

December 13, 2000

TO: Barbara Chow

FR: Heather Howard

CC: Ann O'Leary

RE: FMLA Funding in Labor-H

I spoke with Donna Lenhoff, and if there is \$2 million in Labor-H, their priorities would be:

- **\$1 million for the public education campaign;**
- **\$1 million for research projects** by "States, foundations and other entities" (her hope would be that this money could get out before the end of the Administration).

The attached email from Donna describes these two proposals. For your information, in the October deal, \$1 million was included for the public education campaign, \$4.5 million was included for research projects, and \$4.5 million was included for follow-up surveys, which Donna says are already being done and are not a priority.

XJWJ



Donna Lenhoff <dlenhoff@nationalpartnership.org>
12/13/2000 12:39:47 PM

Record Type: Record

To: Heather H. Howard/OPD/EOP

cc:

Subject: language from previous deal...

\$4,500,000 will be used to fund research projects by States, foundations, and other entities. This part of the budget initiative would enable such entities to identify the issues facing employees balancing work and family at a grassroots level. Research projects would likely focus on defining barriers to workers needing leave, exploring options employers currently offer to employees, and developing a localized view of the issues facing employees who are balancing work and family on a daily basis.

The remaining \$1,000,000 will be used for a public education campaign to inform employers and employees about their rights and responsibilities under the FMLA and about practices of model employers. Many employers have creative programs and benefits that help employees balance work and family. *This part of the budget initiative focuses on informing employees and employers about the various options and family policies that are in practice today.*

THE WHITE HOUSE
WASHINGTON

August 2, 2000

To: Domestic Policy
From: Mary Beth Cahill
Rhonda Binda
Re: Family Leave Policy
Comments: For your attention.

*send to
Ann O'Leary*

INDIANA UNIVERSITY
KOKOMO

24 JULY 2000



Ms. Mary Beth Cahill
Assistant to the President and Director for Public Liaison
The White House
1600 Pennsylvania Avenue
Washington, D.C. 20500

Dear Ms. Cahill:

I am writing to request your assistance to help me better understand President Clinton's recent efforts aimed at studying and/or expanding paid family leave policies. (If your office does not address these inquiries, I would appreciate the routing of my letter to an appropriate office.) I am hopeful that President Clinton's staff might be willing to assist me in developing a more detailed understanding of the President's initiatives concerning paid family leave and why this topic appears to be such a contentious political issue.

I am currently working on a book concerning the "Family Friendly Workplace." It will include at least two chapters on the "Family Medical Leave Act" (FMLA). The purposes of these chapters will be to explore the impact of the FMLA on working families and employers and also to examine, at the federal and state levels, recent legislative and executive efforts aimed at modify and/or extending the FMLA.

I would appreciate receiving copies of public documents concerning the President's efforts concerning paid family leave policies. Specifically, I would be grateful if you could send me: (1) copies of any Executive Orders, Presidential Directives, or official press releases issued by the President during 1999 or 2000 that relate to the topic of paid family leave or expansion of the FMLA; (2) lists (if available) of non-government organizations that are on record as supporting or opposing the President's initiatives concerning paid family leave; (3) any other documents that relate to: (a) the historical development of the President's views on this issue; (b) reasons why the President acted on this issue in 2000; (c) the politics of paid family leave as a national policy issue.

I plan to visit Washington, D.C. this fall to collect additional source materials for the book. If possible, I would like to interview the staff members in President Clinton's office who have been most directly involved in developing and/or advancing the President's initiatives concerning paid family leave policies. If this proposal is acceptable, I would appreciate receiving a letter from the President's office listing the names, titles, and office addresses/phone numbers of relevant staff members.

Thank you in advance for considering my requests. I deeply appreciate any assistance members of President Clinton's staff might be willing or able to provide to assist me with my research.

Best Regards,

A handwritten signature in dark ink, appearing to read "Earl Wysong".
Earl Wysong, Ph.D.
Professor of Sociology

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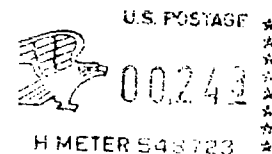
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MS. MARY BETH CAHILL
Assistant to The President
AND Director for Public Liaison
The White House
1600 PENNSYLVANIA AVE
WASHINGTON, D.C. 20500

→ DPC

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**Subcommittee on Children and Families
Committee on Labor and Human Resources
Senator Christopher J. Dodd
Ranking Member**

FACSIMILE TRANSMITTAL FORM

Phone: (202)224-5630

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DATE: 11/8 TIME: _____ A.M.
P.M.

TO: Ann O'Leary

of _____

FAX # () 452-2878

PHONE # () _____

FROM:

☒ Jim Fenton
☒ Jeanne Ireland
Other: _____

NUMBER OF PAGES, including this form: 3

COMMENTS / MESSAGE: _____

AMENDMENT NO. _____ Calendar No. _____

Purpose: To require the Office of Personnel Management to conduct a study.

IN THE SENATE OF THE UNITED STATES—106th Cong., 2d Sess.

H. R. 4871

Making appropriations for the Treasury Department, the United States Postal Service, the Executive Office of the President, and certain Independent Agencies, for the fiscal year ending September 30, 2001, and for other purposes.

Referred to the Committee on _____
and ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT intended to be proposed by Mr. DODD (for himself and Mr. WELLSTONE)

Viz:

- 1 On page 111, after line 24, add the following:
- 2 SEC. _____. The Office of Personnel Management
- 3 shall conduct a study to develop 1 or more alternative
- 4 means for providing Federal employees who qualify for
- 5 leave under section 102 of the Family and Medical Leave
- 6 Act of 1993 (29 U.S.C. 2612) paid leave for not less than
- 7 6 weeks of such leave provided under such section. Such
- 8 paid leave shall be considered to be in addition to or apart

1 from any other paid leave provided under such Act. Not
2 later than May 30, 2001, the Office shall submit to Con-
3 gress a report containing its findings and recommenda-
4 tions under this section, including—

5 (1) the extent to which Federal employees who
6 take leave provided under such section of such Act
7 have sufficient accrued sick and annual leave to re-
8 ceive pay during some or all of the period of leave
9 provided under such section;

10 (2) the extent to which Federal employees who
11 take leave provided under such section of such Act
12 without pay face financial hardship;

13 (3) the amount of time that Federal employees
14 currently take for maternity disability leave; and

15 (4) projected utilization rates, and views as to
16 whether this benefit can be expected to—

17 (A) curtail the rate at which Federal em-
18 ployees are being lost to the private sector;

19 (B) help the Government in its recruitment
20 and retention efforts generally;

21 (C) reduce turnover and replacement costs,
22 including any potential cost savings to the Fed-
23 eral Government; and

24 (D) contribute to parental involvement
25 during a child's formative years.