who also has a TTY, then voices the message to the hearing person. What an important day for people like my brother Frank, who is deaf!

I have often referred to the ADA as the 20th century "emancipation proclamation" for individuals with disabilities. Around the country people with disabilities celebrate the 26th of July as Disability Independence Day.

You can make this year's anniversary the best ever by joining the disability community in celebration. This is an historic opportunity to restate your commitment to forge a national disability policy based on three simple creeds: independence, not dependence; inclusion, not exclusion; and empowerment, not paternalism.

Perhaps, you could hold a town meeting on your national disability policy, including a discussion of the ADA and health care reform attended by individuals with disabilities, family members, the business community, educators, health care professionals, and others. At the town meeting, you could demonstrate the relay system by accepting a call from a deaf person, such as I. King Jordon, the President of Gallaudet University. In addition, you could issue an Executive Order directing Federal agencies to ensure equal opportunity for employees and members of the public who do business with the agencies.

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(515) 284-4574

350 WEST 6TH ST.
315 FEDERAL BLDG.
DUBUQUE, IA 52001
(319) 582-2130

6TH AND BROADWAY, BOX H
317 FEDERAL BLDG.
COUNCIL BLUFFS, IA 51502
(712) 325-0036

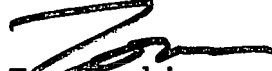
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CEDAR RAPIDS, IA 52407-4884
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131 E. 4TH ST.
314B FEDERAL BLDG
DAVENPORT, IA 52801
(319) 322-1338

320 6TH ST.
110 FEDERAL BLDG.
SIOUX CITY, IA 51101
(712) 252-1550

I would be glad to help you plan these or other activities which you may wish to pursue celebrating the third anniversary of the landmark ADA.

Sincerely,

A handwritten signature in dark ink, appearing to read "Tom Harkin", written over the printed name.

Tom Harkin
U.S. Senator

The Honorable Bill Clinton
President
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

THE WHITE HOUSE

WASHINGTON

Dear Bob -

Enclosed is the most recent list of appointments made thus far for your information. If you'd like it might make sense to get a couple of people together on a conference call to discuss July 26th, any pre-meeting, possibilities for an Executive Order - possibly July 11, Marco B., Fernando Torres-Gil, Pat Wright, you and ~~me~~ me. I'll be available if you think this is a good idea. In any event - Mike Lux thought it would be a good idea to get you, me, Debbie Fine & Mike Lux either ~~for~~ in person or on phone to coordinate issues. Let's see if we can get that together soon. In any event - let's get together for lunch (social - not business) or drinks - I would enjoy that - and it would provide a great release from the terrible stress I've been dealing with in my personal/personnel life -

R

WHITE HOUSE OFFICE OF PRESIDENTIAL PERSONNEL

M E M O R A N D U M

TO: Mike Lux/Debbie Fine
Bob Sivigny

FROM: Paul Steven Miller

DATE: June 10, 1993

SUBJECT: July 26, 1993 Anniversary

Attached, for your information, is a copy of a letter from the National Organization on Disability inviting the President to their July 26th event. As you are probably well aware, lots of organizations, both in DC and around the country are planning their own Independence Day events so it is important to get our word out before leaders are committed doing other events. I look forward to this afternoon's discussion with you.



NATIONAL ORGANIZATION ON DISABILITY

HONORARY CHAIRMAN
Gerald R. Ford

910 Sixteenth Street, NW, Washington, DC 20006

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Edward Kennedy, Jr.
Special Ambassador for
U.N. Disability Initiative

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Rep. Major R. Owens, NY
Rep. Al Swift, WA
Rep. Henry Waxman, CA

June 9, 1993

BY MESSENGER

The Honorable William J. Clinton
President of the United States of America
The White House
Washington, D.C. 20500

Dear Mr. President

It is our privilege to invite you to address a group of several hundred people, disabled and non-disabled, at a celebration on July 26 of the third anniversary of the Americans with Disabilities Act. The occasion marks the passage of the foremost civil rights legislation in history on behalf of the nation's 43 million people with disabilities.

The celebration will take place in the Upper Senate Park north of the U.S. Capitol Building, from 11:30 a.m. to 2:30 p.m. However, we shall be pleased to adjust the time to accommodate your availability. We have asked N.O.D. Board member, Tony Coelho to introduce you.

People from communities across the country, as well as national disability leaders, will attend. A highlight will be the presentation by Jim Brady, our Vice-Chairman, of a 1993 wheelchair accessible van donated for the occasion by Care Concepts, Inc. of Phoenix, Arizona. It will be presented to the mayor of the community selected in a nationwide essay contest. We invite you, also, to participate with Jim in this presentation.

Please join us, Mr. President. We hope you will agree this is a ready-made opportunity for you to express to the nation's disability community and to the world your continuing commitment to expanding the participation and contribution of people with disabilities in American life.

Sincerely yours,


Alan A. Reich
President


James S. Brady
Vice-Chairman



NATIONAL ORGANIZATION ON DISABILITY

HONORARY CHAIRMAN
Gerald R. Ford

910 Sixteenth Street, NW, Washington, DC 20006

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Rep. Michael N. Castle, DE
Rep. Julian Dixon, CA
Rep. Steny Hoyer, MD
Rep. Major R. Owens, NY
Rep. Al Swift, WA
Rep. Henry Waxman, CA

June 9, 1993

BY MESSENGER

Honorable Paul Miller
Director of Disability Placement
Presidential Personnel Office
The White House
Washington, D.C. 20500

Dear Paul:

It was good seeing you on Monday and hearing your excellent presentation at the meeting of the Federal Task Force. Thank you very much for coming. It meant a lot to the group, as you could tell.

As I mentioned, we are eager to have President Clinton address the ADA celebration now being planned. A copy of today's letter from Jim Brady and me to the President is attached.

I would appreciate it, Paul, if you would help us by ensuring that President Clinton accepts our invitation. As I mentioned, we also are asking Tony Coelho to help with this request.

With many thanks and all good wishes,

Sincerely,

Alan A. Reich
President

Enclosures

MEMORANDUM

TO: Mike Lux/Debbie Fine
FROM: Bob Seigny
RE: Activities Marking ADA Anniversary
DATE: May 20, 1993

- I strongly concur with the suggestion that a significant event should be scheduled marking the anniversary of the enactment of the ADA on July 25 or 26. This would be a superb opportunity to cement relations with the disabilities community and enlist them in support of the President's program -- particularly the health care reform plan which will be public by that date.
- Several large events are occurring around the country marking this anniversary which could provide a suitable vehicle for us. I have attached materials I received from the people organizing the Disability Independence Day march in New York on Sunday the 25th. Justin Dart and Judy Heumann have already committed to participate in the New York event.
- I believe that in planning for this event, whatever the final location, we should confer closely with Marca Bristo, Chairwoman Designate for the National Council on Disabilities, and Justin Dart, Chairman of the President's Committee on Employment of People with disabilities.
- I spoke with Marca Bristo on Wednesday regarding this matter. She and Justin both suggest that we consider having the President conduct a national town meeting with the disabilities community marking this anniversary. It should be possible to get at least one national network to broadcast such an event and it would give us a tremendous reach to the nearly 43 million people in the disabilities community. Of course, the issues to be discussed would also have an interest/appeal to the broader population. As far as I know this would be an unprecedented event for people with disabilities.
- Another possible, if somewhat more conventional, event marking this date would be a White House reception for key people from the disabilities community marking this anniversary. We could use this event for a Presidential Proclamation naming July 26 as Disability Independence Day. If we have not already taken action on a PAS Task Force by that date, this would also be a useful event to announce its creation/appointment.
- We should certainly have key leaders from the disabilities community participating in these events. Participants in such events should be representative of the full range of people with disabilities including people with hearing impairments, mental retardation, developmental disabilities and a range of other non-mobility related disabilities. In addition, all Presidential nominees/ appointees from the disabilities community should be present (both of them?).

- It will be important to have key members of the House and Senate that have been active in disabilities rights issues involved in any such events. In particular, Senator Harkin, Congressman Hoyer, and Congressman Major Owens should play a role in such events. In addition, Senator Bob Kerrey and Congressman Tom Andrews -- both of whom have disabilities should be involved. It would also be very useful to try to involve the Secretary of HHS and the Attorney General in such events.

- Of course, any such broadcast or other televised events would need to be close-captioned and sign language interpreters will need to be present at all times. We should plan on video taping any such event(s) and making it available for the widest possible distribution within the disabilities community.

Transport.
HWD
Reich
Riley
Inouye

- ① need to solidify event & circulate word of it - otherwise other disability organizations will grab the date for events
- ② have Justin there to support President (announce new role for Justin on international level) - if conventional event

TOM HARKIN
IOWA(202) 224-2254
TTY (202) 224-4633COMMITTEES
AGRICULTURE
APPROPRIATIONS
SMALL BUSINESS
LABOR AND HUMAN
RESOURCES

United States Senate

WASHINGTON, DC 20510-1502

May 5, 1993

Dear Mr. President:

July 26, 1993 marks the third anniversary of the enactment of the Americans with Disabilities Act (ADA). July 26 also marks the day that telephone companies nationwide are required by the ADA to provide telephone services that enable individuals who are deaf and others to communicate with individuals who hear. This will be accomplished through a "relay system" under which an individual who is deaf or an individual who has a speech impairment calls an operator using a text telephone (TTY); the operator, who also has a TTY, then voices the message to the hearing person. What an important day for people like my brother Frank, who is deaf!

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317 FEDERAL BLDG
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110 FEDERAL BLDG
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(319) 322-1030320 6TH ST
110 FEDERAL BLDG
SIOUX CITY, IA 51101
(712) 252-1580

I would be glad to help you plan these or other activities which you may wish to pursue celebrating the third anniversary of the landmark ADA.

Sincerely,



Tom Harkin
U.S. Senator

The Honorable Bill Clinton
President
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

TOM HARKIN
IOWA(202) 224-3254
TTY (202) 224-4633COMMITTEE
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SMALL BUSINESS
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RESOURCES

United States Senate

WASHINGTON, DC 20510-1502

COMMITTEE ON LABOR AND HUMAN RESOURCES
SUBCOMMITTEE ON DISABILITY POLICY

TO: Paul Miller

FROM: Bobby

Number of Pages To Follow: ~~three~~ twoCOMMENTS: Original copy is in the mail addressed to you. Thanks
for your help.If there are any transmittal errors,
please call the subcommittee's staff assistant - Glen Sutcliffe

(202) 224-6265

FAX: (202) 228-2923

Thank You

pc : Susan Brophy
Bob Serigny
Liz Savage
John Monahan
Mike LuxLorraine Vokes
Ricki Seidman
Charlotte Hayes
Alexis Herman210 WALNUT ST
733 FEDERAL BLDG.
DES MOINES, IA 50309
(615) 284-4574500 WEST 6TH ST
315 FEDERAL BLDG
DUBUQUE, IA 52001
(319) 982-2130

 Disability Independence Day March '93

April 23, 1993

To: President William Jefferson Clinton
From: Daniel S. Robert, Co-chair, DIDM '93

Dear President Clinton,

On Sunday, July 25, 1993, the community of persons with disabilities of the Greater New York area, our friends and allies will come together in an historic demonstration of pride and unity to commemorate the third anniversary of the signing of the Americans with Disabilities Act (July 26, 1990).

Among those already committed to marching with us and speaking at our rally are Justin Dart, Chairman of the President's Committee on Employment of Persons with Disabilities, Judy Heumann, co-founder of the World Institute on Disability, Prof. Frank Bove of Hofstra University, one of the outstanding heroes of the modern disability rights movement and Sharon Mistler, whose work I believe you know. Additional probable speakers include Sen. Paul Wellstone, Dennis Rivera, Pres. of Local 1199, NYC Health and Hospitals Workers Union and Mayor David Dinkins.

Mr. President, this community is well aware of your deep empathy with our struggle, your fervent commitment to the expeditious implementation of the ADA and to the overall enhancement of quality of life for Americans with disabilities. We look to you and to Vice President Gore for help and guidance in our efforts to acquaint the 'temporarily able-bodied' majority with our goals and entitlements, with our new self-image as the 'able disabled'.

Please regard this letter as a formal invitation to the Clinton and Gore families to march with us on July 25, to celebrate with us our emancipation from the centuries of darkness in which we were regarded as less than human. Share our jubilation. Speak to us of the dawning of a new era.

We are still negotiating with the NYC Police Department about the route of our march. But the location of the rally, Madison Square Park (5th Avenue at 23rd Street in the Chelsea section of Manhattan) is pretty well set, as is the time, 3:30 to 5:30 PM. We've invited a number of performers, including Pete Seeger and the National Theater of the Deaf to contribute to the festivities. There will be floats and marching bands, a real parade!

I can be reached by phone at 212-366-0432 or by fax at 212-337-0801. I've sent our Platform and a few other pieces to fill in the picture, including a list of sponsors and endorsers.

cc: Sen. Harkin, Rep. Owens, Bob Sevigny

07/01/93 10:41 202376 0210

PCEPD

002/003

2028830010

Justin Dart, Jr.

05-19-93 12:56

P02

ON BEHALF OF PRESIDENT CLINTON I CONGRATULATE EACH ONE OF YOU ON THE OUTSTANDING CONTRIBUTIONS THAT HAVE EARNED YOU THE RESPONSIBILITY TO REPRESENT YOUR CONSTITUENCIES.

WHAT A HAPPINESS, WHAT A PRIVILEGE IT IS TO BE WORKING TODAY WITH OLD FRIENDS AND GREAT AMERICANS LIKE

AND EACH ONE OF YOU.

COLLEAGUES, OUR NATION IS LOCKED IN AN HISTORIC STRUGGLE OF DECISION.

AMERICA IS STILL THE GREATEST - THE LAND OF PRODUCTIVITY AND OPPORTUNITY UNLIMITED. BUT THERE ARE SERIOUS PROBLEMS - UNEMPLOYMENT, POVERTY, POOR HEALTH CARE, DISCRIMINATION, AN EXPLODING DEBT THAT THREATENS THE VERY EXISTENCE OF OUR DEMOCRACY.

THIS IS ABSOLUTELY UNACCEPTABLE, BECAUSE WE AS A NATION HAVE THE RESOURCES NOT ONLY TO SOLVE THOSE IMMEDIATE PROBLEMS, BUT TO CREATE A QUALITY OF LIFE FOR EVERY CITIZEN THAT FAR SURPASSES EVEN OUR MOST OPTIMISTIC DREAMS.

IT IS TIME FOR A CHANGE: A REAL CHANGE: WHAT CHANGE?

TRADITIONAL LIBERALISM AND CONSERVATISM HAVE REACHED THE LIMITS OF THEIR POTENTIAL. TOO MANY AMERICANS ARE LEFT OUT BY SYSTEMS THAT PUT POLITICAL DOGMA AHEAD OF PEOPLE. TOO MANY AMERICANS ARE ROBBED OF RESPONSIBILITY BY THE ILLUSION OF GOVERNMENT AND FREE MARKET AS MAGICAL SOURCES OF SOLUTIONS.

THE TASK OF THE NINETIES IS TO PUT PEOPLE FIRST. TO PUT PEOPLE BEFORE PROCESS AND STYLE.

07/01/93 10:41 202376 6219

PCEPD

0003/005

2028630010

Justin Dart, Jr.

06/19/93 12:57

P03

THE TASK OF THE NINETIES IS EMPOWERMENT. THE TASK OF THE NINETIES IS DECISIVE PLANNED UTILIZATION OF SCIENCE AND FREE ENTERPRISE TO EMPOWER EACH INDIVIDUAL PERSON TO FULFILL THEIR POTENTIAL. THE STRUGGLE OF THE NINETIES IS TO OVERCOME POWERFUL LOBBIES THAT PANDER TO OUR FEAR OF CHANGE, TO OUR ILLUSIONS OF PATERNALISTIC SAVIOURS, AND TO OUR ADDICTIONS TO AN OBSOLETE, WASTEFUL, SELF-INDULGENT STATUS QUO.

WE OF THE DISABILITY COMMUNITY, CANNOT AFFORD TO STAND APART FROM THIS STRUGGLE - TO FOCUS ON TRADITIONAL "DISABILITY ISSUES" ONLY - TO WAIT FOR GOVERNMENT TO ACT. WE MUST OPPOSE THE TOKEN SOLUTIONS PROPOSED BY LOBBYISTS, TOKEN SOLUTIONS THAT CONDEMN PEOPLE WITH DISABILITIES AND MILLIONS MORE TO CONTINUED DECADES OF UNEMPLOYMENT, POVERTY AND SECOND CLASS CITIZENSHIP. TOKEN SOLUTIONS THAT WILL SMOTHER THE AMERICAN DREAM IN DEBT AND DEPENDENCY.

WE OF THE DISABILITY COMMUNITY MUST JOIN WITH OUR FELLOW AMERICANS TO LAUNCH A REVOLUTION OF EMPOWERMENT. WE CANNOT CREATE UTOPIA AT A SINGLE STROKE, BUT WE CAN, AS WE DID WITH ADA, INSIST ON FIRM COMMITMENTS TO A BLUEPRINT FOR DEFINITIVE, COMPREHENSIVE CHANGE.

I SUBMIT TO YOU SIX ISSUES FOR IMMEDIATE ADVOCACY.

FIRST. ADA. YOU HAVE MADE A GREAT START TO IMPLEMENT ADA, BUT THERE ARE STILL MILLIONS WHO ARE NOT AWARE: THERE ARE STILL ENEMIES. UNTIL WE ARE EQUAL IN EVERY HEART AND MIND AND MAINSTREET IN AMERICA, WE WILL NEVER ACHIEVE OUR OTHER GOALS.

SECOND. WE MUST ESTABLISH QUALITY, AFFORDABLE HEALTH CARE THAT MEETS ALL THE NEEDS OF ALL AMERICANS, INCLUDING AMERICANS WITH DISABILITIES.

THIRD. WE MUST ESTABLISH A NATIONAL PROGRAM OF PERSONAL ASSISTANCE SERVICES THAT EMPOWERS AND PEOPLE WITH DISABILITIES TO PARTICIPATE IN THE MAINSTREAM.

FOURTH. WE MUST REVOLUTIONIZE OUR OBSOLETE PRODUCTIVE AND SOCIAL SAFETY SYSTEMS TO EMPOWER ALL AMERICANS CAPABLE OF WORKING TO HAVE DECENT JOBS THAT PAY DECENT WAGES.

07/01/93 10:42 ☎202376 8219

PCEPD

004/005

☎ 2028630010

Justin Dart, Jr.

05-18-93 12:57

P01

FIFTH. WE MUST ENSURE THAT THE NEW TECHNOLOGICAL INFRASTRUCTURE OF THE COMING INFORMATION AGE FOR EXAMPLE FIBEROPTICS AND WIRELESS TELECOMMUNICATIONS - IS REQUIRED BY LAW TO BE COMPLETELY ACCESSIBLE TO AND AFFORDABLE BY PEOPLE WITH DISABILITIES, AND THAT IT IS NEVER UTILIZED TO SEGREGATE PEOPLE WITH DISABILITIES FROM THE MAINSTREAM.

SIXTH. WE MUST TAKE DECISIVE ACTION TO ELIMINATE DEFICITS AND DEBT AND AT THE SAME TIME TO INVEST IN THE EMPOWERMENT OF ALL PEOPLE WITH DISABILITIES. WITHOUT INVESTMENTS IN EMPOWERMENT, WE WILL NEVER ACHIEVE THE PRODUCTIVITY TO PAY OUR DEBTS; WITHOUT PAYING OUR DEBTS, THERE WILL BE NO MONEY FOR EMPOWERMENT. IN A BANKRUPT NATION PEOPLE WITH DISABILITIES WILL BE THE FIRST TO SUFFER AND TO DIE - AND THE AMERICAN DREAM WILL BE DISABLED.

IS EMPOWERMENT AMERICA AN IMPRACTICAL DREAM? QUITE THE OPPOSITE. IT IS THE ONLY PRACTICAL SOLUTION. BUT EMPOWERMENT AMERICA IS NOT GOING TO HAPPEN IN WASHINGTON. IT CAN ONLY HAPPEN WITH YOUR LEADERSHIP, AND THE FULL PARTICIPATION OF THE PEOPLE YOU REPRESENT. THE QUESTIONS TODAY ARE WHAT CAN WE AS INDIVIDUALS, WE AS THE DISABILITY COMMUNITY, WE AS GOVERNMENT DO TOGETHER TO ENSURE CHANGE THAT EMPOWERS ALL?

I NOW ASK FOR YOUR ANSWERS TO THOSE HISTORIC QUESTIONS.

DISABILITY INDEPENDENCE DAY MARCH 1993

P.O. BOX 20094
London Terrace Station
New York, NY 10011-9993

July 7, 1993

To: Paul Miller, Director, Disability Outreach,
Department of Presidential Personnel
From: Daniel Robert, Co-chair, DIDM '93

Dear Paul:

I am writing to you on behalf of the community of persons with disabilities of the Greater New York area to invite you to take part in what we project will be the greatest manifestation of Disability Pride in history. Your contribution to our struggle is well-known to us. We praise you in our hearts and with words, as we dream and take actions to move in the direction of a universally accessible, maximally free society, a society in which the ideals of independent living and full participation are understood and shared by all Americans.

We believe that the President has made a sincere commitment to helping our community realize its dream. We would welcome any message that he might feel moved to address to us and to the nation on the occasion of Disability Independence Day '93. We would be greatly honored if you, Paul, could be his messenger. Our Rally program would be enhanced immeasurably by your presence.

I have attached a copy of the letter we sent the President in April. Much has changed since then. The event has grown in scope from a local gathering to a celebration of international significance. The dream, which was somewhat vague back then, has been given shape and substance by the brilliant thought and inspirational language (also attached) of our Co-Grand Marshal, Justin Dart and by the flowering of our self-acceptance and self-love as beautiful, proud "crips" who are, unequivocally, PEOPLE FIRST.

Please convey to the President our warmest regards, our regret that neither he nor the Vice President can, as of this moment, be with us on July 25, and our appreciation for his current and future efforts to make our dream a reality. We look forward to hearing back from you that, with you as his emissary, the President will be with us in spirit. I can be reached at (212) 366-0432 or by fax at (212) 337-0801.

Very truly yours,
Daniel Robert
Daniel Robert
Co-chair, DIDM '93

CLINTON/GORE POLICY STATEMENTS FOR JUSTICE DEPARTMENT

ADMINISTRATIVE:

*** Stop discrimination against gays and lesbians in all levels of government. Prohibit discrimination in federal employment, contracts, and government services.**

*** Support efforts to ban gender-based discrimination in federal hiring, promotion, and contracts. Hire and promote women in all levels of government. Establish and enforce tough sexual harassment guidelines in all government agencies.**

*** Make energy conservation and efficiency central goals in every policy field and federal agency. Set standards to insure that federal grants, contracts, and projects support America's conservation goals. Employ new technologies such as the "E bulb" and vehicles powered by natural gas. Cut federal energy bill by some \$850 million dollars a year.**

*** Challenge every office, agency, and department in the federal bureaucracy to match the standard for healthy productivity gains in business, or 3 percent gains per year. Develop performance standards and measures for evaluating outputs in every office. Require each unit to develop its own strategy for carrying out duties with fewer resources. Demand that departments make basic changes in the way they administer offices under their authority including fewer cost controls, more freedom for units in the way they achieve their goals, and greater cooperation between managers and employees. Cut \$22 billion from the federal budget by 1996.**

*** Eliminate 100,000 federal jobs through attrition. Save \$14 billion over the period of fiscal year 1992 to 1996.**

*** Appoint an Attorney General who believes that every neighborhood is entitled to equal protection from drugs.**

Justice Dept.

* Appoint federal judges who believe in the Bill of Rights, the right to privacy, and the right to choose. Appoint judges who believe in civil rights and equal opportunity for all people. Appoint judges who believe in religious freedom. Reverse the intensely political nature of judicial appointments which subjects candidates to litmus tests which are almost completely unrelated to their judicial qualifications.

* Appoint significant numbers of Hispanics to federal judgeships. Seriously consider Hispanic candidates for the Supreme Court.

ANTI-TRUST REFORM:

* Extend the National Cooperative Research Act 1984 in order to permit firms to form joint production ventures needed to meet the escalating cost of state-of-the-art manufacturing facilities.

ARTS:

* Defend freedom of speech and artistic expression. Oppose censorship and "content restrictions" on grants made by the National Endowment for the Arts.

BOOT CAMPS:

* Create community boot camps for first-time non-violent offenders. Provide rigorous exercise and arduous work to instill discipline, boost self-esteem, and teach respect for the law.

CHILD CARE:

* Establish more rigorous standards for licensing child care facilities and implement improved methods for enforcing them.

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CHILD SUPPORT:

* Develop stricter, more effective methods to enforce child support legislation.

* Make it a felony to cross state lines to avoid paying support.

CIVIL RIGHTS:

* Prosecute criminals no matter whether they are in a uniform or out. Prosecute criminals no matter the color of their skin.

* Never give sanction to intolerance and discrimination.

* Fight all AIDS-related discrimination and discrimination based on race, gender and sexual orientation.

* Enforce the Americans With Disabilities Act. Make it a high priority to monitor the occurrence of AIDS-related discrimination and the enforcement of the ADA with respect to HIV-related complaints.

* Support strong and effective enforcement of the 1991 Civil Rights Act to ensure workplace fairness rules for all Americans.

* Oppose racial quotas.

* Support the Equal Rights Amendment and work hard to ensure its passage.

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* Enforce tough sexual harassment guidelines in all government agencies.

* Initiate measures to protect women and care-givers from intimidation, harassment, and threats posed by radical demonstrators who illegally block health clinics.

* Enforce Title 9 which prohibits sex discrimination in education.

* Support federal civil rights legislation for gays and lesbians that respects freedom of religion by exempting religious organizations and that provides clear evidence standards to be used in court.

* Aggressively prosecute hate crimes perpetrated against any individual because of sexual orientation, race, creed, or religion.

* Support the Equal Remedies Act which lifts damages caps for women, people with disabilities, and religious minorities in workplace discrimination cases.

* Aggressively enforce existing fair housing civil rights laws.

* Extend language assistance provisions in the Voting Rights Act to ensure language-minority Americans an equal opportunity to participate in the political process.

CONSUMER PROTECTION:

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- * Pledge to ensure safe products, accurate product advertising, competitive pricing, fully-staffed regulatory agencies and preservation of consumers' legal rights.

- * Use the Federal Trade Commission, the Food and Drug Administration, the Federal Communications Commission and the other relevant agencies to ensure that consumers get a fair shake in the marketplace.

- * Vigorously enforce the Cable Consumer Protection and Competition Act.

- * Enforce food labeling regulations.

- * Adequately staff consumer protection agencies. Give the necessary enforcement tools to protect the public.

- * Reaffirm the Consumer Bill of Rights issued by President John F. Kennedy which includes the right to safety, the right to be informed, and the right to choose.

CRIME:

- * Sign the Violence Against Women Act which provides tougher enforcement and stiffer penalties to deter domestic violence.

- * Crack down on violence against women in the workplace, on college campuses and in their homes.

- * Crack down on criminals who use guns.

DRUGS:

* Empower low-income housing residents to expel drug dealers and criminals from the buildings in which they live; encourage programs like the Chicago Housing Authority's Operation Clean Sweep, which has helped housing residents clean up buildings and kick out criminals; give tenants a greater role in building management to instill pride and responsibility, and reduce bureaucracy. Provide federal matching funds for those communities hit hardest by crime which adopt proven anti-crime measures.

* Help communities provide drug treatment on demand. Offer federal matching funds for treatment programs. Work to stop the spread of HIV by intravenous drug users.

ENVIRONMENTAL CRIME:

* Hold companies and polluters responsible for their behavior.

* Ensure proper enforcement of the EPA Superfund so that taxpayer money goes toward cleaning up toxic waste instead of paying legal bills.

* Support legislation that allows ordinary citizens to sue federal agencies that ignore environmental laws and regulations.

ETHANOL:

* Avoid potential lawsuits due to recent Bush ethanol proposal by bringing together the EPA, USDA, farmers, environmentalists, and

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all interested parties together to develop an ethanol compromise. Expand the use of ethanol to increase American jobs, reduce our dependence on foreign oil, and improve the environment.

ETHICS:

* Eliminate tax deductions for special interest lobbying expenses. Eliminate the "lawyer's loophole" which allows lawyer-lobbyists to disguise lobbying activities on behalf of foreign governments and powerful corporations.

* Place limits on the revolving door from government to lobbying. Require that Clinton administration appointees refrain from lobbying government agencies within their responsibilities for five years after leaving office. Require senior officials to pledge never to become registered agents on behalf of any foreign government and challenge members of Congress to do the same.

* Require all special interest groups to register with the Office of Government Ethics within 30 days after contacting a federal official, lawmaker, or lawmaker's aide. Require lobbyists to report twice a year on their contracts and expenses. Instruct the Justice Department to strictly enforce disclosure laws and collect fines.

* Hold all federal employees accountable to federal law. End the practice of exempting people from federal law behind closed doors as with the Council on Competitiveness. Openly admit problems in the nature of federal regulations and then prevail against own administrative departments if necessary.

GUN CONTROL:

* Sign the Brady Bill which creates a waiting period for the purchase of handguns and allows authorities to conduct background

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checks.

- * Work to ban assault rifles that have no legitimate hunting use.

- * Limit access to multiple round clips.

IMMIGRATION:

- * Follow the Department of Health and Human Services' recommendation that HIV be removed from the immigration restrictions list.

- * Maintain immigration laws that enable employers to obtain the workers they need where labor shortages exist.

- * Vigorously enforce labor laws.

- * Work to get rid of sweat shops and abusive farm labor contractors.

- * Enhance the enforcement of the laws controlling our borders. Ensure that the human rights of all immigrants are respected.

- * Improve the Border Patrol and ensure that it is held accountable for its actions.

- * Provide new technology and training in the latest enforcement techniques.

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* Oppose forced repatriation of Haitian refugees. Treat legitimate Haitian political refugees as such.

NATIVE AMERICANS:

* Support sovereignty and self-determination of Native American tribal governments.

* Reaffirm the government-to-government relationship between Indian tribes and the United States by promoting true consultation and increased tribal authority in the administration of federal funds.

* Protect tribal religious and spiritual freedoms. Prohibit the desecration of Native American burial sites and protect access to sacred sites.

* Support the sovereign rights of Indian tribal governments to resolve local disputes with states in accordance to federal law.

OCCUPATIONAL SAFETY:

* Support a Chemical Right-To-Know law to inform and protect worker safety regulations already on the books.

PACIFIC NORTHWEST:

* Avoid legal skirmishes between USDA, EPA, Fish and Wildlife Service, BLM and the Interior Department by creating a coherent, consistent national policy on how Pacific Northwest lands are to be handled.

POLICE:

* Put 100,000 new police officers on the streets by creating a National Police Corps that employs veterans and military personnel. Support Community Policing which serves a working partnership between the police and the law-abiding public to prevent crime, arrest offenders, find solutions to problems, and enhance the quality of life. Provide federal matching funds to communities that emphasize community-based law enforcement methods instead of emergency response. Call on National Service Trust Fund and former military personnel for new officers.

* Institute close cooperation between national and local law enforcement officials.

PRISON:

* Cut addiction in prison. Expand aftercare and match addicts better to treatment appropriate to their needs. Review and evaluate treatment programs to make sure the money is well spent.

* Investigate mandatory drug testing including court mandated urine testing to keep offenders who are released free from drugs.

* Explore possibility of building more federal prisons.

SCHOOLS:

* Launch a Safe Schools Initiative. Make schools eligible for federal assistance to pay for metal detectors and security personnel if they need them. Encourage states to grant school officials greater authority to conduct locker and automobile

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searches. Fund mentoring and outreach programs.

UNIONS:

* Support workers right to strike. Ban permanent replacement of striking workers.

* Enforce the prevailing wage protection provided by the Davis Bacon Act.

WHITE COLLAR CRIME:

* Pass tougher criminal penalties for white collar crimes - including environmental crime - so that serious white collar criminals serve jail time.

* Limit plea bargaining to questions of prison time rather than the amount of money the white collar criminal gets to keep.

* Guarantee that jail sentences are served in real prisons.

**EXECUTIVE SUMMARY FOR
JUSTICE DEPARTMENT
(with citations)**

ADMINISTRATIVE:

*** Stop discrimination against gays and lesbians in all levels of government. Prohibit discrimination in federal employment, contracts, and government services.**

ISSUE PAPERS: Clinton/Gore on Issues of Concern to Gays and Lesbians, p.1.

SPEECHES: "Let Us Rise To The Challenge," Los Angeles, CA, May 18, 1992, p.4; "The Values of America," University of Notre Dame, South Bend, IN, September 11, 1992 p.5.

*** Support efforts to ban gender-based discrimination in federal hiring, promotion, and contracts. Hire and promote women on all levels of government. Press for and enforce tough sexual harassment guidelines in all government agencies.**

ISSUE PAPERS: Clinton/Gore on Issues of Concern to Women, p.2.

*** Make energy conservation and efficiency central goals in every policy field and federal agency. Set standards to insure that federal grants, contracts, and projects support America's conservation goals. Employ new technologies such as the "E bulb" and vehicles powered by natural gas. Cut federal energy bill by some \$850 million dollars a year.**

ISSUE PAPERS: Clinton/Gore on National Energy Policy, p.2; Clinton/Gore on Protecting Our Environment, p.3, 4.

SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.8; "A New Covenant for Economic Change," Georgetown University, November 20, 1991, p.8; Earth Day Address, Drexel University, April 22, 1992, p.7; WSB-TV Town Hall Meeting, Atlanta, GA, p.8-9; National Association of Latino Elected and Appointed Officials Address, Santa Fe, NM, June 19, 1992, p.11; Sierra Club Endorsement, Pinnacle Mountain State Park, Hot Springs, AR, September 4, 1992, p.4; "The Great Debate," East Lansing, MI, September 22, 1992, p.4; Remarks, Manchester, NH, September 26, 1992, p.4; Remarks, Madison, WI, October 1, 1992, p.8; Job Retraining Program, Wright State University, Dayton, OH, October 2, 1992, p.5.

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PRESS RELEASES: "Clinton Announces National Energy Policy: Turns Up The Heat On Natural Gas," March 5, 1992, p.1.

TALKING POINTS: "Putting People First," p.32.

* Challenge every office, agency, and department in the federal bureaucracy to match the standard for healthy productivity gains in business, or 3 percent gains per year. Develop performance standards and measures for evaluating outputs in every office. Require each unit to develop its own strategy for carrying out duties with fewer resources. Demand that departments make basic changes in the way they administer offices under their authority including fewer cost controls, more freedom for units in the way they achieve their goals, and greater cooperation between managers and employees. Cut \$22 billion from the federal budget by 1996.

SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.3; "The New Covenant-Rebuilding America," October 23, 1991, p.5; "A New Covenant For Economic Change," Georgetown University, November 20, 1991, p.5; Association Of Democratic State Chairs, Chicago, IL, November 23, 1991, p.4; Wharton School of Business Address, University of Pennsylvania, April, 16, 1992, p.9; El Cajon Address, El Cajon, CA, May 9, 1992, p.12; "They Are All Our Children," Los Angeles, CA, May 14, 1992, p.10; AFSCME Convention, Las Vegas, NV, June 17, 1992, p.12; WSB-TV Town Hall Meeting, Atlanta, GA, June 21, 1992, p.6; "Putting People First," Conference of Mayors, Houston, TX, June 21, 1992, p.6; National Association of Manufacturers, Washington, DC, June 24, 1992, p.11; National Association of Latino Elected and Appointed Officials, Santa Fe, NM, June 19, 1992, p.7; Acceptance, Democratic National Convention, New York, NY, July 16, 1992, p.5; "Providing Economic Leadership," Independence Hall, Philadelphia, PA, August 10, 1992, p.4; "A Second Chance," Jonesboro, GA, September 9, 1992, p.3; Community Picnic, Baldwin Park, CA, September 16, 1992, p.4; Remarks, Portland, ME, September 26, 1992, p.4.

PRESS RELEASES: "Clinton Unveils Comprehensive Economic Plan To Restore American Prosperity," January 6, 1992, p.3; "Clinton Presents 'People First' Plan To Manufacturers," June 24, 1992, p.1.

TALKING POINTS: pp.29-30.

PUTTING PEOPLE FIRST: p.23.

* Eliminate 100,000 federal jobs through attrition. Save \$14 billion over the period of fiscal year 1992 to 1996.

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SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.3; "The New Covenant-Rebuilding America," October 23, 1991, p.5; "A New Covenant For Economic Change," Georgetown University, November 20, 1991, p.5; Wharton School of Business Address, University of Pennsylvania, April, 16, 1992, p.9; El Cajon Address, El Cajon, CA, May 9, 1992, p.12; AFSCME Convention, Las Vegas, NV, June 17, 1992, p.12; "Putting People First," Conference of Mayors, Houston, TX, June 21, 1992, p.6; National Association of Manufacturers, Washington, DC, June 24, 1992, pp.11-12; National Association of Latino Elected and Appointed Officials, Santa Fe, NM, June 19, 1992, p.7; Acceptance, Democratic National Convention, New York, NY, July 16, 1992, p.5; Community Picnic, Baldwin Park, CA, September 16, 1992, p.4; Remarks, Portland, ME, September 26, 1992, p.4; "Strengthening America's Small Business," Clinton, MD, September 30, 1992, p.4.

PRESS RELEASES: "Clinton Presents 'People First' Plan To Manufacturers," June 24, 1992, p.1.

TALKING POINTS: "Putting People First," p.30.

PUTTING PEOPLE FIRST: p.23.

*** Appoint an Attorney General who believes that every neighborhood is entitled to equal protection from drugs.**

SPEECHES: National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.7.

*** Appoint federal judges who believe in the Bill of Rights, the right to privacy, and the right to choose. Appoint judges who believe in civil rights and equal opportunity for all people. Appoint judges who believe in religious freedom. Reverse the intensely political nature of judicial appointments which subjects candidates to litmus tests which are almost completely unrelated to their judicial qualifications.**

SPEECHES: League of United Latin American Citizens, San Antonio, TX, July 1, 1992, p.8; B'nai B'rith Convention, Washington, DC, September 9, 1992, p.6; Southern Baptist Convention, Atlanta, GA, September 9, 1992, p.6; "The Values Of America," Notre Dame University, South Bend, IN, September 11, 1992, p.4-5

PRESS RELEASES: "Clinton Defends Roe V. Wade, Vows To Fight For Choice," January 22, 1992, p.1; "Clinton For President: Statement By Governor Bill Clinton," April 22, 1992, p.1; "Clinton For

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President: Statement By Governor Bill Clinton," April 29, 1992, p.1; "Governor Bill Clinton Comments On Abortion Decision," June 29, 1992, p.1, 4; "America's Women Begin Grass Roots Effort In Support Of Clinton/Gore," August 26, 1992, p.1.

*** Appoint significant numbers of Hispanics to federal judgeships. Seriously consider Hispanic candidates for the Supreme Court.**

SPEECHES: League of United Latin American Citizens, San Antonio, TX, July 1, 1992, p.8.

ANTI-TRUST REFORM:

*** Extend the National Cooperative Research Act 1984 in order to permit firms to form joint production ventures needed to meet the escalating cost of state-of-the-art manufacturing facilities.**

PRESS RELEASES: "Manufacturing For The 21st Century: Turning Ideas Into Jobs," September 8, 1992, p.5; "Technology: The Engine Of Engine Growth," September 21, 1992, p.17.

ARTS:

*** Defend freedom of speech and artistic expression. Oppose censorship and "content restrictions" on grants made by the National Endowment for the Arts.**

ISSUE PAPERS: Clinton/Gore On The Arts, p.1; Bill Clinton On The Arts, p.1.

BOOT CAMPS:

*** Create community boot camps for first-time non-violent offenders. Provide rigorous exercise and arduous work to instill discipline, boost self-esteem, and teach respect for the law.**

ISSUE PAPERS: Clinton/Gore On Rebuilding America's Cities, p.3; Bill Clinton On Rebuilding America's Cities, p.3; Clinton/Gore On Crime And Drugs, p.2; Clinton/Gore On Gun Control, p.1.

SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.4; "The

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New Covenant-Rebuilding America," Georgetown University, October 23, 1991, p.8; National Rainbow Coalition, Washington, DC, January 25, 1992, p.20; Macomb County Community College, March 12, 1992, p.6; Remarks, Birmingham, AL, April 30, 1992, p.5; Democratic Leadership Council, New Orleans, LA, May 2, 1992, p.5; El Cajon Rally, El Cajon, CA, May 9, 1992, p.6-7; National Town Hall Meeting, June 12, 1992, p.7; WSB-TV Town Hall Meeting, Atlanta, GA, June 17, 1992, p.9, 12; League of United Latin American Citizens, San Antonio, TX, July 1, 1992, p.4; "Making Our Streets Safe," Houston, TX, July 27, 1992, p.4; University of Connecticut, West Hartford, CT, September 25, 1992, p.5.

PRESS RELEASES: "George Bush: All Bark, No Bite," September 28, 1992, p.2; "Clinton Promotes National Crime Strategy," July 23, 1992, p.1.

CHILD CARE:

*** Establish more rigorous standards for licensing child care facilities and implement improved methods for enforcing them.**

ISSUE PAPERS: Clinton/Gore On American Families, p.2; Clinton/Gore On Issues Of Concern To Women, p.3.

CHILD SUPPORT:

*** Develop stricter, more effective methods to enforce child support legislation.**

ISSUE PAPERS: Clinton/Gore On Helping America's Children, p.3; Bill Clinton On Helping America's Children, p.3; Clinton/Gore On American Families, p.2; Clinton/Gore On Issues Of Concern To Women, p.3; Clinton/Gore On Rewarding Work, p.3.

SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.4; "The New Covenant-Rebuilding America," Georgetown University, October 23, 1991, p.8; "Family Values," Cleveland, OH, May 21, 1992, p.6; "On To The White House," Los Angeles, CA, June 2, 1992, p.4; "Work, Family, Future," AARP, San Antonio, TX, June 4, 1992, p.8; National Association Of Manufacturers, Washington, DC, June 24, 1992, p.11; National Association of Latino Elected And Appointed Officials, Santa Fe, NM, June 19, 1992, p.9; NAACP Convention, Nashville, TN, July 11, 1992, p.6; Acceptance, Democratic National Convention, New York, NY, July 16, 1992, p.3;

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National Urban League, San Diego, CA, July 27, 1992, p.13-14; "A Second Chance," Jonesboro, GA, September 9, 1992, p.5; Community Picnic, Baldwin, CA, September 16, 1992, p.5; Remarks, Manchester, NH, September 26, 1992, p.6; Bethune Cookman College, Daytona Beach, FL, October 5, 1992, p.7; University of Florida, Gainesville, FL, October 6, 1992, p.5.

PRESS RELEASES: "Clinton Calls On Older Americans To Protect Nation's Youngest," June 4, 1992, p.1; "Clinton Promotes 'Rebuild America' Fund At National Urban League, July 27, 1992, p.1.

TALKING POINTS: "Putting People First," p.21.

PUTTING PEOPLE FIRST: p.13.

*** Make it a felony to cross state lines to avoid paying support.**

ISSUE PAPERS: Clinton/Gore On Helping America's Children, p.3; Bill Clinton On Helping America's Children, p.3; Clinton/Gore On American Families, p.2; Clinton/Gore On Issues Of Concern To Women, p.3; Clinton/Gore On Rewarding Work, p.3.

SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.4; "The New Covenant-Rebuilding America," Georgetown University, October 23, 1991, p.8; "Family Values," Cleveland, OH, May 21, 1992, p.6; "On To The White House," Los Angeles, CA, June 2, 1992, p.4; "Work, Family, Future," AARP, San Antonio, TX, June 4, 1992, p.8; National Association Of Manufacturers, Washington, DC, June 24, 1992, p.11; National Association of Latino Elected And Appointed Officials, Santa Fe, NM, June 19, 1992, p.9; NAACP Convention, Nashville, TN, July 11, 1992, p.6; Acceptance, Democratic National Convention, New York, NY, July 16, 1992, p.3; National Urban League, San Diego, CA, July 27, 1992, p.13-14; "A Second Chance," Jonesboro, GA, September 9, 1992, p.5; Remarks, Manchester, NH, September 26, 1992, p.6; Bethune Cookman College, Daytona Beach, FL, October 5, 1992, p.7; University of Florida, Gainesville, FL, October 6, 1992, p.5.

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TALKING POINTS: "Putting People First," p.22.

PUTTING PEOPLE FIRST: p.13.

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CIVIL RIGHTS:

*** Prosecute criminals no matter whether they are in a uniform or out. Prosecute criminals no matter the color of their skin.**

SPEECHES: National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.9.

*** Never give sanction to intolerance and discrimination.**

SPEECHES: B'Nai B'rith Convention, Washington, DC, September 9, 1992, p.5, 6.

PRESS RELEASES: "Clinton For President: Statement By Governor Bill Clinton," April 29, 1992, p.1; "Letter To Jonathan Mann, Chair of the VIII International Conference On AIDS," July 22, 1992, p.1.

*** Fight all AIDS-related discrimination and discrimination based on race, gender and sexual orientation.**

ISSUE PAPERS: Clinton/Gore On AIDS, p.3; Bill Clinton On AIDS, p.3; Clinton/Gore On Issues Of Concern To Gays And Lesbians, p.1; Clinton/Gore On Immigration, p.2.

PRESS RELEASES: "Letter To Jonathan Mann, Chair of the VIII International Conference On AIDS," July 22, 1992, p.1.

*** Enforce the Americans With Disabilities Act. Make it a high priority to monitor the occurrence of AIDS-related discrimination and the enforcement of the ADA with respect to HIV-related complaints.**

ISSUE PAPERS: Clinton/Gore On AIDS, p.3; Bill Clinton On AIDS, p.3; Clinton/Gore On Civil Rights, p.1; Clinton/Gore On Americans With Disabilities, p.2; Clinton/Gore On Americans With Disabilities, p.2; Clinton/Gore On Immigration, p.2.

PRESS RELEASES: "Letter To Jonathan Mann, Chair of the VIII International Conference On AIDS," July 22, 1992, p.1.

*** Support strong and effective enforcement of the 1991 Civil Rights Act to ensure workplace fairness rules for all Americans.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1; Clinton/Gore On

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Immigration, p.2; Clinton/Gore On Issues Of Concern To Women, p.2.

SPEECHES: "The New Covenant-Rebuilding America," Georgetown University, October 23, 1991, p.9; Maxine Waters Employment Center, Los Angeles, CA, September 16, 1992, p.6.

PRESS RELEASES: "Letter To Jonathan Mann, Chair of the VIII International Conference On AIDS," July 22, 1992, p.1.

*** Oppose racial quotas.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1.

*** Support the Equal Rights Amendment and work hard to ensure its passage.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1; Clinton/Gore On Issues Of Concern To Women, p.2.

*** Enforce tough sexual harassment guidelines in all government agencies.**

ISSUE PAPERS: Clinton/Gore On Issues Of Concern To Women, p.2.

*** Initiate measures to protect women and care-givers from intimidation, harassment, and threats posed by radical demonstrators who illegally block health clinics.**

ISSUE PAPERS: Clinton/Gore On Issues Of Concern To Women, p.2.

PRESS RELEASES: "Clinton Defends Roe V. Wade, Vows To Fight For Choice," January 22, 1992, p.1; "Clinton For President: Statement By Governor Bill Clinton," April 22, 1992, p.1; "Governor Bill Clinton Comments On Abortion Decision," June 29, 1992, p.1-4.

*** Enforce Title 9 which prohibits sex discrimination in education.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1; Clinton/Gore On Immigration, p.2; Clinton/Gore On Issues Of Concern To Women, p.2.

*** Support federal civil rights legislation for gays and lesbians**

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that respects freedom of religion by exempting religious organizations and that provides clear evidence standards to be used in court.

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1; Clinton/Gore On Issues Of Concern To Gays And Lesbians, p.1; Clinton/Gore On Immigration, p.2.

PRESS RELEASES: "Letter To Jonathan Mann, Chair of the VIII International Conference On AIDS," July 22, 1992, p.1.

*** Aggressively prosecute hate crimes perpetuated against any individual because of sexual orientation, race, creed, or religion.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1; Clinton/Gore On Issues Of Concern To Gays And Lesbians, p.1; Clinton/Gore On Immigration, p.2.

PRESS RELEASES: "Clinton For President: Statement By Governor Bill Clinton," April 29, 1992, p.1; "Letter To Jonathan Mann, Chair of the VIII International Conference On AIDS," July 22, 1992, p.1.

*** Support the Equal Remedies Act which lifts damages caps for women, people with disabilities, and religious minorities in workplace discrimination cases.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1; Clinton/Gore On Immigration, p.2; Clinton/Gore On Issues Of Concern To Women, p.2.

*** Aggressively enforce existing fair housing civil rights laws.**

ISSUE PAPERS: Clinton/Gore On Affordable Housing For All Americans, p.2; Clinton/Gore On Immigration, p.2.

*** Extend language assistance provisions in the Voting Rights Act to ensure language-minority Americans an equal opportunity to participate in the political process.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1.

CONSUMER PROTECTION:

Justice Dept.

*** Pledge to ensure safe products, accurate product advertising, competitive pricing, fully-staffed regulatory agencies and preservation of consumers' legal rights.**

PRESS RELEASES: "Clinton/Gore Pledge Strong Consumer Protection and Blast Bush/Quayle Record During 'National Consumers Week'," pp.1, 2.

*** Use the Federal Trade Commission, the Food and Drug Administration, the Federal Communications Commission and the other relevant agencies to ensure that consumers get a fair shake in the marketplace.**

PRESS RELEASES: "Clinton/Gore Pledge Strong Consumer Protection and Blast Bush/Quayle Record During 'National Consumers Week'," p.2.

*** Vigorously enforce the Cable Consumer Protection and Competition Act.**

PRESS RELEASES: "Clinton/Gore Pledge Strong Consumer Protection and Blast Bush/Quayle Record During 'National Consumers Week'," p.2.

*** Enforce food labeling regulations.**

PRESS RELEASES: "Clinton/Gore Pledge Strong Consumer Protection and Blast Bush/Quayle Record During 'National Consumers Week'," p.2.

*** Adequately staff consumer protection agencies. Give the necessary enforcement tools to protect the public.**

PRESS RELEASES: "Clinton/Gore Pledge Strong Consumer Protection and Blast Bush/Quayle Record During 'National Consumers Week'," p.2.

*** Reaffirm the Consumer Bill of Rights issued by President John F. Kennedy which includes the right to safety, the right to be informed, and the right to choose.**

PRESS RELEASES: "Clinton/Gore Pledge Strong Consumer Protection and Blast Bush/Quayle Record During 'National Consumers Week'," p.2.

CRIME:

Justice Dept.

*** Sign the Violence Against Women Act which provides tougher enforcement and stiffer penalties to deter domestic violence.**

ISSUE PAPERS: Clinton/Gore On Helping America's Children, p.2-3; Bill Clinton On Helping America's Children, p.2-3; Clinton/Gore On Civil Rights, p.1; Clinton/Gore On American Families, p.2.

*** Crack down on violence against women in the workplace, on college campuses and in their homes.**

ISSUE PAPERS: Clinton/Gore On Civil Rights, p.1.

*** Crack down on criminals who use guns.**

ISSUE PAPERS: Clinton/Gore On Gun Control, p.1.

DRUGS:

*** Empower low-income housing residents to expel drug dealers and criminals from the buildings in which they live; encourage programs like the Chicago Housing Authority's Operation Clean Sweep, which has helped housing residents clean up buildings and kick out criminals; give tenants a greater role in building management to instill pride and responsibility, and reduce bureaucracy. Provide federal matching funds for those communities hit hardest by crime which adopt proven anti-crime measures.**

ISSUE PAPERS: Clinton/Gore On Affordable Housing For All Americans, p.3; Clinton/Gore On Helping America's Children, p.3; Bill Clinton On Helping America's Children, p.3; Clinton/Gore On Rebuilding America's Cities, p.3; Bill Clinton On Rebuilding America's Cities, p.3; Clinton/Gore On Crime And Drugs, p.3; Bill Clinton On Crime And Drugs, p.3; Clinton/Gore On Gun Control, p.1; Clinton/Gore on Issues of Concern to Older Americans, p.2.

SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.3-4; National Rainbow Coalition, Washington, DC, January 25, 1992, p.6; Macomb County Community College, March 12, 1992, p.5; Remarks, Birmingham, AL, April 30, 1992, p.4; American Association of Newspaper Publishers, New York, NY, May 5, 1992, p.6; El Cajon Address, El Cajon, CA, May 9, 1992, p.6; National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.4, 7-8; National Rainbow Coalition Convention, Washington, DC, June 13, 1992, p.10, 11; National Association of Latino Elected Officials, Santa Fe, NM,

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June 19, 1992, p.3, 5; "Making Our Streets Safe," Houston, TX, July 23, 1992, p.4.

PRESS RELEASES: "Clinton Promotes National Crime Strategy," July 23, 1992, p.1.

*** Help communities provide drug treatment on demand. Offer federal matching funds for treatment programs. Work to stop the spread of HIV by intravenous drug users.**

ISSUE PAPERS: Clinton/Gore on AIDS, p.2; Bill Clinton on AIDS, p.2; Clinton/Gore On Crime And Drugs, p.2; Bill Clinton On Crime And Drugs, p.2.

SPEECHES: Announcement, Little Rock, AR, October 3, 1992, p.4; National Rainbow Coalition, Washington, DC, January 25, 1992, p.16, 20; Democratic Leadership Council, New Orleans, LA, May 2, 1992, p.5; National Rainbow Coalition Convention, Washington, DC, June 13, 1992, p.10; National Association of Latino Elected Officials, Santa Fe, NM, June 19, 1992, p.3, 5; Acceptance, Democratic National Convention, New York, NY, July 16, 1992, p.6.

PRESS RELEASES: "George Bush: All Bark, No Bite," September 28, 1992, p.2.

PUTTING PEOPLE FIRST: p.11.

ENVIRONMENTAL CRIME:

*** Hold companies and polluters responsible for their behavior.**

ISSUE PAPERS: Clinton/Gore On Corporate Responsibility, p.2; Bill Clinton On Corporate Responsibility, p.2; Clinton/Gore On Protecting Our Environment, p.3.

*** Ensure proper enforcement of the EPA Superfund so that taxpayer money goes toward cleaning up toxic waste instead of paying legal bills.**

ISSUE PAPERS: Clinton/Gore On Corporate Responsibility, p.2; Bill Clinton On Corporate Responsibility, p.2.

*** Support legislation that allows ordinary citizens to sue federal**

Justice Dept.

agencies that ignore environmental laws and regulations.

ISSUE PAPERS: Clinton/Gore On Corporate Responsibility, p.2; Bill Clinton On Corporate Responsibility, p.2.

ETHANOL:

* Avoid potential lawsuits due to recent Bush ethanol proposal by bringing together the EPA, USDA, farmers, environmentalists, and all interested parties together to develop an ethanol compromise. Expand the use of ethanol to increase American jobs, reduce our dependence on foreign oil, and improve the environment.

PRESS RELEASES: "Bush Ethanol Proposal Too Late," October 1, 1992, p.1.

ETHICS:

* Eliminate tax deductions for special interest lobbying expenses. Eliminate the "lawyer's loophole" which allows lawyer-lobbyists to disguise lobbying activities on behalf of foreign governments and powerful corporations.

ISSUE PAPERS: Clinton/Gore On Campaign Finance Reform, p.1.

SPEECHES: National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.6; Rainbow Coalition National Convention, Washington, DC, June 13, 1992, p.9; "Providing Economic Leadership," Philadelphia, PA, August 10, 1992, p.5; Community Picnic, Baldwin Park, CA, September 16, 1992, p.5; Remarks, Madison, WI, October 1, 1992, p.10.

TALKING POINTS: "Putting People First," p.27.

* Place limits on the revolving door from government to lobbying. Require that Clinton administration appointees refrain from lobbying government agencies within their responsibilities for five years after leaving office. Require senior officials to pledge never to become registered agents on behalf of any foreign government and challenge members of Congress to do the same.

SPEECHES: National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.6; National Association Of Manufacturers, Washington, DC,

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June 24, 1992, p.13; Rainbow Coalition National Convention, Washington, DC, June 13, 1992, p.9; AFSCME Convention, Las Vegas, NV, June 17, 1992, p.12; National Association Of Manufacturers, Washington, DC, June 24, 1992, p.13; "Providing Economic Leadership," Philadelphia, PA, August 10, 1992, p.5; Community Picnic, Baldwin Park, CA, September 16, 1992, p.5; Remarks, Madison, WI, October 1, 1992, p.10.

PRESS RELEASES: "Clinton Presents 'People First' Plan To Manufacturers," June 24, 1992, p.1.

TALKING POINTS: "Putting People First," p.27.

PUTTING PEOPLE FIRST: p.25.

* Require all special interest groups to register with the Office of Government Ethics within 30 days after contacting a federal official, lawmaker, or lawmaker's aide. Require lobbyists to report twice a year on their contracts and expenses. Instruct the Justice Department to strictly enforce disclosure laws and collect fines.

ISSUE PAPERS: Clinton/Gore On Campaign Finance Reform, p.1.

SPEECHES: National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.6; National Association Of Manufacturers, Washington, DC, June 24, 1992, p.13; Rainbow Coalition National Convention, Washington, DC, June 13, 1992, p.9; "Providing Economic Leadership," Philadelphia, PA, August 10, 1992, p.5; AFSCME Convention, Las Vegas, NV, July 17, 1992, p.12; National Association Of Manufacturers, Washington, DC, June 24, 1992, p.13; "Providing Economic Leadership", Philadelphia, PA, August 10, 1992, p.5; Community Picnic, Baldwin Park, CA, September 16, 1992, p.5.

PRESS RELEASES: "Clinton Presents 'People First' Plan To Manufacturers," June 24, 1992, p.1.

TALKING POINTS: "Putting People First," p.27.

PUTTING PEOPLE FIRST: p.24.

* Hold all federal employees accountable to federal law. End the practice of exempting people from federal law behind closed doors as with the Council on Competitiveness. Openly admit problems in the nature of federal regulations and then prevail against own administrative departments if necessary.

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SPEECHES: "The New Covenant-Rebuilding America," Georgetown University, October 23, 1991, p.4; National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.6; High Tech Business Leadership Address, San Jose, CA, September 15, 1992, p.5; National Association Of Manufacturers, Washington, DC, June 24, 1992, p.13.

GUN CONTROL:

*** Sign the Brady Bill which creates a waiting period for the purchase of handguns and allows authorities to conduct background checks.**

ISSUE PAPERS: Clinton/Gore On Helping America's Children, p.3; Bill Clinton On Helping America's Children, p.3; Clinton/Gore On Rebuilding America's Cities, p.3; Bill Clinton On Rebuilding America's Cities, p.3; Clinton/Gore On Crime And Drugs, p.2; Bill Clinton On Crime And Drugs, p.2; Clinton/Gore On American Families, p.2; Clinton/Gore On Gun Control, p.1; Remarks, Birmingham, AL, April 30, 1992, p.4.

SPEECHES: National Rainbow Coalition, Washington, DC, January 25, 1992, p.6; El Cajon Rally, El Cajon, CA, May 9, 1992, p.6; National Town Hall Meeting, Pittsburgh, PA, May 12, 1992, p.3-4; "Making Our Streets Safe," Houston, TX, July 23, 1992, p.2.

PRESS RELEASES: "Clinton To Bush: Stop Playing Politics With American Lives," March 5, 1992, p.1; "George Bush: All Bark, No Bite," September 28, 1992, p.2; "Clinton Promotes National Crime Strategy," July 23, 1992, p.1; "Clinton Calls For Safer Streets In America: Receives Endorsement Of National Associations Of Police Organizations," August 20, 1992, p.1.

*** Work to ban assault rifles that have no legitimate hunting use.**

ISSUE PAPERS: Clinton/Gore On Helping America's Children, p.3; Bill Clinton On Helping America's Children, p.3; Clinton/Gore On Rebuilding America's Cities, p.3; Bill Clinton On Rebuilding America's Cities, p.3; Clinton/Gore On Crime And Drugs, p.2; Bill Clinton On Crime And Drugs, p.2; Clinton/Gore On American Families, p.2; Clinton/Gore On Gun Control, p.1.

SPEECHES: Remarks, Birmingham, AL, April 30, 1992, p.4; "Making Our Streets Safe," Houston, TX, July 23, 1992, p.2.

PRESS RELEASES: "George Bush: All Bark, No Bite," September 28,

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1992, p.2; "Clinton Promotes National Crime Strategy," July 23, 1992, p.1; "Clinton Calls For Safer Streets In America: Receives Endorsement Of National Associations Of Police Organizations," August 20, 1992, p.1.

*** Limit access to multiple round clips.**

ISSUE PAPERS: Clinton/Gore On Rebuilding America's Cities, p.3; Bill Clinton On Rebuilding America's Cities, p.3; Clinton/Gore On Crime And Drugs, p.2; Bill Clinton On Crime And Drugs, p.2; Clinton/Gore On American Families, p.2; Clinton/Gore On Gun Control, p.1.

SPEECHES: "Making Our Streets Safe," Houston, TX, July 23, 1992, p.2.

PRESS RELEASES: "Clinton Promotes National Crime Strategy," July 23, 1992, p.1; "George Bush: All Bark, No Bite," September 28, 1992, p.2; "Clinton Calls For Safer Streets In America: Receives Endorsement Of National Associations Of Police Organizations," August 20, 1992, p.1.

IMMIGRATION:

*** Follow the Department of Health and Human Services' recommendation that HIV be removed from the immigration restrictions list.**

ISSUE PAPERS: Clinton/Gore On AIDS, p.1, 3; Bill Clinton On AIDS, p.1, 3; Clinton/Gore On Immigration, p.3.

*** Maintain immigration laws that enable employers to obtain the workers they need where labor shortages exist.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Vigorously enforce labor laws.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Work to get rid of sweat shops and abusive farm labor contractors.**

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ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Enhance the enforcement of the laws controlling our borders. Ensure that the human rights of all immigrants are respected.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Improve the Border Patrol and ensure that it is held accountable for its actions.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Provide new technology and training in the latest enforcement techniques.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Oppose forced repatriation of Haitian refugees. Treat legitimate Haitian political refugees as such.**

SPEECHES: National Rainbow Coalition, Washington, DC, January 25, 1992, p.9.

PRESS RELEASES: "Clinton Opposes Forced Repatriation Of Haitian Refugees," February 4, 1992, p.1; "Clinton For President: Statement By Bill Clinton On Haitian Refugees," May 27, 1992, p.1.; "Governor Clinton Reaffirms Opposition To Bush Administration's Policy On Haiti," September 9, 1992, p.1.

NATIVE AMERICANS:

*** Support sovereignty and self-determination of Native American tribal governments.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Reaffirm the government-to-government relationship between Indian tribes and the United States by promoting true consultation and increased tribal authority in the administration of federal funds.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

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*** Protect tribal religious and spiritual freedoms. Prohibit the desecration of Native American burial sites and protect access to sacred sites.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

*** Support the sovereign rights of Indian tribal governments to resolve local disputes with states in accordance to federal law.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

OCCUPATIONAL SAFETY:

*** Support a Chemical Right-To-Know law to inform and protect worker safety regulations already on the books.**

ISSUE PAPERS: Clinton/Gore On Labor, p.2.

PACIFIC NORTHWEST:

*** Avoid legal skirmishes between USDA, EPA, Fish and Wildlife Service, BLM and the Interior Department by creating a coherent, consistent national policy on how Pacific Northwest lands are to be handled.**

SPEECHES: "A Conversation With Timber Workers," Portland, OR, September 14, 1992, p.6-8.

POLICE:

*** Put 100,000 new police officers on the streets by creating a National Police Corps that employs veterans and military personnel. Support Community Policing which serves a working partnership between the police and the law-abiding public to prevent crime, arrest offenders, find solutions to problems, and enhance the quality of life. Provide federal matching funds to communities that emphasize community-based law enforcement methods instead of emergency response. Call on National Service Trust Fund and former military personnel for new officers.**

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ISSUE PAPERS: Clinton/Gore on Defense Conversion, p.1; Clinton/Gore On Helping America's Children, p.3; Bill Clinton On Helping America's Children, p.3; Clinton/Gore on Rebuilding America's Cities, p.3; Bill Clinton on Rebuilding America's Cities, p.2; Clinton/Gore on Crime and Drugs, p.2; Bill Clinton on Crime and Drugs, p.2; Clinton/Gore On American Families, p.2; Clinton/Gore On Issues Of Concern To Native Americans, p.3; Clinton/Gore On Issues Of Concern To Older Americans, p.2.

SPEECHES: Announcement, Little Rock, AR, October 3, 1991, p.3-4; "The New Covenant-Rebuilding America," Georgetown University, Washington, DC, October 23, 1991, p.6; "A New Covenant For Economic Change," Georgetown University, November 20, 1991, p.p.3; National Rainbow Coalition, Washington, DC, January 25, 1992, p.6; Macomb County Community College, March 12, 1992, p.5; Remarks, Birmingham, AL, April 30, 1992, p.4; ; Democratic Leadership Council, New Orleans, LA, May 2, 1992, p.4; American Association of Newspaper Publishers, New York, NY, May 5, 1992, p.6-7; El Cajon Address, El Cajon, CA, May 9, 1992, p.6; National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.4, 6, 9; National Rainbow Coalition Convention, Washington, DC, June 13, 1992, p.10; WSB-TV Town Hall Meeting, Atlanta, GA, June 17, 1992, p.3; National Association of Latino Elected Officials, Santa Fe, NM, June 19, 1992, p.3, 5; "Putting People First," U.S. Conference of Mayors, Houston, TX, June 22, 1992, p.4; NAACP Convention, Nashville, TN, July 11, 1992, p.5; Acceptance Speech, Democratic National Convention, July 16, 1992, p.5; "Making Our Streets Safe," Houston, TX, July 23, 1992, p.2-3; National Urban League, San Diego, CA, July 27, 1992 p.12; World Affairs Council, Los Angeles, CA, August 13, 1992, p.8; American Legion Convention, Chicago, IL, August 25, 1992, p.6; CNN's Larry King Live, October 5, 1992, p.24.

PRESS RELEASES: "Governor Bill Clinton On Defense Conversion," May 18, 1992, p.1; "Clinton Promotes National Crime Strategy," July 23, 1992, p.1; "Clinton Calls For Safer Streets In America: Receives Endorsement Of National Associations Of Police Organizations," August 20, 1992, p.1; "Clinton Promotes 'Rebuild America' Fund At National Urban League Conference", July 27, 1992, p.1; "George Bush: All Bark, No Bite," September 28, 1992, p.2; "George Bush: More Empty Promises On Crime," October 9, 1992, p.1; "Clinton-Gore Endorsed By Nation's Largest Police Union," October 9, 1992, p.1.

TALKING POINTS: "Putting People First," p.10-11.

PUTTING PEOPLE FIRST: p.8.

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*** Institute close cooperation between national and local law enforcement officials.**

SPEECHES: National Town Hall Meeting, Pittsburgh, PA, June 12, 1992, p.7.

PRISON:

*** Cut addiction in prison. Expand aftercare and match addicts better to treatment appropriate to their needs. Review and evaluate treatment programs to make sure the money is well spent.**

SPEECHES: WSB-TV Town Hall Meeting, Atlanta, GA, June 17, 1992, p.12.

TALKING POINTS: "Putting People First," p.12.

*** Investigate mandatory drug testing including court mandated urine testing to keep offenders who are released free from drugs.**

TALKING POINTS: "Putting People First," p.12.

*** Explore possibility of building more federal prisons.**

SPEECHES: WSB-TV Town Hall Meeting, Atlanta, GA, June 17, 1992, p.12.

SCHOOLS:

*** Launch a Safe Schools Initiative. Make schools eligible for federal assistance to pay for metal detectors and security personnel if they need them. Encourage states to grant school officials greater authority to conduct locker and automobile searches. Fund mentoring and outreach programs.**

ISSUE PAPERS: Clinton/Gore on Helping America's Children, p.3; Bill Clinton on Helping American's Children, p.3; Clinton/Gore on Rebuilding America's Cities, p.3; Bill Clinton on Rebuilding America's Cities, p.3; Clinton/Gore on Crime and Drugs, p.3; Bill Clinton on Crime and Drugs, p.3; Clinton/Gore on Education, p.2; Clinton/Gore on American Families, p.3; Clinton/Gore on Gun Control, p.1.

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SPEECHES: American Federation of Teachers, Pittsburgh, PA, August 12, 1992, p.6; "They Are All Our Children," Los Angeles, CA, May 14, 1992, p.7, 8; National Association of Latino Elected Officials, Santa Fe, NM, June 19, 1992, p.3.

PRESS RELEASES: "Clinton Unveils Comprehensive Economic Plan To Restore American Prosperity," January 6, 1992, p.2; "Clinton & Gore Promote National Education Strategy," July 21, 1992, p.1; "Clinton Calls For A Real Education President," August 12, 1992, p.1; "Clinton Calls For Safer Streets In America: Receives Endorsement Of National Association Of Police Organization," August 20, 1992, p.1.

TALKING POINTS: "Putting People First," p.23-24.

PUTTING PEOPLE FIRST: p.16.

UNIONS:

*** Support workers right to strike. Ban permanent replacement of striking workers.**

ISSUE PAPERS: Clinton/Gore On Immigration, p.2.

PRESS RELEASES: "Clinton Sets Record Straight-- Supports Right To Strike," March 6, 1992, p.1; "Clinton Tells West Virginia He'll Sign Striker Replacement Legislation," April 27, 1992, p.1.

*** Enforce the prevailing wage protection provided by the Davis Bacon Act.**

ISSUE PAPERS: Clinton/Gore On Labor, p.1.

WHITE COLLAR CRIME:

*** Pass tougher criminal penalties for white collar crimes - including environmental crime - so that serious white collar criminals serve jail time.**

ISSUE PAPERS: Clinton/Gore On Crime And Drugs, p.3; Bill Clinton On Crime And Drugs, p.3.

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*** Limit plea bargaining to questions of prison time rather than the amount of money the white collar criminal gets to keep.**

ISSUE PAPERS: Clinton/Gore On Crime And Drugs, p.3; Bill Clinton On Crime And Drugs, p.3.

*** Guarantee that jail sentences are served in real prisons.**

ISSUE PAPERS: Clinton/Gore On Crime And Drugs, p.3; Bill Clinton On Crime And Drugs, p.3.

JULY 27, 1993

DISABILITY LEADERS MEETING WITH THE PRESIDENT

**** ARRIVE BETWEEN 2:00 - 2:15 p.m. -- Andrew from Public liaison will meet group at the Northwest Gate.**

**** MEETING BEGINS AT 2:30 P.M. WITH DEPUTY CHIEF OF STAFF ROY NEAL.**

*** Mike Lux briefs President**

**** PRESIDENT ENTERS MEETING AT AROUND 2:45 P.M.**

*** Meeting doesn't revolve around the President.**

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**** PRESIDENT IN MEETING FOR APPROXIMATELY 20-30 MINUTES.**

→ Bob Sivigny; Bob Silverstein, Pat Wright; ①
Marce Bristo; Judy Heumann; Paul Marchand

THE WHITE HOUSE
WASHINGTON

JUNE 10, 1993

Event.

- if substantive → the President could not be briefed
- Executive Order -
management structure that prevent
Executive Order - review hiring practices
to determine which
- cost - of

since 1977 - employment of disabled
federal workers dropped

Pres - accept a relay call

Seminars on ADA

Live Feed/Video of Pres on
importance of

(2)

THE WHITE HOUSE
WASHINGTON

direct Federal Agencies to conduct seminars
→ w/in 60 days.

direct Cabinet to meet w/
disability to ascertain
the problems to develop
action plans

~~bring business leaders who~~

bring business leaders who
have been helped their
business

* have separate meetings with
each of the Cabinet Secs
about hearing out disability
issues. →

Solution:

THE WHITE HOUSE
WASHINGTON

- ① Take Park
- ② Call det Reception.
- ③ Cabinet Members → direct
to meet with
disability members.