

**PRESIDENT WILLIAM J. CLINTON
REMARKS ON THE EQUAL PAY ACT
THE ROSE GARDEN
June 10, 1998**

Acknowledgements: The First Lady; Rep. [TBD]; Sen. Boxer; VPOTUS and Mrs. Gore; Dorothy Height

I want to begin by saying how pleased I am that Dorothy Height is able to join us this afternoon. For six decades now, Dorothy Height has worked tirelessly for civil rights, the rights of women, and the health and strength of America's families and communities. I was honored to present her with the Presidential Medal of Freedom four years ago, and we are equally honored by her presence here today.

America has come a long way in the thirty-five years since Dorothy Height attended the signing of the Equal Pay Act. Just last week we learned that the American economy, the strongest in a generation, has created 16 million new jobs in the last five years. Unemployment is low, wages are high. That's good news for men and women. The rising tide of our surging economy is, indeed, lifting all boats.

Equal pay has come a long way in thirty-five years. At that historic bill signing, President Kennedy said that the Equal Pay Act is "basic to democracy" -- giving women "the same rights at the working place. . . that they have enjoyed at the polling place."

Back then, women earned only 59 cents, on average, for every dollar men earned. Today, I am releasing a report by the Council of Economic Advisers showing that the gender gap in wages has narrowed considerably. Women now earn 75 cents for every dollar men earn.

The new numbers represent a significant step forward. But we are still miles from completing the journey. It has taken us longer to get women three-quarters of the way to equal pay than it did to send a man all the way to the moon.

The CEA study shows that the gender gap continues to narrow; but also that it will not close of its own accord. There are many reasons for this, despite women's gains in education and experience. Today I am also releasing a Labor Department review that paints a historical picture of women's employment, showing obstacles overcome and challenges remaining. Balancing family and work is one of those challenges for many women. But we cannot forget another important factor in the wage gap: discrimination. Even with the economy booming and real wages rising, there are many women whose work is not being fully valued by employers.

Equal pay is not a political issue. It is not even a gender issue. It is, at heart, a national issue, a family issue, and a question of what kind of country we want America to be today and in

the 21st century, when our daughters will grow up and enter the workplace.

That is why our administration is working hard to close the wage gap, as the Vice President explained. And that is why, today, I am personally endorsing the equal pay measure introduced by Senator Daschle and Congresswoman DeLauro. This legislation would strengthen enforcement of the Equal Pay Act, toughening penalties and making wage discrimination based on gender as costly as wage discrimination based on race. It would also ensure that women who face wage discrimination are fully compensated. This legislation is tough, it is fair, and Congress should pass it today.

Americans have always believed in the value of work -- that anyone who works hard should be able to provide for themselves and their family with dignity. More women than ever now have that chance. But 75 cents on the dollar is not enough -- for women, for families, or for America. As our nation moves forward into the 21st century, we must make sure that our age of opportunity will not be remembered for opportunities lost. If we meet this challenge, if we value the contributions of all America's workers, then we will be a more productive, prosperous and proud nation in the 21st century.

**REMARKS FOR MRS. GORE
EQUAL PAY ANNOUNCEMENT CONFERENCE
WHITE HOUSE
JUNE 10, 1998**

Thank you. Our economy is the strongest it's been in a generation and much of that good news can be attributed to the impact of women in the workplace. Working women add more than \$2 trillion dollars to the U.S. economy annually.

Women-owned businesses contribute more to our economy and employ more workers than the entire Fortune 500.

But the full story of women's impact on our economy cannot be told until we close the wage gap between working men and working women. For the fact remains, women still make only 74 cents to every dollar that men earn. One quarter of women who work full-time, year round, do not earn enough to move their families above the federal poverty threshold. Jean Crews, a working mother from California, recently wrote us to say: "As a divorced mother of three, I work so hard for just \$12.28 an hour. I am a senior office assistant with the county, working for three years. I've seen men come off the streets and be hired for higher paying jobs with less experience. The company just trained them. My son's medication costs \$130 a month, something I can't afford to pay. I feel guilty that I can't provide more for my family."

The inequality that Mrs. Crews faces not only deprives working women from earning a fair living, it also denies our children adequate health care, it keeps thousands of young kids from going to college, and it impacts the quality of life of many families across our nation.

This Administration is the first in 35 years to declare firmly and unequivocally that we will not allow that inequality to continue. America's hard-pressed, hard working women should not have to raise families in poverty. Our nation was founded on the principle that all Americans deserve equal pay for equal work and we are determined to see that promise through.

I am honored to introduce to you a man who is working to ensure that his daughters have the same opportunity to earn a fair wage as his son does. Please welcome my husband, Al Gore.

FIRST LADY HILLARY RODHAM CLINTON

REMARKS FOR BUFFALO, NEW YORK

FAMILIES AGENDA

JANUARY 20, 1999

THANK YOU, TIPPER, FOR THAT KIND INTRODUCTION --
AND FOR YOUR TIRELESS EFFORTS, OVER MANY YEARS,
EDUCATING US ALL ABOUT THE CRITICAL ISSUE OF
MENTAL HEALTH. I'M SO PLEASED TO BE IN BUFFALO WITH
YOU, THE VICE PRESIDENT, THE PRESIDENT, AND EVERYONE
HERE TODAY, AS WE TALK ABOUT THE BOLD NEW AGENDA
FOR AMERICA THAT THE PRESIDENT UNVEILED LAST NIGHT
IN HIS STATE OF THE UNION ADDRESS.

AS SOME OF YOU MAY KNOW, THE FOUR OF US
CAMPAIGNED IN THIS AREA BACK IN AUGUST OF 1992. IT
WAS A GOOD DEAL WARMER THEN -- AND WE WERE ALL A
GOOD BIT YOUNGER. BUT SOME THINGS HAVEN'T
CHANGED. THE PRESIDENT SPOKE THAT HOT SUMMER DAY
ABOUT THE VERY REAL CONCERNS OF AMERICA'S
FAMILIES.

HE SPOKE ABOUT HOW WE NEED TO RAISE WAGES FOR
WORKING AMERICANS; IMPROVE CHILD CARE;
STRENGTHEN OUR SCHOOLS; GIVE PARENTS TIME OFF FOR
FAMILY RESPONSIBILITIES; AND PROVIDE MORE
AFFORDABLE HEALTH CARE FOR ALL OUR CITIZENS.

AND I'M VERY PROUD THAT OVER THE PAST SIX YEARS,
MY HUSBAND HAS NEVER, EVER, TAKEN HIS EYES OFF OF
THOSE FUNDAMENTAL GOALS FOR AMERICA'S FAMILIES,
OR STOPPED WORKING -- WITH ALL HIS ENERGY AND
COMMITMENT -- TO FULFILL THAT VISION FOR THE FUTURE.

FOR THE PAST SIX YEARS, I'VE HAD THE HONOR OF TRAVELING AROUND THIS WONDERFUL NATION OF OURS -- SOMETIMES WITH THE PRESIDENT, AND SOMETIMES ON MY OWN -- TALKING WITH PEOPLE LIKE YOURSELVES ABOUT THE DAILY STRUGGLES WE ALL FACE TO BALANCE WORK AND FAMILY.

WE'VE LEARNED -- FROM LISTENING TO YOU -- HOW MUCH FAMILIES NEED TIME OFF FROM WORK TO CARE FOR A NEW BORN CHILD -- OR AN AILING PARENT. THAT'S WHY WE WERE ALL SO PROUD THAT THE FIRST PIECE OF LEGISLATION MY HUSBAND SIGNED INTO LAW WAS THE FAMILY AND MEDICAL LEAVE ACT. MILLIONS OF AMERICANS HAVE ALREADY BENEFITTED FROM ITS PROTECTIONS.

AND, LAST NIGHT, THE PRESIDENT CALLED ON CONGRESS TO EXPAND THE LAW TO COVER 10 MILLION MORE WORKING AMERICANS.

AS A NATION, WE MUST HONOR THE COMMITMENT OF PARENTS -- NOT PUNISH THEM. THAT IS WHY THE PRESIDENT WILL SEND LEGISLATION TO CONGRESS THAT PROHIBITS DISCRIMINATION AGAINST PARENTS IN THE WORKPLACE.

WE'VE ALSO LEARNED -- FROM LISTENING TO YOU -- THAT ONE OF THE GREATEST CONCERNS OF AMERICANS TODAY IS FINDING AFFORDABLE, RELIABLE CHILD CARE. AND RESEARCH UNDERSCORES THE IMPORTANCE OF THOSE EARLIEST YEARS TO CHILDREN'S ABILITY TO LEARN AND GROW FOR A LIFETIME.

THAT'S WHY IMPROVING CHILD CARE HAS BEEN AT THE HEART OF THE PRESIDENT'S FAMILIES AGENDA.

THE PRESIDENT IS SEEKING TO SIGNIFICANTLY EXPAND OUR INVESTMENT IN CHILD CARE -- TO MAKE IT MORE AFFORDABLE FOR LOW-AND MIDDLE-INCOME FAMILIES, AND TO STRENGTHEN ITS QUALITY SO THAT CHILDREN COME TO SCHOOL READY TO LEARN.

THE PRESIDENT IS ALSO PROPOSING NEW TAX RELIEF TO HELP OVER A MILLION PARENTS WHO STAY AT HOME WITH THEIR YOUNG CHILDREN. THESE FAMILIES NEED SUPPORT TOO.

WE'VE LEARNED -- FROM LISTENING TO YOU -- THAT EVERY DAY AT 3 P.M., PARENTS ACROSS AMERICA LOOK UP AT THE CLOCK, AND START WORRYING ABOUT WHETHER THEIR SCHOOL-AGED CHILDREN ARE SAFE, AND WHETHER THEY HAVE A SUPERVISED PLACE TO PLAY OR DO THEIR HOMEWORK.

THIS PRESIDENT HAS ALREADY DRAMATICALLY EXPANDED FUNDING FOR AFTER SCHOOL PROGRAMS ACROSS THE COUNTRY. HE'S NOW PROPOSING TO TRIPLE THAT INVESTMENT TO ENABLE OVER ONE MILLION CHILDREN TO PARTICIPATE IN AFTER SCHOOL AND SUMMER SCHOOL PROGRAMS.

THIS INITIATIVE WILL NOT ONLY GIVE WORKING PARENTS THE PEACE OF MIND THEY NEED AND DESERVE. BY PROMOTING ACADEMICALLY ENRICHED AFTER SCHOOL AND SUMMER PROGRAMS, WE CAN HELP AMERICA'S CHILDREN GET THE EXTRA HELP THEY NEED TO SUCCEED.

WE'VE LEARNED -- FROM LISTENING TO YOU -- THAT TOO MANY FAMILIES ARE CAUGHT IN THE MIDDLE BETWEEN NURTURING THEIR GROWING CHILDREN -- AND NURSING THEIR ELDERLY OR DISABLED PARENTS. SO THE PRESIDENT IS PROPOSING NEW LONG TERM CARE ASSISTANCE THAT INCLUDES HELP FOR ELDERLY AND DISABLED AMERICANS AS WELL AS THEIR THE CARE GIVERS -- MOST OF WHOM ARE FAMILY MEMBERS ALREADY STRUGGLING TO BALANCE FAMILY AND WORK.

THE PRESIDENT RECOGNIZES THAT AS MUCH PROGRESS AS WE'VE MADE, WE MUST DO MORE TO SUPPORT AMERICA'S FAMILIES. WHETHER IT'S RAISING THE MINIMUM WAGE; STRENGTHENING MEDICARE AND MEDICAID; EXPANDING FAMILY LEAVE; PASSING THE PATIENT'S BILL OF RIGHTS; COVERING MILLIONS MORE CHILDREN WITH HEALTH CARE; IMPROVING PUBLIC EDUCATION; OR BOOSTING CHILD CARE AND AFTER SCHOOL PROGRAMS, THIS ADMINISTRATION -- LED BY THIS PRESIDENT -- IS COMMITTED TO HELPING FAMILIES MEET THEIR OBLIGATIONS AS WORKERS, AND THEIR EVEN MORE IMPORTANT RESPONSIBILITIES AS PARENTS.

TODAY, LET'S CELEBRATE HOW FAR WE'VE COME
SINCE THAT HOT AUGUST DAY IN 1992 -- AND REDOUBLE
OUR EFFORTS TO BUILD UPON THIS REMARKABLE RECORD
OF ACHIEVEMENT IN THE MONTHS AHEAD.

AND NOW, IT'S MY HONOR AND PRIVILEGE TO
INTRODUCE A MAN WHO IS DEEPLY COMMITTED TO
AMERICA'S FAMILIES. A VISIONARY LEADER AND A DEAR
FRIEND: VICE PRESIDENT AL GORE.

FIRST LADY HILLARY RODHAM CLINTON

EQUAL PAY EVENT

THE WHITE HOUSE

JUNE 10, 1998

It's a pleasure to welcome all of you to the White House -- particularly for an event that speaks so directly to the concerns of women across our country, and at every level of our society. I want to pay special tribute to those here today -- from the AFL-CIO; the National Committee On Pay Equity; and leading members of Congress -- who have contributed so much over the years to the advancement of equal pay.

As many of you know, this year marks the 150th anniversary of the women's rights movement -- which was sparked when a group of women in Seneca Falls boldly declared: "We hold these truths to be self evident: that all men and women are created equal."

Much of America's history is the story of that ongoing struggle to gain equal justice and opportunity for every citizen. Since that statement was made a century and a half ago, each generation has produced its own visionary leaders, and experienced both the disappointment of failure and the exhilaration of progress. And each generation has worked together to move this nation forward - by lifting up the lives of its families and children.

Today, we come together to commemorate one of those milestones in America's history: the 1963 signing of the Equal Pay Act by President John F. Kennedy, which outlawed wage discrimination on the basis of sex. At the time, women were entering the workforce in record numbers -- yet were facing far higher barriers -- and dramatically lower wages -- than men. We're here to celebrate President Kennedy's historic step toward equal opportunity for women -- and to celebrate the progress women have made in the workplace since that time. But we're also here to recommit ourselves to fulfilling that promise made 35 years ago today.

In this photograph of that White house ceremony -- we see President Kennedy with some of the great women leaders of that generation who had dedicated their lives to improving wages and working conditions for women and people of color. One of those women was Dorothy Height -- who at the time was president of the National Council of Negro Women -- an organization she still leads. We are truly honored to have her with us today.

Because without the courageous leadership that she and so many others have provided, and without the drive and tenacity of working women who have struggled for so long for better conditions, higher wages and respect -- we would not be standing here today. We owe them all an extraordinary debt of gratitude.

When I entered the workforce 25 years ago, I found far greater opportunities and choices than my mother and the women of her generation. And today, women are making important contributions in every sector of our society -- taking pride and satisfaction as breadwinners for their families, and as vital members of America's workforce.

Yet when I meet with working women across the country, I also sense great frustration and worry. Women talk about how hard it is to balance the demands of work and families, and be good mothers and good workers; and how tough it is to find decent child care they can trust and afford; and how they don't feel their work is valued. And what I've learned from these many conversations -- and what has been confirmed by a recent AFL-CIO report -- is that equal pay is at the top of working women's agenda. And it's a concern that cuts across every income level, every generation, every race, and every region of the country.

Equal pay is about fundamental fairness. It's at the heart of the American dream. And while it's a woman's issue, it's also a family issue. If we close the pay gap, family incomes will rise; and working parents will have more to spend on groceries, education, and retirement security. Equal pay also means that parents could spend more time with their families -- instead of taking on another part time job to help make ends meet. In other words, everyone benefits.

This nation's most enduring challenge is to ensure that each one of us has the tools and the opportunities we need to live up to our fullest potential. To meet that challenge -- and fulfill the promise of equal pay -- we will draw strength and inspiration from those who have gone before us. And as we have done so many times at critical moments in our history, we will move forward together.

And now, I'd like to introduce Eleanor Holmes Norton -- who has done so much to bring us together.

FIRST LADY HILLARY RODHAM CLINTON

REMARKS AT WLF NEW YORK EVENT

NEW YORK, NEW YORK

MARCH 3, 1999

AS DELIVERED

Thank you very much. Thank you all. Thank you. You know I was asked a few months ago if I would come to New York for a WLF event with a few of my friends and it is just an amazing sight to behold all of you and there is an over flow room that I will visit, I want to tell everybody who's there, which is nearly as big as this room. It gives me just a great boost to see all of you here and supporting causes and concerns that we share. There are many people to thank. Like Laura, I wish that I could single out many of you whom I know personally and have worked with, have become friends of mine. But I want to start by thanking Laura for extraordinary leadership and commitment. She is legendary in her willingness to work hard on behalf of causes and candidates that she believes in and I am very grateful to her. I also want to thank Roy Romer, who is here, the DNC General Chair, the former long serving Governor of Colorado. I am delighted that Chuck Schumer could have been with us and I understand why he needs to hurry back to Washington to be there for whatever vote needs to take place. I am also told that the Attorney General, landslide Spitzer, is here with his wife, Sylva. And I am delighted they could be with us. I think that Judith Hope, the New York State Party Chair, is here as well and I am glad to greet Judith. And also I believe that Public Advocate Mark Green is here and Mark, somewhere. The City Council Speaker, Peter Valone. I

think Peter is with us as well. There are other members of the New York City Council, I don't have names but I want to thank you and maybe you could stand and we could recognize you and express our appreciation that you would come today. The Manhattan Borough President, Virginia Fields is here, thank you Virginia for coming. And the Bronx Borough President Freddy Forar is here somewhere and I want to thank President Forar for being with us. The DNC Vice-Chair, Bill Lynch, DNC Finance Chair Beth Desortz, I think the first woman to hold that position which makes me very pleased indeed. The WLF National Chair, Cynthia Freedman, I want to thank Cynthia and their board members including my friend Shahara Amad Llewellen who is here in the crowd. And the WLF Connecticut Chapter Chair, Ronnie Gonaad is here as well. As I said though, I mean literally I could identify and point out so many of you in this room. There is one person I want especially to thank. Her tireless commitment and her vision about the kind of country we want to be as we move toward a new century has helped to fill this room with people who are both activists and donors. She is a remarkable woman and a real example and I want to thank Pat Pepper for her leadership and her friendship over the years.

(NOT SURE IF ANY CUT OFF)

You might ask why is this an important event? Why are we all gathered here? Well, I was told that there were some who thought that I might have an announcement to make...but I don't. But I do have a lot on my mind that I'd like to share with each of you because your being here speaks volumes to me about the kind of politics and the sort of society that we all want to see.

It has been an interesting time in the last six years to see the progress that we have been able to make as a nation. And that is progress that is really the result of the hard work and dedication of countless millions of Americans. Every time a businessman or woman made a decision to reach down deep and take a risk and employ more people and try to expand, to go into new markets and really make a mark for him or herself, that was a decision that helped move us forward. Every time a teacher looked out at a diverse group of students and said, "You know, I'm going to do everything in my power to give these young boys and girls the chance they deserve." That was also a decision for the kind of future we want. Every time a doctor or a nurse said to themselves, "You know I'm just going to do what I need to do for this patient and I'm going to fulfill my obligations and I'm going to try and make this health care system work for people and not just for

accountants or bureaucrats. And that moved us forward as to the kind of country we want to be.

There are countless examples, people whose names might be in a headline and people who would never be in the newspaper but you and I know, people who are doing the very best they can every single day to make a contribution and to try to make a difference. Now I know that some people, when we talk about politics or public service, you know you can see that they are put off, they don't know quite how to think about what it is that makes our democracy vibrant.

And I am often asked as I've told some of you before, "You know, what do you really think about politics" or in a slightly more biased tone, "How can you stand politics?" And whenever someone asks me that I pause for a minute and I say, "Well, you know have you ever been a member of a family or a church or a synagogue or a civic organization or anything else where you had to work with people to make decisions by consensus, by majority vote, by working out the likes and dislikes of all the people who you were working with?"

Because really politics, with a small p, is how in a democracy we

get along with one another. And we make decisions that we think are in our best interest as well as the larger society's or a family's or a group. And when we think about it that way, more in the line of de Tocqueville and others we can see how unique this great American experiment is, how lucky we are that we have for more than 200 plus years now understood that politics, in the good times and the bad times, is really the life blood of a democracy.

And so when I stand before all of you, I am really impressed that you are willing to make a contribution, not only of your financial resources but of your time and your energy to something political, something that really we hope stands for something greater than each of us could achieve on our own. And it is especially important, and the reason why the WLF was formed in 1993, it's especially important that women feel connected to the political process. Because there are so many decisions made at the local, state and national level that truly do effect how we live, how good the schools are that we send our children to, the kind of health care that's available to our parents.

I was especially reminded of that last summer when, with some of you, I took a bus trip that led me from Newburg, New York to Seneca Falls. And I was able to see a lot of places and visit with people because

we were attempting to, in the spirit of the Millennium, think about saving America's treasures. And you know it's not just the big treasures that we know about, the Star Spangled Banner, it's the quieter places. It's the monument in a city center, it's a building that has stood the test of time, it's a document that might be in an attic somewhere. But as I traveled on that bus, stopping and talking and listening, I could see and feel that maybe we don't think often enough about all of the sacrifices that have gone before and all of the blessings we take for granted.

Now I couldn't help but be reminded of that by the time I got to Seneca Falls for the 150th anniversary of the first women's rights convention. Think for a minute of the courage it took, some of you were there, thousands of people were there, to pay tribute to these women and some hardy men who thought differently about what was possible. And I read some of the individual stories about some of the participants.

And one young woman in particular made an impression on me. She was a glove maker. You know I am always a little bit taken aback when people in today's world talk as though women have only worked for the last ten or fifteen years when we know that women have always worked both in the home and outside, sometimes for wages, sometimes

and mostly not but have always made a contribution through their hard work. And certainly in Seneca Falls and in the surrounding area with the industrialization that was building up in the early part of the nineteenth century, there were a lot of women who were working. And one young woman, just nineteen years old, heard about this convention that was aimed at talking about the rights that women should have because then women couldn't own property in their name, they had no rights to their children if there were a divorce. There were many many ways in which they were legally prevented from claiming their full citizenship.

And this young glove maker read about this convention and went from door to door in her community encouraging people to come with her and they did. And they met like-minded women and men who understood what the convention was attempting to do, which was to claim the rights of women to be full human beings, to make the choices that were the ones they thought were best for them.

Now advocating for those rights at that time caused a lot of controversy and the women who were there were called all kinds of names, "fanatics" and "old maids" and everything else you can imagine. But they understood something that we also have to understand and that

is that those who advocate for progress and change will often pay a price but if we persevere, if we see that kind of commitment through the changes that can happen, will benefit maybe us but more likely our daughters and our granddaughters.

Now today when we think about what is happening in the world around us we can see that women have begun to take their rightful places in the political landscape, not only as candidates who run for or hold office but as contributors, as people who actively participate in the political process as many of you do. And for all of us who are able to participate, who can be here in this glorious room, just like those first women at Seneca Falls, we are standing in for countless other women who cannot be here, who couldn't afford the ticket, who wouldn't think they had anything to wear or anything to contribute, who wouldn't see themselves as a political person at all.

And one of our great challenges in the next years is to make sure that o apathy, indifference, fear and insecurity, don't. One of the goals of

the last six years has been to try to open up politics and make public service available to as many people as possible. That is part of the reason the WLF began. And for all of us who are asked the question I'm often asked, "Why would we be involved in politics?", let me give you a few answers from just the last six years.

1) It makes a difference in the lives of men and women but particularly women that the Earned Income Tax Credit and the minimum wage have helped to lift families and children out of poverty. That didn't happen by accident, it happened because people like the President and the Vice President and others in the administration and members of Congress understood that if we were a society built upon individual initiative then we needed to reward work, not penalize it. And for all the people who are working at minimum wage, all the people who are striving to make ends meet, we wanted to send them a message, that your work is not in vain. You can get a stake in this society if you are willing to pay the price, if you are willing to work hard.

2) Our streets are safer in city after city and in neighborhood after neighborhood throughout America. The Crime bill of 1994 helped to put a strategy for dealing with crime in the forefront of our national

consciousness. All during the 1980s people gave speeches against crime, didn't they. They pointed their fingers, they built more prisons and the crime rate kept going up. But when this administration came into office there was a different attitude. We needed to do something about guns, we needed to put more police on the street, we needed to encourage ideas like community policing. And as a result crime has decreased for five years in a row around our country.

Now that is the kind of difference, that is the kind of difference that politics can make. That was a bitterly fought battle in Washington. One of the untold stories about the 1994 elections and all the Democratic losses is that many Democratic members of Congress who were persuaded to vote for the Crime bill and the Brady bill lost their seats because of the incredible lobbying of the gun lobby against them when they were up for election but they did the right thing and every time we can breathe a little easier we should thank people who had the courage to make that decision.

3 } Another set of issues that have been a real problem for us in our country, the economic front. Think about where we were in 1992 when there were other countries lecturing the United States about our

economic house not being in order. Now here we are after some tough decisions and some tough votes that cost a lot of good people their jobs, including a very brave Congresswoman from outside of Philadelphia. I don't know if you remember this but remember when the President's deficit reduction plan was being voted on, it won by one vote in the House and one vote in the Senate, thankfully the Vice President's vote. But in the House, Marjorie Margolis Medzvinsky, who came from an affluent district and who knew that it would be a tough sell for her because we all know that the taxes were raised as well as spending was cut and other things were done that had to be done. When Marjorie walked up that aisle and the Republicans on both sides were waving at her "Goodbye Marjorie" she knew she was putting her seat at risk and she did it anyway because it was the right thing to do and now we can look back at that historic vote and we can thank her and the other brave members of Congress who stood with the President to do something about our economic situation in this country.

4 We've also seen some good news on some of the social indicators. We've seen both teen pregnancy rates -- and abortions finally going down. And that was under a pro-choice President who refused to back down on a woman's right to choose.

You know it is one thing to deplore a problem and it is another thing to try to solve it and sometimes it is a lot easier just to point fingers isn't it? Not to take responsibility but to just keep saying look at what those people are doing or look at that problem and what we've tried to do and what I think you can fairly say has happened in the last six years is that this administration and many citizen allies like you out in the country have tried to deal with problems, not put them under rug, not ignore them, but to try to come up with strategies to solve them.

And there are many more examples that I could point to but the issue is not, as we stand here on the brink of a new century, what we have done but what we will do. What kinds of decisions are we willing to make now as we move forward? We are living in good times and we're proud that we are.

We see the United States as the indispensable nation, we see our economy continuing to grow, we see a lot of progress being made. And so we have to ask ourselves is now the time that we retreat into our own worlds where we say I'm fine, my family's fine, my business is fine, I don't have to worry about anybody else. Or do we take these good times that we have carefully created and have the resources to husband and

make good decisions about and try to continue confronting problems and making it possible for us to say that we are together creating progress in our country.

Well now obviously I believe it's time for us to deal with remaining problems that we confront. I think what drew many of us into the WLF or into politics in general is that we do believe we have a social contract with one another, that we do believe that our country can continue to become better and better if but only if a critical majority of people are willing to do what needs to be done when the times arise.

You know, I'm always amused when occasionally I hear that the President or I or someone in the administration are advocating issues that are women's issues or that are not really big significant issues, issues like child care, or issues like choice, or issues like education, or issues like health care. And you know I've always been amused when I hear somebody say that all of this talk about these issues were leading to 'The feminization of politics.' Now, the commentator who said that I think meant it as maybe insulting...I don't want to make any conclusions about that but I've never considered issues like health care, education, child care as women's issues.

I've met lots and lots of fathers and husbands and sons who were just as concerned. The point is that we are attempting to humanize politics. We are attempting to give people the belief that the political actually can work for them. And so when someone asks you to get involved with the WLF or the Democratic party think about what it means for all of the people who aren't here today that you would have made a contribution and staked yourself out on the side of issues that are humanizing American politics.

You know a few weeks ago I was in Brooklyn at a wonderful event at the YMCA there and I met with a group of women who talked to me very personally about their lives. A single mom who makes \$30,000 a year, which is too much for any kind of subsidy, but after she pays everything she has to pay she doesn't know where to leave her son while she goes to work and we all want her to work and \$30,000 is a good salary. But she can't figure out what to do about child care.

I met another mom who's working with three small children and she doesn't know what to do with them after school. And for her that is not a trivial issue, it's a critical one about how she can have peace at work and try to make sure that her family has a good income but know

that her children are well taken care of. And she needed after school programs and thanks to increased funding in the President's budget she now has a place for at least one of her children to go after school.

I met a woman whose daughter was in a very serious automobile accident last Spring. And if it were not for the Family and Medical Leave Act she doesn't know what she would have done. She was able to take twelve weeks of unpaid leave and have a job waiting when she went back. Imagine how you would feel, you're a working mom, your child's in an accident, that child needs to be in a hospital then needs rehabilitation and physical therapy and you have to make a choice between taking care of your child or losing your job. This mom understood clearly how important the Family and Medical Leave Act is and I would like to see its provisions, which remember are unpaid leave, extended to even more employers so that more employees would have a right to do that.

So just there in that one encounter child care, after school care, Family and Medical Leave, those were not abstract issues to the women I spoke with. They were the stuff of real life. And because of politics each of them had better options than they ever could have had before.

And we are also confronting some very big issues when it comes to Social Security and Medicare. And again these are not just concerns for a certain group of Americans but should be concerns for all of us. If we have older parents, as I am still fortunate to have my mother, we know that Social Security and Medicare are essential. But we sometimes forget that Social Security is also available to young people who suffer diseases or accidents and can't go on working.

I remember hearing about one young man who had an incapacitating stroke in his early 30s -- something we don't imagine happening to young people. His health problems left his wife and his children to fend for themselves. But because of Social Security he was able to have disability insurance for the children and he knew that they at least would have some measure of financial security.

It truly is a family protection system for America's families. It's also the single reason why half of all American women over 65 are not living in poverty. That is a stunning statistic and I've taken in my own mind as I travel around or go to church or go visit people or look out the window of a car as I drive by, I'm thinking to myself that for every woman, every two women over 65 whom I see on the street, one of them

would be impoverished were it not for Social Security. So this debate about Social Security that is going on in the Congress and I hope throughout the country is important for every American but it is especially important for women and it has special meaning for those millions of Americans who depend upon SSI and other benefits that we often don't think of and we just say Social Security.

It's also critical that we look at what to do to save Medicare. And this is also a problem not just for older Americans but for those of us who have older relatives or feel responsible for someone over 65. I don't know how many friends of yours have had to quit a job or cut back on hours or go to extraordinary lengths to take care of an older relative or friend or in some way make a contribution to the well being of somebody over 65. But I've met countless Americans who are in that position.

A few weeks ago in the White House we had a woman whose mother is in a very advanced state of Alzheimers. They couldn't afford to put her in a home, they really didn't want to. So she quit her job so she could become the full time care taker. That meant that her husband had to take on more work to try to maintain their standard of living. You

know, one of the hopes that we have in this session of Congress is that the President's proposal to help families with long term care will be successful. Because especially when families are trying to do the right thing, keep somebody at home, make the sacrifices, let's give them the support that they need so that they can continue doing what they know is right for themselves and their families.

There are many examples of where political decisions have made a difference in the lives of real Americans. And this decision that we are confronting about Social Security and Medicare will be one of the most important we face. I happen to think that the President's proposal to dedicate the surplus, 77 percent of it to Social Security and Medicare, is the responsible action to take.

I told a group earlier today that a friend of mine had a great line, she said, "You know if Roosevelt's line was that 'This is a generation that has a rendezvous with destiny' ours is a generation which has a rendezvous with responsibility." And that means that for all of these issues, if we don't confront them and try to deal with them now they will only get worse. And as those of us in the so called baby boom generation age the choices we face will be incredibly draconian. And

people like you and me, most of us in this room, we can probably figure out a way to take care of ourselves but do we really want to live in a society where the vast majority of Americans are rendered insecure, where their health care is up to the choice of whatever insurance company gets their business. I think not.

I think part of what we have to face is how we in this time of dynamic change have enough security and confidence in the future that we are able to encourage every American to live up to his or her God given potential. As we look at the future, one of the efforts we are trying to make in the White House to help frame our thinking is through the Millennium Council that we've set up. We've adopted a slogan "Honor the past and imagine the future". And if one thinks about it that's a pretty good idea that we can bring not only to saving America's treasures or thinking about the great accomplishments of the past and what might happen in the future, but it's a pretty good definition for citizens of any democracy.

We honor the past when we recognize the sacrifices that went before us. We honor the past when we recognize that my mother was born before she could vote. We honor the past when we say to ourselves

that this country for all of its difficulties has gone further in giving to every person who is a part of the American experience an opportunity to be whatever that person has the guts and the hard work and the willingness to make of himself or herself. So we can honor the past in lots of ways. But we do a disservice to ourselves, our children, and our future if we think we can live in the past.

There are many people who believe they can turn the clock back, shut our borders, tell people how to live, point fingers at one another, instead of extending a helping hand and saying I will help you on your journey if you help me on mine. And what we as Americans have to recognize is that we cannot drop out of the political process and leave the arena to those with very specific agendas. We cannot say I won't be involved in politics because I don't like the negativity, I don't like all of the ads on television, I don't feel comfortable thinking about or talking about politics and the way it has become.

I can certainly understand why someone might feel that way but it is not a feeling that you should act on. It is a feeling that should be tangential. You could say all you want about the flaws of our political system but when it comes right down to it somebody is going to make

Rights? Will we or will we not be fiscally responsible with the surplus and begin to deal with Social Security, Medicare, and our savings deficit through USA accounts?

Those are not decisions that we should leave to someone else, some other organized group. Those are decisions each of us have a stake in. And so I begin to think about the future in political terms because I've always believed that we are at our best as a nation when everybody understands their obligations as a citizen. And that is what you are doing here today.

I've had a lot of wonderful experiences in the last six years. I've been able to travel around the world representing our country, both with my husband and on my own. I've looked into the faces of countless people here and abroad, I've listened to their stories, I've shared their hopes and their anguish from everything that might happen in their families here in the United States to the political dilemmas they face abroad. And every time I do go out, either to another country or to

another part of our country, I am struck time and time again by how blessed we are at this point in our history.

The women at Seneca Falls could never even have imagined the freedoms and the rights we take for granted. The real challenge for us is to decide whether all the sacrifices that were made in the past should just be honored by rhetoric or honored by action. And whether we can be part of imagining a kind of future for our country that keeps faith with all the people who went before. This is a great great time to be a woman in America. We are so blessed and we should be so grateful no matter what our personal circumstances are that we live at a time in a society where we do have the opportunities that we have before us today.

But among our obligations and among the debts we owe to those who came before are to be involved in the political process that makes the American democracy work. And I want to thank all of you for being part of making that happen. Thank you very much.

Orszag

**Remarks of First Lady Hillary Rodham Clinton
Americans Discuss Social Security Teleconference
Washington, D.C.
January 23, 1999**

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I want to thank Carolyn and "Americans Discuss Social Security," and I want to thank Rebecca Rimel and the Pew Charitable Trust, for engaging so many citizens from every walk of life throughout our nation in this conversation: "What Every Woman Should Know About Social Security."

I'm glad we opened this event with the video of women talking about their concerns, fears, hopes and what they think about the future of Social Security. Because that's what I hear all over the country as I travel. And that's why we're here today. To talk, and listen, and hopefully learn from one another.

The future of Social Security is, without a doubt, one of the most important issues facing our country and facing women in America today. Yet many of us are just beginning to get involved in this debate, and we are just starting to learn about how Social Security affects us as women.

We all have a lot of questions and concerns. And that's why forums like this one are so valuable.

I know that for many of you, I am like you. I have heard about Social Security all my life. I got a Social Security card as a teenager when I got my first job. And I've seen firsthand how it serves as a lifeline -- not only for our parents and grandparents as they retire and grow older -- but for generations, Social Security has been a rock-solid guarantee of lifetime benefits. It's been our nation's historic commitment to ensuring that Americans can grow old with dignity.

And as we look at the people who are on Social Security now, we have to remember that they are not the only recipients. The more I've learned about Social Security, the more I understand what a critical role it plays in all of our lives -- whether we're young or old, working or disabled. The majority of those receiving Social Security benefits are the elderly. But, by no means, the only recipients. Because Social Security is more than a retirement system. Nearly one-third of its beneficiaries are either disabled or survivors -- or their dependents. And almost four million are young people. Social Security -- in a very real sense -- is America's family protection system.

One of the reasons why Social Security is critical for everyone is because anyone's life can change overnight. Let me tell you just a few of the stories I have heard:

- About a young man from Miami who had an incapacitating stroke in his early 30s -- not something you think of happening to young people. He left his wife and four children to

fend for themselves. He could no longer support them. But Social Security was there to provide disability insurance for the children — enabling them to grow up healthy and cared for.

- Or a young girl in Oklahoma who lost her mother when she was only 15 years old. Social Security enabled her to continue on to college, where she's now a sophomore majoring in Psychology.
- Or the retired cafeteria worker from Tennessee who lost her husband eight years ago. Her benefits were replaced by his, and now she can live a more comfortable life.

We never know when something catastrophic will happen to any of us. How many of us have seen tragedies and thought to ourselves: "There but for the grace of God go I?" But today, we know we can count on Social Security to help hold our families together, and protect us against the unexpected hazards of life.

At this conference, we will learn more about how women in particular are affected by Social Security, and how we have a particular stake in its future. Women represent the majority of all aged recipients. Without it, as we've heard, the poverty rate among elderly women would be more than half. I want you to think about what that means. When you go the supermarket, when you go maybe to church or the synagogue, when you're walking down the street, I want you to think that every other woman you see who is over 65 would be living below the poverty line if it were not for Social Security. And for a quarter of our older women, Social Security is the only income they receive. It's all that stands between them and the ravages of poverty.

As women, we also rely on Social Security because of our unique life patterns. We do live longer than men. And, while we're making progress, we still have lower lifetime earnings, and we reach retirement with smaller pensions and other financial assets.

Our mission today is not only to educate ourselves about the values and benefits of Social Security, but to talk about ways of ensuring that it will be preserved for future generations. As my husband explained in his State of the Union address just a few days ago, bold steps must be taken now to make sure Social Security remains solvent well into the 21st century.

The question is: how should we respond to this historic challenge? As many of you know, the President has put forward a framework to save Social Security.

He believes that the best way to keep Social Security a rock-solid guarantee is to avoid drastic cuts in benefits, not to raise payroll tax rates, and not to drain resources from the system in the name of saving it. He's proposing instead to commit 62 percent of the budget surplus for the next 15 years to save Social Security, and to invest a small portion in the private sector to enable that to earn a higher return.

I'm very pleased that Republican leaders have embraced the President's call to reserve 62 percent of the budget surplus for Social Security, as we all work together to devise a plan to save and strengthen this critical program.

But it is essential that Democrats and Republicans alike answer the President's challenge to preserve enough of the surplus also to protect Medicare into the next century. Health security and retirement security should go hand in hand.

While we must protect the special provisions in Social Security that are particularly beneficial to women, the President also recognizes there is even more we can do. There are inequities in the system that can be fixed. And I want to underscore his commitment to reducing poverty among elderly women, who are still nearly twice as likely to be poor as other seniors.

The President also believes that once we've saved Social Security and Medicare, we should create universal savings accounts -- so-called "U.S.A. Accounts" -- to give working families tax relief for their retirement savings. He believes that we can help all Americans -- especially those with lower incomes -- to save and invest their earnings to build nest eggs for their own retirements.

The difference between the President's proposals and other proposals is that the President believes we can empower Americans to save, without creating risky and untested individual accounts within the Social Security system.

Clearly these issues are far too important for any of us to stay on the sidelines. Women's concerns -- like all America's concerns -- must be an integral part of the public debate about the future of Social Security. If we want to save Social Security as a family protection system we can count on into the next millennium, our voices must be heard -- in town halls, in the halls of Congress, and in forums like this.

Today, I hope all of us will stay involved after this conference and keep this national conversation going -- by encouraging discussions in our homes, our workplaces, our churches, everywhere we gather. And above all, we must continue to educate ourselves so we can achieve Social Security reforms that truly benefit women.

I regret I won't be able to be with you for this entire conference. But I know you're going to hear some very good information and discussion. And I'm pleased that a member of the Social Security Administration will be here to answer your individual questions. I look forward to hearing of the reports and ideas that come from this conversation. Never forget: your voices do matter. And we're all very grateful for the time you are taking today to be sure those voices are heard.

Thank you all very much.



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Average Family Loses \$4,000 Annually to the Wage Gap Between Men and Women, New Study Finds

***State-By-State Data Shows Working Families
 Pay Heaviest Price in Ohio, Fare Best in Alaska***

AFL-CIO Launches Campaign to Introduce New State Equal Pay Legislation

Washington, D.C., February 24 — The average working family loses more than \$4,000 each year because of the wage gap between women and men, according to "Equal Pay for Working Families: National and State Data on the Pay Gap and Its Costs," a new study released today by the AFL-CIO and the Institute for Women's Policy Research. Overall, America's working families lose a staggering \$200 billion each year.

The national AFL-CIO also launched a campaign to introduce new equal pay legislation in over 22 states this year. The legislation is designed to close the wage gap between men and women as well as workers of color.

"Equal pay would make a world of difference for working families. For many families, it could mean living above the poverty level, decent health care, a college education for the kids, and a secure retirement," said Linda Chavez-Thompson, AFL-CIO Executive Vice-President.

According to Heidi Hartmann, President of the Institute for Women's Policy Research, working families in Ohio, Michigan, Vermont, Indiana, Illinois, Montana, Wisconsin, and Alabama pay the heaviest price for unequal pay to working women, losing an average of roughly \$5,000 in family income each year. Family income losses were calculated taking into account differences such as education, age, annual hours worked and geographic location.

Statewide family income losses due to unequal pay for women range from \$326 million in Alaska to \$21.8 billion in California.

Over 50 percent of two-earner *and* single mother households across the country would be lifted out of poverty if equal pay were enacted and enforced at the state level.

-more-

The analysis found that both women and men who work in "female-dominated" jobs (those in which at least 70% of the workers are women) pay a steep price — a total whopping \$113 billion annually. The 26.5 million women who work in traditionally female-dominated jobs lose \$88 billion and the four million men working in these jobs lose \$25 billion each year.

Looking simply at annual earnings for full-time workers, women are paid the least, compared with men, in Indiana, Louisiana, Michigan, Montana, North Dakota, Wisconsin, and Wyoming -- where women earn less than 70 percent of men's weekly earnings. Women of color fare especially poorly in Louisiana, Montana, Nebraska, Oregon, Rhode Island, Utah, Wisconsin and Wyoming -- earning less than 60 percent of what men earn.

The study found that even where women fare best compared with men — in Arizona, California, Florida, Hawaii, Massachusetts, New York and Rhode Island — women earn little more than 80 percent as much as men. Women earn the most in comparison to men — 97 percent — in Washington, D.C., but the primary reason women appear to fare so well is the very low wages of minority men. For women of color, the gender pay gap is smallest in the District of Columbia, Hawaii, Florida, New York, and Tennessee, where they earn more than 70 percent of what men overall in those states earn.

"One of the best ways to help close the wage gap between men and women is to join a union," said Gloria Johnson, President of the Coalition of Labor Union Women.

Unions help raise wages for their members. On average, full-time women workers represented by unions earn 38 percent more per week — \$157 — than non-union women. Unionized minority women also earn 38 percent more — \$135 — than women of color who don't belong to unions. Minority men who are represented by unions bring home a hefty 44 percent more — \$177 — each week than non-unionized men of color. Gender and minority wage gaps are smaller, too, among unionized workers: women represented by unions earn almost 84 percent as much as union men, while unionized workers of color make about 81 percent as much as unionized white workers.

Equal pay is one of the key legislative priorities for the AFL-CIO in 1999. In addition to working to pass state equal pay bills, the AFL-CIO supports both the Fair Pay Act, sponsored by Senator Tom Harkin (D-Iowa) and Representative Eleanor Holmes (D-District of Columbia), and the Paycheck Fairness Act, sponsored by Senator Tom Daschle (D-South Dakota) and Representative Rosa DeLauro (D-Connecticut).

"Over the next two years, we are going to work hard to make sure elected officials and candidates hear from working families at the state and federal level and take real action on equal pay," said Karen Nussbaum, Director of the AFL-CIO's Working Women's Department.

In September, the AFL-CIO launched a new website [www.aflcio.org/women/equalpay.htm] which allows users to find out how much unequal pay costs them over the course of their careers. The average 29-year old woman with a college degree will lose almost a million dollars throughout her lifetime.

For more information on the national report and state-specific data, please call Naomi Walker in the national AFL-CIO Public Affairs office at 202/637-5093.

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FIRST LADY HILLARY RODHAM CLINTON
WOMEN'S EVENT
National Education Association
MARCH, 1999

Acknowledgments: (300 people) Shalala, Kennelly; women's advocacy groups; activists;

Without all of you here today, and without the countless women and men who are not here but who work every day to strengthen and support America's working families, we could not have made the progress we've made over the past six years. What we've accomplished together is making a very real difference.

It makes a difference in the lives of Americans -- but particularly for women -- that the earned income tax credit and an increased minimum wage continue to help lift families and children out of poverty. It makes a difference -- but particularly for women -- that the Family and Medical Leave Act enables millions of working parents to care for an aging parent or sick child; or a newborn baby -- and keep their jobs. It makes a difference that our streets are safer, and that there are more police officers in our neighborhoods, thanks to the passage of the crime bill of 1994, and the Brady Bill. It makes a very real difference in people's lives that we've lowered the deficit, and created millions of new jobs. And it makes a difference to all of us -- but particularly women -- that teen pregnancy rates are down; and abortion rates are down -- all under a pro-choice President who refused to back down on a woman's right to choose.

These strides forward have demanded courageous and committed leadership; and hard work at the grass roots level. And we have much to be proud of. But as this group knows so well -- now is not the time to let up, or sit back; or walk away. Now is the time to redouble our efforts to complete the unfinished business before us, so that we can become the kind of country we want to be in the 21st century.

Among
Perhaps the greatest challenge facing all of us today — particularly women — is to ensure our economic security. And that means -- first and foremost -- saving Social Security. For generations, it's been America's rock-solid guarantee of lifetime benefits. And while we all know that the majority of the beneficiaries of Social Security are the elderly — that it is far more than a retirement program. Nearly one third of its beneficiaries are either disabled or survivors — or their dependents. And almost four million are young people. Social Security — in a very real sense — is America's family protection system.

pieces
I've heard so many stories lately about how anyone's life can change — and how Social Security helps put those *pieces* back together. I've heard about a young man from Miami who had an incapacitating stroke in his early 30s; not something you think of happening to young people. His health problems left his wife and four children to fend for themselves. But because of Social Security, he was able to provide disability insurance for his children -- and he knew that they would have some measure of financial security. I've heard about a young girl in Oklahoma who lost her mother when she was only 15 years old. Social Security enabled her to pick up the pieces, and get the support she needed to go to college, and be successful.

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We never know when something catastrophic will happen to any of us. But today, we know we can count on Social Security to help hold our families together, and protect us against the unexpected hazards of life. And women — in particular — have a stake in saving Social Security for the future. Women represent the majority of all aged recipients. And it's the single reason why half of all American women over 65 are not living in poverty. That's a stunning statistic and one that I think about as I travel around or go to church or visit people or look out the window of car — and realize that of every two women I see — one of them would be impoverished if it were not for Social Security.

So this debate about Social Security that is going on right now in Congress — and I hope around the country — is important for every American. But It is especially important for women.

But when we talk about strengthening the economic security of women today — we can't stop at Social Security. We have to save Medicare as well. And again, this is a problem not just for older Americans but for all of us who have older relatives, and feel responsible for someone over 65. So many people I know, or who I've met over the years — have had to quit a job, or cut back on hours they can work — or go to extraordinary lengths to take care of an older relative or friend.

A few weeks ago at the White House, I met a woman whose mother is in a very advanced state of Alzheimers. She and her husband couldn't afford to put her in a home, and they really didn't want to anyway. So she quit her job so she could be a full time caretaker. That meant her husband had to take on more work to try to maintain their standard of living. And when people are making those kind of sacrifices, and doing the right thing, then we need to give them the support they need to continue to do what they know is right for themselves and their families -- including financial and other help for those providing long term care to their parents and other relatives. And we know that the majority of those providing that care are women.

One of the most important things we can do to help keep our families economically secure, and to help parents meet their many obligations both to their children and to their aging parents — is to once and for all — close the pay gap between men and women. To once and for all — guarantee equal pay for equal work. Just last week, the AFL-CIO released a new report that confirms

Family Agenda

- Child Care

- After school care

- long term care

- family medical leave act

This is a time of great promise for the women of America. We are so blessed; and we should be so grateful — no matter what our own circumstances are — that we live at time and in a society where we do have the opportunities that we have before us today. But we must ask ourselves. With all of this progress and prosperity, is this the time to retreat into our own worlds,

EQUAL PAY FOR WORKING FAMILIES

**NATIONAL AND STATE DATA
ON THE PAY GAP AND ITS COSTS**

EXECUTIVE SUMMARY

**A Joint Research Project of the
AFL-CIO and the
Institute for Women's Policy Research**

Executive Summary

Equal pay is a bread-and-butter issue for working families. More than two-thirds of all mothers in the United States work for pay. Two-earner families are today's norm among married couples, and a growing number of single women provide most or all of their families' support. Altogether, almost two-thirds of all working women and slightly more than half of married women responding to the AFL-CIO's 1997 *Ask A Working Woman* survey said they provide half or more of their families' incomes.

Little wonder, then, that 94 percent of working women in the *Ask A Working Woman* survey—almost every one—described equal pay as “very important,” that two of every five cited pay as the “biggest” problem women face at work; and that one-third of all women and half of African American women said that, despite its importance, they do not have equal pay in their jobs.

To better understand the wage gap for women and people of color in the United States and to better measure the price that wage inequality exacts from families and individual workers, the AFL-CIO and the Institute for Women's Policy Research (IWPR) jointly undertook a national study, including state-by-state breakouts, to analyze recent data from the Census Bureau and the Bureau of Labor Statistics.

The study confirms many recent analyses, finding that women who work full-time are paid only 74 cents for every dollar men earn—or \$148 less each week. Women of color who work full-time are paid only 64 cents for every dollar men overall earn—or \$210 less each week. Going further, the study uses more refined

techniques to explore the dimensions, and the full cost, of unequal pay.

Working Families Pay a Steep Price for Unequal Pay

America's working families lose a staggering \$200 billion of income annually to the wage gap—an average loss of more than \$4,000 each for working women's families every year because of unequal pay, even after accounting for differences in education, age, location and the number of hours worked.

- If married women were paid the same as comparable men, their family incomes would rise by nearly 6 percent, and their families' poverty rates would fall from 2.1 percent to 0.8 percent.
- If single working mothers earned as much as comparable men, their family incomes would increase by nearly 17 percent, and their poverty rates would be cut in half, from 25.3 percent to 12.6 percent.
- If single women earned as much as comparable men, their incomes would rise by 13.4 percent, and their poverty rates would be reduced from 6.3 percent to 1 percent.
- Working families in Ohio, Michigan, Vermont, Indiana, Illinois, Montana, Wisconsin and Alabama pay the heaviest price for unequal pay to working women, losing an average of roughly \$5,000 in family income each year.
- Family income losses due to unequal pay for women range from \$326 million in Alaska to \$21.8 billion in California.

The Size of the Pay Gap Varies by State

While the wage gap is much smaller than the national average in some states, the numbers do not automatically signal improved economic status for women. The primary reason for women's relatively improved status in many states is that the wages of minority men are so low. This is particularly true for the District of Columbia, Arizona, California, New York, North Carolina, Texas and Virginia.

- Women who work full-time are paid the least, compared with men, in Indiana, Louisiana, Michigan, Montana, North Dakota, Wisconsin and Wyoming, where women earn less than 70 percent of men's weekly earnings.
- Women of color fare especially poorly in Louisiana, Montana, Nebraska, Oregon, Rhode Island, Utah, Wisconsin and Wyoming, earning less than 60 percent of what men earn.
- Even where women fare best compared with men—in Arizona, California, Florida, Hawaii, Massachusetts, New York and Rhode Island—women earn little more than 80 percent as much as men.
- Women earn the most in comparison to men—97 percent—in Washington, D.C., but the primary reason women appear to fare so well is the very low wages of minority men.

- For women of color, the gender pay gap is smallest in the District of Columbia, Hawaii, Florida, New York and Tennessee, where they earn more than 70 percent of what men overall in those states earn.

Unequal Pay Hurts Men, Too

As the percentage of women in an occupation rises, wages tend to fall. Workers who do what traditionally has been viewed as "women's work"—clerical workers, cashiers, librarians, child care workers and others in jobs in which 70 percent or more of the workers are women—typically earn less than workers in jobs that are predominately male or are integrated by gender.

- Both women and men pay a steep price for unequal pay when they do "women's work": The 25.6 million women who work in these jobs lose an average of \$3,446 each per year; the 4 million men who work in predominately female occupations lose an average of \$6,259 each per year—for a whopping \$114 billion loss for men and women in predominately female jobs.
- At the state level, women who work in female-dominated jobs could increase their salaries from \$2,112 per year in Missouri to a high of \$4,707 in Delaware if they had equal pay. Annual wage gains for women in these jobs would exceed \$3,000 on average in 36 states. In 34 states, wages would increase by at least \$2,500 for women of color in female-dominated jobs.

- For men in female-dominated jobs, state average increases would range from \$3,533 annually in the District of Columbia to \$8,958 in Delaware if pay inequality was eliminated. Minority men would see increases ranging from \$1,918 in Colorado to \$7,996 in Alaska.
- Minority men who belong to unions bring home 44 percent more—\$177—each week than nonunion men of color.
- Unions also help close the wage gaps based on gender and minority status for their members. Women represented by unions earn almost 84 percent as much as union men, while unionized workers of color make about 81 percent as much as unionized white workers.

Unions Mean Big Pay Gains, Smaller Pay Gaps

Union representation is a proven and powerful tool for raising workers' wages, particularly for those most subject to labor market discrimination: women and minorities.

- The typical female union member earns 38 percent more per week—\$157—than a woman who does not belong to a union.
- Unionized women of color earn almost 39 percent more—\$135—than nonunion women of color. In fact, minority union women earn \$45 a week more than nonunion white women.

In the 35 years since the equal employment laws passed, women and people of color have made significant strides into the mainstream of the American workplace. But lingering unequal pay robs women and their families of economic security, doubling poverty rates for today's workers and threatening reduced retirement income and greater poverty tomorrow.

There are three clear routes to ensuring that women receive equal pay: vigorous enforcement of current equal pay laws, passage of stronger and better equal pay laws and greater protections for workers' right to organize together into unions.

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FIRST LADY HILLARY RODHAM CLINTON
WOMEN'S EVENT
THE WHITE HOUSE
MARCH , 1999

Acknowledgments:

Shalala, Kennelly; women's groups, ~~without whom we would not be here;~~

Advaray

~~Without them~~, without all of you here today, and without the countless women and men who are not here but who have worked toward the advancement of women in our society-- we could not have made the progress we've made over the past six years,

Tyler
Raisin
We've made a difference in the lives of ordinary people, with the earned income tax credit and the minimum wage: has helped lift women and families and children out of poverty; we've made a difference in people's lives with the Family and Medical Leave Act -- which has enabled millions of working parents the chance to care for an aging parent or sick child; or a newborn baby; -- and keep their jobs; we've made a difference in people's lives by making our streets safer, with the crime bill of 1994, and put dealing with crime in the forefront of our national agenda; we've made a difference in people's lives by lowering the deficit, and creating millions of new jobs; we've made a difference by bringing down teen pregnancy rates; and abortion rates; all under a pro-choice President who refused to back down on a woman's right to choose.

By putting more people out of work on new roads

These strides forward have demanded courageous and committed leadership; and hard work at the grass roots level. And we have much to be proud of. But as this group knows so well -- now is not the time to let up, or sit back; or give in. Now is the time to complete the unfinished business before us, and become the kind of country we want to be in the 21st Century.

Perhaps the greatest challenge facing all of us today is to save Social Security.

Women's Economic Security

Social Security

Medicare

Equal Pay -- *when we talk about*

Family Agenda

Child Care

After school care

long term care

family medical leave act

Econom
strengthen women's security -- we
what is the purpose of SS? Can't keep up
on expenses to
TSS + M. We must
also know that
one of the most
important ways

This is a time of great promise for the women of America. We are so blessed; and we should be so grateful — no matter what our own circumstances are — that we live at time and in a society where we do have the opportunities that we have before us today. But it's our obligation to ensure that promise is fulfilled not only for all women today — but for our daughters

is the love
to get you
pay for you
work

AMERICAN FEDERATION OF LABOR AND
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Telecopier Transmission

DATE: Monday, March 8, 1999

TO: Christy Mason

The First Lady's Office

The White House

FAX Number 456-5709 410 664-1406

FROM Working Women's Department

Comments

There is/are 7 page(s) following this sheet. This telecopy material has been sent via XEROX 7024. If you have any questions or problems, please call:

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We can receive transmissions via FAX 24 hours a day.

Andrew Taylor
3/3 881
4/21 } *man*
2

**OFFICE FOR WOMEN'S INITIATIVES AND OUTREACH**

TO:

Christy Macy

FAX:

6-5709

DATE:

4/30

NUMBER OF PAGES (INCLUDING COVER SHEET):

5

FROM:

- ☐ Audrey Tayse Haynes, Director
☐ Sondra Seba, Agency Representative
☐ Robin Leeds, Agency Representative
☒ Tania Lopez, Special Assistant to the Director
☐ Other

NOTES:

I'll pull some more things
together for you.

THE WHITE HOUSE
OFFICE FOR WOMEN'S INITIATIVES AND OUTREACH
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EQUAL PAY

Vice President announced Administration's support for legislation, introduced by Senator Daschle and Congresswoman DeLauro, to strengthen the laws that prohibit wage discrimination against women.

1) **Legislation to Improve Enforcement Wage Discrimination Laws**

The Daschle Bill was introduced to improve the enforcement of wage discrimination against women and to strengthen the remedy provisions in the Equal Pay Act (EPA) to allow for compensatory and punitive damages.

The legislation includes:

- Increased Penalties for the Equal Pay Act (EPA). The bill Amends the EPA to allow for full compensatory and punitive damages
- Non-retaliation Provision. Currently, employers can take action against employees who share information on pay. The bill amends the EPA to prohibit employers from penalizing employees for sharing info about salaries with co-workers.
- Class Actions. The bill amends the procedures for filing class actions under the EPA to conform with the procedural rules for filing federal class actions in other areas.
- Training, Research, Education, and Outreach. The bill requires the EEOC to provide training for its employees, subject to the availability of funding, on matters involving discrimination in the payment of wages. The bill also requires DOL to undertake research in the area of sex-based pay disparities; provide information on means of eradicating such disparities; assist State and local information and educational programs; recognize and promote the achievements of employers that have made strides to eliminate pay disparities; and convene a national summit to discuss and highlight the issue of sex-based pay disparities.
- Pay Equity Award. The bill establishes "The National Award for Pay Equity in the Workplace," to be administered by DOL, to recognize and promote the achievements of employers that have made strides to eliminate pay disparities.

Why is the legislation is necessary?

- More than 3 decades after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of unfair pay differentials.
- Average woman works a full year +3 months to earn the same pay that men earn in one year

- white women earn .74 for every \$1 men earn
black women earn .63 for every \$1 men earn
Hispanic women earn .53 for every \$1 men earn
- Women hold over 45% of all executive and managerial jobs, their wages are only approximately 70% of the average pay of men

2) **Administration Initiatives**

- Memorandum of Understanding (MOU) between EEOC and DOL.
- 10-Step Voluntary Self-Audit for Businesses and Employees. To help employers who would like to improve their pay and hiring practices, DOL will place on the Internet a 10-step package that gives companies guidelines in determining whether they offer equal pay, hiring, and promotional opportunities
- Increased Data Analysis on Pay Equity. DOL will publish an annual report on pay differences by gender. Purpose of report --to highlight the important issue of wage disparities.
- Guide to Recruitment and Retention of Women in the Federal Government. OPM is publishing a new Guide on Recruitment and Retention of Women in the Federal Govt., which contains information to make agency managers aware of career opportunities for women and to provide guidance on recruitment and career development for women.
- Federal Contractor Best Practices. DOL will publicize successful programs of federal contractors by placing them on DOL's web site.

CHILD CARE

The President's FY 1999 budget will include approximately \$20 billion over five years for child care, the largest single investment in the nation's history.

The President's proposal will help working families pay for child care, build the supply of good after-school programs, improve the safety and quality of care, and promote early learning.

- **Doubles the number of children receiving child care subsidies--**to more than 2 million by the year 2003 by increasing funding for Child Care and Development Block Grant by \$7.5 billion over 5 years.
- **Increases tax credits for three million working families to help them pay for child care--**by investing \$5.2 billion over 5 years in the Child and Dependent Tax Credit. Will also provide tax credit for businesses that offer child care services for their employees.
- **Provides after-school care for 500,000 children per year** by expanding the 21st Century Community Learning Center program by \$800 million over 5 years to provide funds to school-community partnerships to establish or expand programs for school-age children.
- **Improves child care safety and quality and enhances early childhood development--**by establishing a new Early Learning Fund as well as supporting enforcement of state child care health and safety standards, providing scholarships to up to 50,000 child care providers per year, and investing in research and consumer education.

The initiative is an important part of the President's agenda to strengthen America's families. **Because of the President's leadership, we have already seen the following:**

- 1) federal funding for child care has increased by nearly 70% since 1993
- 2) the 1996 welfare reform law increased child care funding by \$4 billion over 6 years
- 3) the Healthy Child Care America Initiative is ensuring that children in child care are in safe healthy environments
- 4) Head Start funding has increased more than 57% since 1993, serving more than 830,000 children and their families
- 5) the first ever White House conferences on child care and early development were held in 1997

EDUCATION

K-12

President's balanced budget proposal includes historic investments in K-12 education:

1) Modernize Schools

- For students to learn and compete in the global economy--schools must be well-equipped and able to accommodate smaller class sizes
- The President is proposing a federal tax credits to modernize and build more than 5,000 new schools--1/2 of this will be allocated to the 100 school districts with the largest # of low-income students

2) Reduce Class Size

- The Presidents budget includes a \$12.4 billion initiative over 7 years to help local schools provide small class sizes
- Hire an additional 100,000 teachers

3) Achieve High Standards

- Balanced Budget includes proposals to ensure that all students attend schools where high standards are taken seriously

School Construction

The problem: is deteriorating schools and growing enrollment; The American Society of Civil Engineers gave our schools an "F" in its infrastructure report card this year. 1/3 of our schools need major repair. Enrollment is surging, we need to build 6,000 new schools in the next decade.

1) Legislation--Moseley-Braun School Modernization Amendment to H.R. 2646, the Education Savings Act for Public and Private Schools

- The School Modernization Amendment is designed to address a nationwide school facilities crisis.
- Amendment leverages our money by creating zero-interest bonds for states and school districts to issue to finance improvements

**FIRST LADY HILLARY RODHAM CLINTON
REMARKS TO THE NEW YORK WOMEN'S AGENDA STAR BREAKFAST
NEW YORK CITY
NOVEMBER 30, 1994**

[Acknowledgements: Elinor Guggenheimer, Mrs. Cuomo, Mrs. Guiliani, Gloria Steinem (chair of the breakfast)]

It is a great privilege for me to be with all of you this morning, and also to be in the company of John Mack Carter, Coy Ecklund, and Howard Rubenstein, who have done so much to support women over the years.

I think it's important not to underestimate their contributions, nor the contributions that all of you have made in furthering the women's agenda here in New York, because ultimately progress depends on a cooperative effort involving women and men working together. Not just making token efforts but really getting involved, giving time and energy and resources, and being willing to stand up for the causes you believe in.

Ellie mentioned a range of issues that NYWA will be working on in the coming year. The fact that women from 53 organizations have come together to make their voices heard on such issues as economic empowerment, child care, elder care, foster care, domestic violence and so many others, speaks to the universality of women's concerns.

You are involved because you have a sense of the challenges and struggles we face -- not only as women, but as a society. And you share a vision of how we might meet those challenges to become the kind of society we ought to be.

At a time when the world is undergoing dramatic change, when there is a rise in insecurity and anxiety caused by rapid economic and social transformation, we have to rebuild. We have to rebuild how we see the world, and how we see ourselves. We have to overcome cynicism, discrimination, and hatred.

But we must also work to alleviate the legitimate pain of people -- men and women -- who are struggling to make their way in our society. People who are working hard for seemingly fewer rewards. People who are squeezed from inside and out -- financially, personally, and professionally. People who have lost faith in the concept of the American Dream.

And I think it's useful at times like this to turn to the real experts -- people like you, who are leaders in the professions and know first-hand the kinds of challenges women face every day in our society.

You know that the path to rebuilding our families, our communities, and our most vital institutions requires us not only to value the work women do, but also their vision. The vision that comes from being the primary caretaker in a family -- whether caring for children, aging parents, or siblings. The vision that comes from working against the odds to succeed in a profession that was once off-limits to women. The vision that comes from having to weigh day-in and day-out the balance between career and family.

One of the most interesting pieces of research I've seen recently was a survey released earlier this month by the Women's Bureau at the Department of Labor. In an unprecedented outreach effort, this Administration asked more than 250,000 women to fill out surveys about their lives.

What we heard is that women who are in the workforce -- outside the home -- want the same things all of us want. They want respect. They want equal pay for the work they do. They want the opportunity to balance their work and family responsibilities. And they don't think they are getting enough of those choices now.

When the results of this survey, called *Women Count*, were announced in Washington a few weeks ago, three women spoke about their personal experiences. One woman had joined the workforce late in life and talked about how important work was for her because it provided health insurance for her family. Another woman spoke about how difficult it was to go home at the end of the day and take care of her children's needs, particularly to help with homework, to listen, to be there for them. And the third woman had been in a non-traditional job, raised three daughters as a single mother, and all she really wanted was the chance to compete for promotion and job opportunities she thought she deserved.

As I listened to each of these women I knew that, at one time or another, I had been in every situation they found themselves in -- and I think most of us can say that. I knew the feelings they described. The conflict. The guilt. The excitement. The confusion. The hopes and dreams.

All my life, since I started with part-time jobs or sought part-time jobs [name some of them], I had known how difficult it would be to do what I wanted to do. At every turn, it seemed there was someone who was willing to dispense advice to me -- usually advice discouraging me from taking an uncharted path.

But I think all of us in this room, and all of the women who stay at home with their children, know that there is only one person who really knows what path is appropriate for a woman -- and that is the woman herself. Each of us must make choices that

fit the particular circumstances of our individual lives. And those choices must be respected, rather than labeled or categorized or judged by some irrelevant or out-of-date standard.

I think about the choices I've been able to make. I was able to take some time off when my daughter Chelsea was born. For the most part, I've been able to work in jobs that allowed me to go to her school activities and be at home most nights and weekends.

In my office at the White House we've tried to be sensitive to women with small children and other family obligations by enabling our colleagues to work from home when they needed to or arrange their hours in ways that maximize their flexibility. One woman even brought her baby into the office with her, which worked remarkably well because everyone was anxious to help her succeed at a point in her life and career when there were extraordinary demands on her time and energy.

We can also make progress on a larger scale, and the President has begun to do that -- not only by signing the Family and Medical Leave law and working to pass the Earned Income Tax Credit -- but through the appointments he has made.

He has appointed some of the most qualified people ever to sit on the federal bench. And it just so happens that those appointments include more women and people of color to the judiciary than ever before. The same is true for the senior levels of government.

Hopefully, in the jobs they do, those appointees will reflect the choices and experiences -- in short, the vision -- that comes from being a woman in our society. That might mean inspiring a sense of cooperation and community to help resolve conflicts. Or it might mean being demanding and aggressive -- even pushy -- when it comes to issues affecting children and families.

And that is true for all of us, no matter what jobs or roles we're in, or what choices we make for ourselves. Whether you are Madeleine Albright, Laura Tyson, the President of the Nurses Association, the head of the PTA, the neighborhood mom who knocks on doors registering people to vote, or the grandmother who sits on the porch and tells stories to kids on the block, your voice and vision as a woman are essential to our progress as a society.

I look around this room and there is so much excitement here. Excitement about the jobs you do, the causes you believe in, the contributions you make in your personal and professional lives.

And I'm reminded of the wonderful words of Madam C. J. Walker, who laid the foundation for the black hair care business

in this country. She said: "I got myself a start by giving myself a start"

And I think the same can be true for all of us collectively, if we continue to share our energy, spirit, and vision so that our voices as women are heard, our vision is respected, and our choices remain ours alone to make.

Thank you very much.

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To Christy. 3098
65709

Fourth, we must empower parents, with more information and more choices. In too many communities, it is easier to get information on the quality of local restaurants than the quality of local schools. Every school district should issue report cards on every school.

And parents should have more choice in selecting their public schools. When I became President, there was one independent, public charter school in all of America. With our support, there are 900 today. My budget assures that early in the next century, there will be 3000.

Fifth, all states and school districts must adopt discipline policies to ensure our classrooms are places of learning.

Let's do one more thing for our children. Today, too many of our schools are so old they're falling apart, or so overcrowded students must learn in trailers. Last fall, Congress missed the opportunity to change that. This year, with more than 53 million children in our schools, Congress must not miss that opportunity again. I ask you to pass our program to build or modernize 5000 schools.

If we do these things -- end social promotion, turn around failing schools, build modern ones, support qualified teachers, and promote innovation, competition and discipline -- we will begin to meet our generation's historic responsibility to create 21st Century schools.

21st CENTURY SUPPORT FOR AMERICAN FAMILIES

We must do more to help the millions of parents who give their all every day at home and at work.

The most basic tool of all is a decent income. Let's raise the minimum wage by one dollar an hour over the next two years.

And let's make sure women and men get equal pay for equal work by strengthening enforcement of equal pay laws.

Working parents also need quality child care. Again, I ask the Congress to support our plan for tax credits and subsidies for working families, training for child care providers, and expanded after school programs. Our plan also includes a new tax credit for stay-at-home parents. They need support too. These families

improved child care quality so that kids are ~~more~~ safe and healthy
school ready to learn

Sounds like he thinks of them as "they" -- not us.

The Family Medical Leave Act -- the first bill I signed into law -- has helped millions of Americans care for a new baby or an ailing relative without risking their jobs. We should extend Family Leave to 10 million more Americans working in smaller companies.

Parents should never face discrimination in the workplace. I will ask Congress to prohibit companies from refusing to hire or promote workers simply because they have children.

America's families deserve the world's best medical care.

Thanks to federal support for medical research, we have begun testing the first drugs to prevent cancer, and introduced the first effective drugs to treat AIDS. With new discoveries about the process of aging itself, we are on the verge of new treatments to prevent or delay diseases from Parkinsons to Alzheimers to arthritis.

As we continue our advances in medical science, we cannot let our health care system lag behind.

Managed care has transformed medicine in America -- driving down costs, but threatening to drive down quality as well. Every American should have the right to the best care, not just the cheapest. The right to see a specialist. And the right to emergency care.

I am now extending these rights by executive authority to the 85 million Americans served by Medicare, Medicaid, and other federal health plans. But only Congress can enact the Patients' Bill of Rights for all Americans. Last year, Congress missed that opportunity. This year, for the sake of our families, Congress must not miss that opportunity again.

As more of our medical records are stored electronically, the threats to our privacy increase. Either by an act of Congress or by executive authority we will protect the privacy of medical records, this year.

Two years ago, we extended health insurance that will cover up to 5 million children. Now, we should make it easier for small businesses to offer health insurance, and give people between the ages of 55 and 65 who lose their health insurance the chance to buy in to Medicare.

No one should have to choose between keeping health care and taking a job. We should pass the historic bipartisan legislation, proposed by Senators Jeffords, Kennedy, Roth and Moynihan, to allow people with disabilities to keep Medicaid health insurance when they go to work.

Many employers and working families still can't afford health insurance. We need to enable community health centers and public hospitals to provide basic, affordable care for families without coverage. My budget makes a down payment toward that goal.

And we must continue to ensure access to family planning and reproductive health care -- free from the fear of violence.

We must step up our efforts to treat and prevent mental illness. No American should ever be afraid to recognize and treat this disease. This year, we will host a White House Conference on Mental Health. With sensitivity and commitment, Tipper Gore is leading our efforts here -- and I thank her.

As everyone knows, our children are targets of a massive media campaign to hook them on cigarettes. I ask this Congress to resist the tobacco lobby. Together, let's reaffirm the FDA's authority to protect children from tobacco, hold the tobacco companies accountable, and protect tobacco farmers.

In all these areas -- minimum wage, family leave, child care, health care and the safety of our children -- we can begin to meet our historic responsibility to strengthen our families for the 21st Century.

A 21st CENTURY ECONOMY

Today, America is the most dynamic, competitive, job creating economy in history. A century ago, the average American had to work a week to earn what the average American now makes in a day.

But we can do better -- if we act to build a 21st Century economy for all Americans.

Today's income gap is largely a skills gap. Because of a law I signed last year, workers now can get a skills grant to choose the training they need. This year, I call for a half a billion dollar investment for training Americans who lose their jobs and a national campaign to increase adult literacy for the millions of working people who read at less than a fifth grade level.

In the last six years, we have cut the welfare rolls nearly in half. Two years ago, from this podium, I asked five companies to lead a national effort to hire people off welfare.

Tonight, our Welfare to Work Partnership includes 10,000 companies who have hired hundreds of thousands of people. My budget provides funds to help another 200,000 people move from the dependency of welfare to the dignity and pride of work.

We also must bring the spark of private enterprise into inner cities, remote rural areas, [and Indian reservations], with more support for community development banks,



Steven A. Cohen
02/11/97 05:17:56 PM

Record Type: Record

To: Alison Muscatine/WHO/EOP

cc:

Subject: Mrs. Clinton's remarks at Working Women Mag. luncheon

----- Forwarded by Steven A. Cohen/WHO/EOP on 02/11/97 05:15 PM -----



SUNTUM_M @ A1
02/11/97 05:08:00 PM

Record Type: Record

To: Steven A. Cohen

cc:

Subject: Mrs. Clinton's remarks at Working Women Mag. luncheon

(Names spelled phonetically.)

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

February 10, 1997

REMARKS BY THE FIRST LADY
AT LUNCHEON FOR WORKING MOTHERS MAGAZINE

The East Room

12:45 P.M. EST

MRS. CLINTON: I want to welcome all of you and tell you how pleased we are to have you here. There will be a program after lunch, but for now, just enjoy the lunch and have a chance to talk with each other. And I'm so grateful for this opportunity to have you all here. (Applause.)

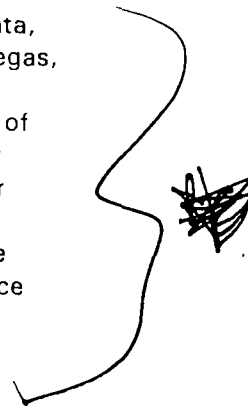
Well, thank you again for joining us for this luncheon.

I particularly want to thank those who are responsible for us being able to have this time together. Working Mothers Magazine has been a very important source of information, support, comfort for many working mothers, and you'll hear in a little while from the editor in chief, Judson Colbrath*. And I wanted to also introduce and thank Jay McDonald*, who is the CEO of McDonald Communications which owns Working Mothers and Working Women and Ms Magazine. And their deciding to honor women who work both in the home and outside the home has been a real breakthrough, and we're delighted that so many of the honorees could join us.

I also want to thank Betsy Myers, of the White House Office on Women and Women's Affairs, for helping to organize this. And I also want to thank the magazine for working so closely with Betsy and others in the administration on a number of issues that are important, we think, to working parents. Many of those initiatives have been supported by this magazine, including advocating for family friendly workplaces, and the Family and Medical Leave Act, and increased access to affordable and quality child care, and retirement equity, and breaking the glass ceiling, and issues as were discussing at our table concerning children's education and development and health and well-being.

So this is a meeting of minds of many people who have worked on issues of importance to parents, with particular attention to the challenges faced by women who work in the home and outside the home.

I have, in the last four years, had the privilege of speaking with many working mothers around the country -- in Atlanta, and Santa Fe, and Boston, and Chicago, and Pittsburgh, and Los Vegas, and Denver, and many other cities. Their names are not public, as many of you are because of your success and position in the world of work, but they often balance gracefully the challenges of their daily duties. And they have been and have become a driving force in our country, politically, socially, and economically, as we struggle to *determine how we're going to promote stronger families, encourage productivity in the workplace, and achieve a greater sense of balance in our personal and collective lives.*



I invited some of the women who I have met around the country to join us in this luncheon because each of them represents millions of other women -- women who won't be invited to the White House, but who I wish could be because I want all women, particularly working women who feel at the end of the day, as I often used to feel

and still do, that I just can't get anything else done. And yet, keep going and get up and do it again. And I'd like to just take a minute to introduce these women whom I've invited.

Tina Garcia is a properties management company owner in Virginia. I met her at a discussion in Silver Spring. She grew up on welfare, was a single mother for eight years. She couldn't afford child care, so she improvised by literally working around the school schedule and bringing her children to work when school was out. She also did something that I hope more and more women will be encouraged to do and that we help them do, and that is she shared duties with another single mother who didn't drive. She created a village; she created a mutually supportive network. Tina would leave her children with that woman and in return run errands and do grocery shopping for her. Despite all of the obstacles that she faced, she was determined to succeed, and she has.

And Tina, will you just stand up for a minute and let me introduce you to our audience. (Applause.)

I have thought a lot about the next woman whom I met also in Silver Spring. Pamela Kieger* is a single mother of three. She lives in Maryland. She holds two jobs, one as an administrative assistant during the day, and the second working as a caterer several nights a week. She wants her children to have the chance to go to college, but most of her salary goes to rent and child care costs. If it were not for her teenage daughter who looks after the two younger children while Pam works at night, she doesn't know what she would do.

She also regrets very much that her work schedule prevents her from attending school functions or even meeting with her children's teachers. She doesn't get time off to do tasks like that. And she, I remember, said, you know, parents should have the option of influencing their children in school, but I don't have that.

I think often about Pam. I saw her today when she came to this lunch and asked her how her children were doing, particularly that teenage daughter who does so much to help her. And she told me they were doing well and she's hoping that they'll be able to scrape the money together so that her daughter can go to college as she deserves to do.

Pamela, where are you? Will you stand up? (Applause.)

Beatrice Rudder* broke the glass ceiling when she became the first woman firefighter in the District of Columbia, and she was recently promoted to battalion chief. She's also pursuing a master's degree and she spends every minute that she can with her eight year old son. She worries, though, as many of us do, about being in the sandwich generation, and she will soon be facing the costs of college tuition for her son, as well as helping to care for her aging parents.

When we talk about working mothers it's important, I think, for all of us in our mind not just to think about the children we care for, but also about our older parents as well. And, Beatrice, will you stand, please? (Applause.)

Now, Lisa Thomas is somebody I met in Pittsburgh, and she drove all the way to be here today. She got time off from work. She's a single mother of four children, and she came up with an innovative way to care for her own children, by working as a teacher at a child care center that gives her a discount. She earns \$6 an hour, works five days a week, relies on the state of Pennsylvania to help her cover the costs of her children's health care, dental costs, and provide food stamps for them. Her health care benefits for her, personally, are provided through her employer.

And I think it's important for all of us as we change the way our government works to keep not just the abstract statistics in mind, but the real people. Lisa is working as hard as she knows how to work and is doing the best she can for her children and she needs to know that there are those of us who want her to succeed and want her children to succeed.

So, Lisa, would you stand, too? (Applause.)

You know, the concerns of Tina and Pam and Beatrice and Lisa are the same all over our country -- how do we get enough time, how do we deal with the challenges that we face in the workplace, how do we make sure that women are paid what they deserve to be paid. The statistics are still pretty daunting -- that four out of five Americans women work full-time, many out of economic necessity, and nearly 75 percent of working women earn less than \$25,000 a year. Women still earn about 72 cents to a man's dollar, and even less as they age.

Child care can cost between \$4,000 and \$5,000 a year. That means, for a single mother working on the minimum wage, nearly half of her annual income will be taken up by child care. And 10 million children still lack health insurance.

Now, these issues that are talked about in Working Mothers Magazine and talked about among all of us are real issues on people's minds and need to be part of our political debate. Some of you may recall that during the last presidential campaign some of these issues were described by commentators as the feminization of politics. Well, that's an unfortunate term, as I have said before, because after all, I think most fathers also worry about whether their children are in safe, dependable, affordable child care. Most men, as well as women, want to be able to take time off when a family member is gravely ill. And most sons want to ensure that their elderly parents have health care coverage in the later stages of their own life.

Instead of the feminization of politics, I prefer to think of this phenomenon as the humanization of politics. And what we have seen being played out in the political arena is what we have seen being played out in our own lives. The gender gap, which we

heard a lot about, is simply a measure of how women who are, after all, experts on the hazards and vicissitudes of life, vote their self-interest and their values.

So I think that we should begin to value the concerns that we bring not only to the public arena, but the marketplace as well, and start thinking about how to create the balance in our lives and in our society that will enable working mothers, such as the ones we honor today and the millions who will never be honored, to feel that they can succeed both at home and at work.

For those of you who are in politics and cover politics, we've always heard about real politic, which describes the balance of power among nations. But I think what we're hearing about now is real life politic, how do we create the right balance in our own lives and in our larger collective life. And regardless of political affiliation or economic standing, we all have a stake in making sure that balance works, so that women are able to make the choices that are right for them at the various stages of their life.

We honor some women today who have clearly shown that they know how to strike that balance, but behind every smile you will see you can imagine there's been a lot of sleepless nights, a lot of juggling, a lot of challenges that have been balanced as best as any of us could.

And also, I wanted to be sure to bring the four women who I highlighted today because those of us in this room, and

particularly those of us being honored, are very lucky, indeed. We have had supportive families, good educations, being in the right place at the right time, a lot of hard work, and can afford many of the aids that enable us to keep some sane balance in our own lives. That is not the case for millions and millions of other women.

So as we honor those who will be here today, I think if we really want to do working mothers honor we should think about ways we can help every woman be successful at home and at work.

Thank you very much. (Applause.)

END

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