

FMCA Event 7-95

PHOTOCOPY
PRESERVATION

FMLA Mtg

- 30 min late

Children's Inn -- NHT

Small Event

Dr. Artwood - Church Lady - AKK

SC Chordeau - Brother Died - Atlanta

- Problems {
- (1) Tape Friday at Inn - Families
 - (2) ~~Give~~ Sat at Inn ①
 - (3) Tape Friday at oval
 - (4) ~~Give~~ Sat at oval - Radio ②
 - (5) Picture at Inn on Saturday < ③
 - (6) Picture oval on Sat f no Radio ④

Declaration

War King Families
Common Ancestor of FMLA
War King Families

Propose Cong Dec.

SUCCESS STORIES TO MARK 2ND ANNIVERSARY OF
FAMILY AND MEDICAL LEAVE ACT

1. KENNY AND ROSEMARIE WEAVER, Lavaca, TX - In 1993, he thanked the President for signing the Family and Medical Leave Act because it enabled him to spend the last weeks of his daughter's life with her. His daughter died one week later of leukemia.
2. DIANE AND MELVIN ATWOOD, Little Rock, AR - Diane thanked the President at their hometown church for FMLA. She said FMLA had saved her life and her family because she needed expensive treatments for Hodgkins' disease. Without FMLA, she couldn't have afforded the experimental drug that saved her life.
3. JOYCE YOUNG, Cleveland, OH - Joyce, a nurse, took family leave to adopt three children from Costa Rica. After the President signed the Family and Medical Leave Act, but before she left for Costa Rica, her hospital implemented a FMLA policy. She had originally thought she needed to quit her job to get the leave, but because of FMLA she stayed.
4. KEVIN AND KIM KNUSSMAN, Easton, MD - Kevin, a paramedic and member of the Maryland State Police, unsuccessfully sought eight weeks of leave under FMLA to care for his infant daughter after his wife fell ill after giving birth. Kevin feels that support of the family unit through legislation can work to bring about the change in attitudes needed to protect the American family.
5. EMPLOYERS WHO SUPPORT FMLA: First Chicago Bank, Fel-Pro, Lotus Development Corporation, Patagonia, Bank of America, DuPont. (We have other companies including small businesses.)

ROUTING SLIP

DATE: 7/20/95

FROM: **STEPHEN B. SILVERMAN**
Deputy Assistant to the President and
Deputy Secretary to the Cabinet

SUBJECT: *FMCA information from Susan Wing. To Review at*

*SBS
I like the
family day idea
Tommy*

John Angell

Jeremy Ben-Ami X

Erskine Bowles

Susan Brophy

Gabrielle Bushman

Barbara Chow

Michael Deich

Rahm Emmanuel

Mark Gearan

Pat Griffin

Marcia Hale

Karen Hancox

Nancy Heinreich

Alexis Herman

Kitty Higgins X

Harold Ickes

Tim Keating

Lorraine Miller

Tom O'Donnell *FYI* X

Leon Panetta

Jack Quinn

Jake Siewert X

Nancy Soderberg

Patti Solis

Doug Sosnik

Gene Sperling

George Stephanopoulos

Todd Stern

Stephanie Street

Ginny Terzano

Kim Tilley

Melanne Verveer X

Ann Walley

Dan Wexler

*Betsy Myers
Anne Walley*

*TODAY's 4pm
meeting
SBS*

*X
X*



July 18, 1995

**Commission On Family
and Medical Leave**

SENATOR CHRISTOPHER J. DODD
CHAIR

SENATOR LARRY E. CRAIG

CONGRESSWOMAN
PATRICIA SCHROEDER

CONGRESSMAN
STEVE GUNDERSON

PAMELA L. EGAN

ELLEN BRAVO

LEMORE MILLER

DONNA LENHOFF
VICE CHAIR

RICHARD L. REINHARDT

MARY TAVENNER

LELAND B. CROSS, JR., ESQ.

SCOTIE THERESA NEESE

SECRETARY DONNA E. SHALALA
DEPARTMENT OF HEALTH AND
HUMAN SERVICES

SECRETARY ROBERT B. REICH
DEPARTMENT OF LABOR

SECRETARY RONALD H. BROWN
DEPARTMENT OF COMMERCE

HONORABLE PHILIP LADER
SMALL BUSINESS ADMINISTRATION

SUSAN KING
EXECUTIVE DIRECTOR

To: Steve Silverman
Cabinet Affairs

From: Susan King *SK*
Executive Director

Re: Family and Medical Leave Two
Year Anniversary

The Commission on Leave (a bipartisan 12 member Commission established by Congress as Title III of FMLA) will hold hearings and a meeting on Friday, August 4. Among those testifying is Diane Atwood of Little Rock, Arkansas who stopped the President at Church last April to say how much this law meant to her family when she recently suffered severe Hodgkins Disease.

The hearing will feature individuals and companies that make the case for the law. There will also be some critics.

We have explored three areas that answer your questions from yesterday:

I. BUDGET AND FMLA

If the entire House votes the magnitude of cuts now in the appropriation committee, FAMILY AND MEDICAL LEAVE COULD BE GUTTED. Wage and Hour which enforces FMLA would be cut 12%. On the table at DOL is Wage and Hour's proposal to stop all enforcement of the President's most popular legislation.

The story: A Democratic President and Congress produced an American workplace that is family friendly. The Republicans want to take it from you.

II. PRESIDENTIAL EVENTS AND NEWSMAKING OPPORTUNITIES

A. EXECUTIVE ORDER. There are two options for a presidential "next step" that are short of changing the law itself

1. Federal Contractors. The President could do a "Striker Replacement gesture" by making all companies who do business with the government (200,000) live by the provisions of the law. Now only companies with 50 or more employees are covered. He could say he hopes the Commission will recommend that more U.S. companies be covered. Now only 5% are covered.

2. Federal Workers. The President could extend the leave transfer program for federal workers ...at no cost to the government... so that all employees would be able to benefit from paid leave. Federal workers can bank their sick leave or get loans from fellow workers to cover emergency or sick leaves. An extension would cover adoption and foster care.

B. PRESIDENTIAL DECLARATION

Following the line of our discussion on family values we suggest a Presidential Declaration with no price tag.

President Woodrow Wilson established Mother's Day, Richard Nixon Father's Day. The President could establish Family Day for the first Sunday in August to underline the values of this first piece of legislation the Clinton administration passed.... a law that means Americans no longer have to choose between work and family. Hallmark would love it. Summer weekends are family time. The President could submit a resolution to Congress firmly establishing the date on the American summer calendar. See the attached Gannett News Service rundown.

C. EVENT LOCALES

1. Children's Hospital

Children's Hospital in Washington, D.C. is accustomed to presidential events and would be willing to host the President and FMLA success stories. The hospital estimates that more than 100 families whose children end up at Children's take advantage of the Family and Medical Leave Act each year.

The hospital is a 10 minute ride from the White House and would arrange a "family" event.

2. Children's Inn

NIH which houses its severely ill children's parents at Children's Inn would be willing to host a presidential event. They have not yet provided information

about how many families take advantage of the law, but would be willing to try to find an appropriate child and family.

Children's Inn in Bethesda is a half hour drive or a 15 minute helicopter ride from the White House.

C. WOMEN'S RECEPTION

Friday afternoons are not prime newsmaking venues, but any of the above suggestions (budget message, executive order gestures, Family Day declaration) could be done by the President at a White House reception.

FMLA has been a top priority of the Women's Legal Defense Fund and that organization would generate an enthusiastic audience for a re-affirmation of the President's commitment to FMLA and his promise it will not be undermined.

I would appreciate members of the Commission (who will attend an official and open-to-the-public meeting at 2:00 to 4:00) getting an invitation to such a reception. My only caveat is the bi-partisan nature of the Commission. Voting members number 12 -six Republicans, six Democrats. Their report is due November, 1995 and Chair Christopher Dodd thinks Presidential treatment would make them more receptive to a favorable final report. My original suggestion of a reception event was to remove them from any Presidential "message" conflict.

D. RADIO ADDRESS

If the President's schedule permits a radio address, we would still recommend he give a radio address on FMLA on the actual anniversary of the Act's enforcement: Saturday, August 5. Families who have used FMLA and have touched the President with their stories could be invited to attend the oval office address. It would be an emotional reunion for the families and the President. Cameras could record the moment.

Let me know what you would like me to do next.

cc: Kitty Higgins
Betsy Myers
Jake Siewert
Jeremy Ben Ami

GANNETT NEWS SERVICE, September 2, 1993

--- Origins of some special days:

- Father's Day: Sonora Louise Smart Dodd of Spokane, Wash., was listening to a mother's Day sermon in 1909 when the idea came to her: Why not a similar day for dads? (Her own father had raised six children after his wife died.) The first Spokane Father's Day was in 1910. But dads apparently didn't carry the same clout in Washington, D.C., as moms, and the day was not permanently established until President Richard Nixon signed a Congressional resolution in 1972.

- Flag Day: First observed in 1877 to celebrate the 100th anniversary of the election of the U.S. flag. In 1949, President Harry Truman officially recognized June 14 as Flag Day by signing the National Flag Day Bill. A legal holiday in Pennsylvania.

- Mother's Day: First observed May 10, 1908, as a church service in Grafton, N.J., at the request of Anna M. Jarvis, whose mother had died May 9, 1905. In 1910, the governor of West Virginia issued the first Mother's Day proclamation. Four years later, after a resolution passed both houses of Congress, President Woodrow Wilson proclaimed Mother's Day the second Sunday in May. Jarvis, meanwhile, never became a mother herself, and in later years became disillusioned with the commercialism of the day. She died in a Pennsylvania sanitarium in 1948.

-6280

3.30

757-2104

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ROUTING SLIP

DATE: 7/21/95

FROM: STEPHEN B. SILVERMAN
Deputy Assistant to the President and
Deputy Secretary to the Cabinet

SUBJECT: *Follow-up To yesterday's Meeting - FMLA*
Would like this to go to Billy today! Scheduling Ideas

John Angell	_____	Lorraine Miller	_____
Jeremy Ben-Ami	_____	Tom O 'Donnell	<u>X</u>
Erskine Bowles	_____	Leon Panetta	_____
Susan Brophy	_____	Jack Quinn	_____
Gabrielle Bushman	_____	Jake Siewert	_____
Barbara Chow	_____	Nancy Soderberg	_____
Michael Deich	_____	Patti Solis	_____
Rahm Emmanuel	_____	Doug Sosnik	_____
Mark Gearan	_____	Gene Sperling	_____
Pat Griffin	_____	George Stephanopoulos	_____
Marcia Hale	_____	Todd Stern	_____
Karen Hancox	_____	Stephanie Street	_____
Nancy Heinrich	_____	Ginny Terzano	_____
Alexis Herman	_____	Kim Tilley	_____
Kitty Higgins	<u>X</u>	Melanne Verveer	_____
Harold Ickes	_____	Ann Walley	_____
Tim Keating	_____	Dan Wexler	_____
Betsy Myers	<u>X</u>	Mike Schmidt	<u>X</u>
Janice Enright	<u>X</u>	Jen Klein	<u>X</u>

Schedule Proposal

JULY 20, 1995

Accept _____ Regret _____ Pending _____

TO: William Webster
Deputy Assistant to the President and Director of
Scheduling and Advance

FROM: Kitty Higgins
Assistant to the President and Director of Cabinet
Affairs

RE: To commemorate the 2nd Anniversary of the Family
and Medical Leave Act (FMLA) and establish the
first Sunday in August as "Family Day".

REQUEST: To have the President discuss the Family and
Medical Leave Act in his radio address on August
5th with families who have benefitted from the
Family and Medical Leave Act.

OPTIONS:

1. LIVE 8/5 RADIO ADDRESS AT CHILDREN'S INN
The President travels to Children's Inn at
NIH in Bethesda on Saturday to give live
Radio Address with audience of families with
sick children staying at the Inn, and
families who have used FMLA, some of whom he
has met and mentioned with passion in
speeches.
2. LIVE 8/5 RADIO ADDRESS AT OVAL OFFICE
The President gives a live Radio Address in
the Oval office with an audience of families
who have used FMLA, some of whom he has met
and mentioned with passion in speeches.
3. VISIT CHILDREN'S INN 8/5
The President travels Saturday morning to
Children's Inn at NIH in Bethesda to meet
with families and sick children staying at
the Inn. He could be joined in a reunion
with families who have used FMLA and whom he
has mentioned with passion in speeches.
4. OVAL OFFICE REUNION PHOTO OP 8/5
After a radio address on another issue, the
President has a reunion with families who
have used FMLA and whom he has mentioned with
passion in speeches.

- Proclamation — S-5044

- Bob Armas ~~AMP Council~~

Tim or Sarah — with Council } ASST Mac Lead

- Ex clerk's d/c. } S-3563

↓ Jeff Conitin → 62632

5. TAPED 8/4 RADIO ADDRESS AT CHILDREN'S INN
The President travels to Children's Inn on Friday afternoon to tape Radio Address with audience of families with sick children staying at the Inn, and families who have used FMLA, some of whom he has met and mentioned with passion in speeches.
6. TAPED 8/4 RADIO ADDRESS AT OVAL OFFICE
The President records a Radio Address Friday afternoon in the Oval Office with an audience of families who have used FMLA, some of whom he has met and mentioned with passion in speeches.

PURPOSE/MESSAGE:

To demonstrate how the Family and Medical Leave Act has succeeded in helping the working families of America over the last two years, and to combat a growing movement in Congress to weaken this law.

BACKGROUND:

Saturday, August 5, 1995, marks the second anniversary of the enactment of the Family and Medical Leave Act. The FMLA is perhaps the single most popular of the President's domestic accomplishments, and an August 5 radio address provides a terrific opportunity to reinforce the popularity of the law and the President's leadership ensuring its enactment. More broadly, this is an opportunity to remind the Nation that this has been an Administration of accomplishments -- in the interest of working families.

To underline and advance that message the President could follow in the footsteps of President Woodrow Wilson who established Mother's Day and President Richard Nixon who established Father's Day and declare the first Sunday in August Family Day.

Families invited to a presidential event will include witnesses appearing at the Family and Medical Leave Commission's third hearing in Washington, Friday, August 4, 1995. One of those is Diane Atwood of Little Rock, Arkansas who thanked the President for the law when she saw him at church in April. Another is Kenny Weaver who thanked the President when his dying daughter was granted a wish to meet the President a week before she died.

PREVIOUS PARTICIPATION:

The President signed the Family and Medical Leave Act in a Rose Garden Ceremony on February 5, 1993.

DATE AND TIME: Saturday, August 5, 1995 or Friday, August 4, 1995.

DURATION: 7 minutes for Radio Address; 25 minutes to visit families attending the address.

LOCATION: Children's Inn or Oval Office

PARTICIPANTS: The Commission on Leave would develop a list of possible participants through its list of witnesses at the three hearings. The White House can select from this list.

OUTLINE OF EVENT:

See options.

REMARKS REQUIRED:

Talking Points.

1st LADY'S ATTENDANCE:

Desired.

VP'S ATTENDANCE:

Not necessary.

RECOMMENDED BY: Secretary of Labor Robert Reich

CONTACT:

Susan King, Executive Director or
Diane Quinn, Commission on Family and Medical
Leave, 219-4526

cc:

Erskine Bowles
Harold Ickes/Janice Enright
Mark Gearan
Don Baer
Maggie Williams

DRAFT: 8/2/95

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Supporting Family Friendly Workplaces

I am firmly committed in my belief that we need to continue to pursue initiatives that will strengthen the American Family. We must continue to build upon the capacities of mothers and fathers to work together to raise their children and attend to pressing family and medical needs of their family members.

On February 5, 1993, I signed into law the Family and Medical Leave Act of 1993. This law guarantees an eligible worker the right to take up to 12 weeks of unpaid, job-protected leave in a year to care for a newborn child, or to attend to a seriously-ill spouse, child, or parent, or for one's own serious health condition, with pre-existing health benefits maintained during covered leave periods. Workers protected by this law no longer have to choose between the job they need and caring for the family members they love or attending to their own personal medical emergencies. But the importance and difficulty of accommodating family needs and workplace demands should not be overlooked, even with the fair and sensible family and medical leave policies which this law's minimum protections have brought to the American workplace.

Therefore, today I am directing the Federal departments and agencies to assist me in an effort to review applicable Federal programs, policies, and initiatives and identify further steps that can be taken to ensure that the Federal workforce is fully informed of its rights and responsibilities under the Family and Medical Leave Act. I am also directing these agencies to identify further steps that can be taken to ensure that the Federal Government is a model workplace that is responsive to the needs of working families. Finally, I am asking the heads of the Federal departments and agencies to take every opportunity during the course of their travels and normal agency activities to inform workers, families, and businesses about their rights and responsibilities under the Family and Medical Leave Act.

By February 5, 1996 -- the third anniversary of the signing of the Family and Medical Leave Act -- I am directing all Federal department and agency heads to report back to me on their progress on implementing this directive.

Kate Carr

6-2682

1) Michael finishes
2) Kate checksPublic
Liam

DRAFT

Bibb 2187650

3) Kate walks
through~~{Letter to Corporations of America from the President}~~

fortune 500

Suzanne

2188305

Dear [CEO]:

I am firmly committed in my belief that we as a nation must do everything we can to strengthen the American family. And I also believe that the interests of business and the needs of their workers do not have to be polar opposites.

On February 5, 1993, I signed into law the Family and Medical Leave Act of 1993 (FMLA). FMLA guarantees covered workers up to 12 weeks of unpaid, job-protected leave a year to care for a newborn child or to attend to a seriously-ill spouse, child, or parent, or for one's own serious health condition. Family and medical leave protections have enjoyed the widespread support of a majority of Americans from every walk of life and political background. Until FMLA was passed, the United States was the only industrialized nation with no provisions for family leave. ~~The record of hearings leading to enactment of FMLA indicated the powerful productive advantages of stable workplace relationships and the comparatively small costs of ensuring those relationships would not be dissolved when workers faced pressing family health obligations or their own serious illnesses.~~ FMLA now protects workers from having to choose between the job they need and caring for themselves or the family members they love.

~~In addition,~~ for the past two years that the law has been in effect, it has been a great success and benefit to the workers of America, ~~has~~ been achieved at very little cost to American businesses. The expectation that the law would prompt widespread abuse of leave privileges has not materialized. Nor has a huge government bureaucracy been needed to handle the relatively few complaints that have mostly all been resolved through education and informational outreach.

The Commission on Family and Medical Leave, which was charged under the law to study the effects of existing and proposed policies on family and medical leave and to report its findings to the Congress, has been gathering information and testimony in public hearings. It seems clear that family and medical leave policies are cost-effective to employers and for our nation as a whole, in that they increase productivity and decrease employee turnover, thereby eliminating the expense of permanently replacing trained and experienced employees. And, at the bottom line, these family-friendly policies have helped many people get through some very difficult personal and family crises without having to confront the fear of losing their jobs.

2

But even with the fair and sensible policies that FMLA's protections have brought to the American workplace, the importance and difficulty of accommodating family needs with workplace demands should not be overlooked when valuing the family unit. I believe that more can be done. I am, therefore, today issuing this challenge to the corporations of America to identify initiatives that may be pursued to educate their workforces on family and medical leave rights and to develop policies which enhance family-friendly workplaces and enable employees to balance their family needs with the demands of the workplace. I am also asking, as part of this initiative, that you report, by no later than February 5, 1996, which is the third anniversary of the signing of the FMLA into law, the findings of your review to me through Labor Secretary Robert Reich.

Sincerely,

William J. Clinton

who should it
go to, if anyone

write to Alexis
Herman, in care of
Public Liaison

I know that you share ~~with~~
me