

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: Chief of Staff

Series/Staff Member: Jennifer O'Connor

Subseries:

OA/ID Number: 8154

FolderID:

Folder Title:
Minimum Wage

Stack:
S

Row:
22

Section:
5

Shelf:
8

Position:
1

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. memo	Don Fowler to Jennifer O'Conner re: Minimum wage bill signing [Personally Identifiable Information] [partial] (1 page)	08/15/1996	b(6)

COLLECTION:

Clinton Presidential Records
Chief of Staff
Jennifer O'Connor
OA/Box Number: 8154

FOLDER TITLE:

Minimum Wage

2016-0531-F

jm1830

RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

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

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Name	Date
<i>Karl Lamm</i>	<i>3/12/99</i> <i>Consolid</i>

CLINTON LIBRARY PHOTOCOPY

DOE - Tobacco

*File
Min
Wage*

**Minimum Wage Bill Signing
AFL-CIO Executive Council**

Babbitt, Randolph
Airline Pilots

✓ ~~B~~ahr, Morton
✓ Communications Workers

✓ ~~B~~ecker, George
✓ Steelworkers

✓ ~~B~~rown, Clayola
✓ Needletrades, Industrial and Textile Employees

✓ ~~B~~ywater, William
✓ Electrical Workers

Carter, Frank
Glass, Molder, Pottery, Plastics and Allied Workers

✓ ~~F~~leming, Mac
✓ Maintenance of Way

Forrest, Carolyn
UAW (Vice President)

✓ ~~F~~riend, Patricia
✓ Association of Flight Attendants

Georgine, Robert
Building and Construction Trades

✓ ~~G~~oodwin, Michael
✓ Professional Employees

✓ ~~G~~reene, Joe
✓ American Federation of School Administrators

✓ ~~H~~all, Sonny
✓ Transport Workers

Haru, Sumi
Screen Actors Guild (Vice President)

✓ ~~H~~aynes, Carroll
✓ Brotherhood of Teamsters Local 237

LaSala, James
Amalgamated Transit

Lynch, Leon
Steelworkers (Vice President)

✓ Mazur, Jay
UNITE

✓ McEntee, Gerald
AFSCME

✓ McKenzie, Andrew
Leather Goods, Plastics, Novelty and Service Workers

✓ Monroe, Mike
Painters and Allied Trades

Moore, Arthur
Sheet Metal Workers

✓ Sacco, Michael
Seafarers

✓ Scardelletti, Robert
TCI

✓ Sombrotto, Vincent
Letter Carriers

✓ Sturdivant, John
AFGE

✓ Sweeney - 2
AFL-CIO

✓ Wages, Robert
Oil, Chemical, Atomic Workers

✓ West, Jack
Iron Workers

Whitehead, Alfred
Firefighters

WHSO DRAFT LAYOUT 1
a/o 8/15; K. Widdess

*Strengthening America's
Families
A New Minimum Wage*

SIGNING OF THE MINIMUM WAGE BILL

Tuesday, August 20, 1996

South Lawn

Max 600 guests/Open Press

Guest Invite: 1:30 p.m.

EV Gate Opens: 1:15 p.m.

PRINCIPAL: 2:00 p.m.

1:00 p.m. IN PLACE TIME.

1:00 p.m. Working families and Adoptive families arrive to the NorthWest Gate and are escorted to Rose Garden.

Staff Contact: Jen Klein, Bibb Hubbard

1:15 p.m. East Visitor Entrance opens for guest arrival. Guests Hold in Sculpture Garden until seated by Social Aides.

Staff Contact: Kim Widdess

TBD Social Aides seat guests on the South Lawn

SOUTH LAWN SET UP (Per J. King) : Marine Band on balcony; Press risers behind seating; cutaway on west side of drive.

Program Stage: New stage (size tbd) on South Lawn outside Dip Room; steps on back and east side; Canopy removed; Blue Goose; (# tbd) chairs/flags on stage; stanchions around stage.

Signing Stage: Stage (3' high, size tbd) on South Lawn, on an angle to Program Stage - off East side of stage; signing table/chair; (#tbd) chairs; flags tbd; steps on East side of stage; stanchions around stage.

Bleachers: Bleachers for 100 starting at Signing Stage height located behind Signing Stage.

RESERVED SEATING:

-Families: Approx. 100

-Members of Congress: Approx. 70

-IGA: tbd

-Cabinet Officials: tbd

-AFL-CIO President

-Others tbd

TBD THE FIRST LADY proceeds to Dip Room (TBD)

1:30 p.m. THE PRESIDENT proceeds to Rose Garden for a brief meet and greet with Working Families and Adoptive Families.

1:45 p.m. THE PRESIDENT and THE VICE PRESIDENT arrive in the Oval Office for briefing.

Briefing Participants: list contact?

- THE PRESIDENT
- THE VICE PRESIDENT
- THE FIRST LADY tbd
- Others TBD

1:55 p.m. Upon conclusion of briefing, THE PRESIDENT and THE VICE PRESIDENT proceed to the Dip Room to greet stage participants.
Staff Contact: tbd

Participants:

- THE PRESIDENT
- THE VICE PRESIDENT
- THE FIRST LADY (TBD)
- Stage Participants (tbd)

2:00 p.m. SPEAKING PROGRAM BEGINS:

Speaking Program Stage Participants:

- THE PRESIDENT
- THE VICE PRESIDENT
- Others tbd

-Stage Participants are announced from the Dip Room and proceed to their seats on stage.

-THE PRESIDENT, THE VICE PRESIDENT and THE FIRST LADY are announced from the Dip Room to honors and proceed to their seats on stage.

-speaking program tbd

2:35 p.m. THE PRESIDENT invites families (and others tbd) to join him at the signing stage.

Signing Stage Participants:

- THE PRESIDENT
- Families (on risers behind stage)
- others TBD

-Families are escorted to the signing stage risers by Social Aides.

-THE PRESIDENT proceeds to signing table stage to sign the bill.

2:40 p.m. Following signing, THE PRESIDENT exits stage and works ropeline.

3:00 p.m. THE PRESIDENT, THE VICE PRESIDENT and THE FIRST LADY depart.

GUEST DEPARTURE: Guests depart South East Gate. Some guests may be escorted to North Grounds for press interviews. Those guests will depart NorthWest Gate.

this doesn't happen

3:05 p.m. THE FIRST LADY proceeds to Residence (tbd) for brief hold

-Adoption Community gathers in Sculpture Garden
Staff Contact: Katie Button

3:10 p.m. Adoption Community proceeds to Blue Room for photo op with THE FIRST LADY.

3:30 p.m. Adoption Community departs East Gate.

CONTACTS:

-Briefing Paper:

-Remarks:

-Working Families: Bibb Hubbard (DOL)

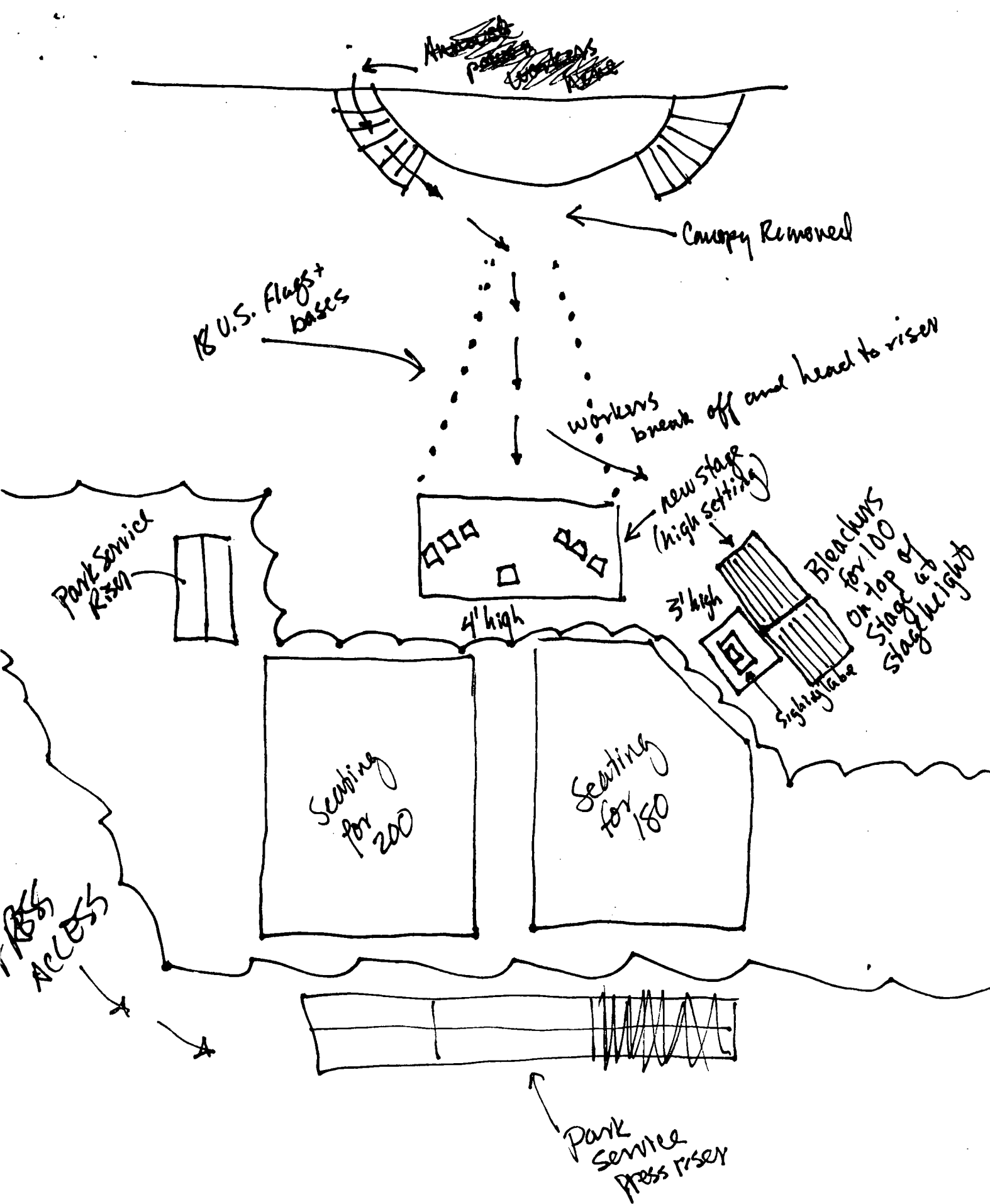
-Adoptive Families: Jenn Klein/Katy Button

-Members of Congress: Anne Cattalini/Janet Murguia

-Elected Officials: Megan Williams/Marcia Hale

-Stage Set up: Josh King

-Guest List: Kim Widdess



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
Washington, D.C. 20503-0001

LRM NO: 4893

FILE NO: 364

6/26/96

LEGISLATIVE REFERRAL MEMORANDUM

Total Page(s):

URGENT

TO: Legislative Liaison Officer - See Distribution below:

FROM: Janet FORSGREN *Janet R. Forsgren* (for) Assistant Director for Legislative Reference

OMB CONTACT- CONNIE BOWERS 395-3803 Legislative Assistant's Line: 395-7362

C=US, A=TELAMAIL, P=GOV+EOP, O=OMB, OU1=LRD, S=BRIATICO, G=ANNA, I=M
brialico_a@a1.eop.gov

SUBJECT: Proposed Report on Raising the Minimum Wage

DEADLINE: 5:00 p.m., Today Wednesday, June 26, 1996

In accordance with OMB Circular A-19, OMB requests the views of your agency on the above subject before advising on its relationship to the program of the President.

Please advise us if this item will affect direct spending or receipts for purposes of the "Pay-As-You-Go" provisions of Title XIII of the Omnibus Budget Reconciliation Act of 1990.

DISTRIBUTION LIST:

AGENCIES:

EOP: • Ken Apfel/M. Cassell
Barry White
Carole Kitti
Janet Himler
• Ellen Seidman
Debra Bond
• Joe Minarik
OMB LA
• Tom Kane
• Mike Schmidt
• Jennifer O'Connor
Jim Murr
Janet Forsgren

LRM NO: 4893
FILE NO: 364

Please include the LRM number shown above, and the subject shown below.

Office of Management and Budget
Fax Number: 395-6148
Branch-Wide Line (to reach legislative assistant): 395-7362

FROM: _____ (Date)
 _____ (Name)
 _____ (Agency)
 _____ (Telephone)

SUBJECT: Proposed Report on Raising the Minimum Wage

_____ Concur
 _____ No Objection
 _____ No Comment
 _____ See proposed edits on pages _____
 _____ Other: _____
 FAX RETURN of _____ pages, attached to this response sheet

NEW REVISED SIDE DRAFT -- 6/26/96 10:30 am

Dear :

The minimum wage must be a living wage if we are to make work pay. In February 1995, I proposed a 90-cent increase in the minimum wage to take effect in two steps in July 1995 and July 1996. A bipartisan majority of the Congress and an overwhelming majority of Americans support this minimum wage increase. Congress should have long ago adopted this common sense proposal.

Instead, at a time when ^{Sank} approximately 10 million workers and their families should be looking forward to receiving the final portion of their raise, the majority leadership plans to offer an amendment which would deny potentially millions of low-wage workers any raise and to further delay a minimum wage increase for the rest. I strongly oppose any measure that would deny a minimum wage increase to those workers who need and deserve it.

Under the majority leadership proposal, employees of fully two-thirds of all firms in the United States -- all businesses with annual revenues of less than \$500,000 annually -- would not be eligible for an increase in the minimum wage. Potentially millions of workers would be locked in to the current \$4.25 per hour minimum wage. This provision will adversely affect working adults as well as working youth, including those who already hold jobs at today's \$4.25 minimum wage. You cannot raise a family on \$4.25 an hour, regardless of the size of the business for which you work. It is simply not fair to leave these workers behind. They deserve a living wage too.

The majority leadership bill would also deny a minimum wage increase to every worker for the first six months of their employment with any employer. This is another piece of an apparent strategy to provide a minimum wage increase with one hand and take it away with the other. This provision is more extreme than the House-passed version which the Administration strongly opposed and a radical and unacceptable expansion of the "youth training wage" included in the 1989 minimum wage bill. It doubles -- from 90 to 180 days -- the time period in which an employer could deny any new employees the minimum wage increase, and fails to limit this extended subminimum wage to workers under 20 years old. It creates a permanent subminimum wage of \$4.25 for every worker without any requirement that employers train

2

these lower paid workers. In industries where high turnover is common --- like retail --- some workers may never graduate from the subminimum wage. This proposal will discourage some employers from taking any steps to retain their workers and reduce turnover.

To make matters worse, the majority leadership bill would delay any increase in the minimum wage for yet another six months compared to the House-passed bill, and a year-and-a-half later than my proposal. The minimum wage is already perilously close to its lowest real value in 40 years. Inflation has largely repealed the minimum wage increases enacted by an overwhelming bipartisan majority in both houses of Congress in 1989 and signed by President Bush. There can be no justification for further delay. Minimum wage workers and their families need a raise and they need it now.

The majority leadership bill would also deny a minimum wage increase to "tipped employees" -- for example, waiters and delivery people. Current law requires that employers pay tipped employees at least 50 percent of the minimum wage with their tips making up the difference. This bill would lock in a wage of \$2.13 per hour for tipped employees. In sum, this provision would force tipped employees -- a large percentage of whom are among our society's lowest paid workers -- to pay for the minimum wage increase out of their customers' tips. In the last 15 years, tipped employees have seen their legally-required minimum wage increase only 11.5 cents per hour. This is simply not fair, and this bill would perpetuate the unfairness indefinitely.

Beyond its efforts to undermine the minimum wage increase, the majority leadership bill would effectively deprive workers of pay for (1) virtually all home-to-work travel in employer-provided vehicles, without necessary employee protections, and (2) any activities performed by an employee which are "incidental to" the use of an employer's vehicle for commuting, without any necessary limitations. The bill would deny all claims for wages, including overtime, already submitted by workers for travel time of this type. The effect of the bill could well be to cut workers' earnings for time they spend working. I oppose this provision of the bill.

Finally, I also oppose the provision in this bill that would diminish the protection of "computer professionals" under the

3

law. If this bill is enacted, in the future as wages rise, fewer and fewer computer professionals will have to be paid overtime when they work excessive hours.

The American people want the minimum wage increased. A bipartisan majority in Congress wants the minimum wage increased. Millions of hard-working low-wage workers in this great country need and deserve a raise. The majority leadership should put aside its family income reduction package and immediately allow an honest up-or-down vote on the minimum wage.

Sincerely,

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

JOHN J. SWEENEY
PRESIDENT

Alton Shanker
Vincent R. Sontrotto
John I. Joyce
Jay Mazur
George J. Kuwipins
Michael Saxon
Glenn T. Johnson
J. Randolph Rabbitt
Carolyn Forrest
Sonny Hall
William Lucy
A.L. "Mac" Monroe
Robert E. Wages

EXECUTIVE COUNCIL

RICHARD L. TRUMKA
SECRETARY-TREASURER

LINDA CHAVEZ-THOMPSON
EXECUTIVE VICE PRESIDENT

Edward T. Hanley
Gerald W. McEntee
Monah Bant
Lenora Miller
John N. Sturdivant
Ron Carley
Douglas H. Donly
Clayton Brown
Pat Friend
Sumi Haru
Leon Lynch
Arthur Moore
Jako West

Wayne E. Glenn
William H. Bywater
Robert A. Georgene
John J. Barry
Frank Hanley
Arthur A. Coia
George F. Becker
Richard W. Cordtz
Michael Goodwin
Carol Haynes
Doug McCarron
Anito S. Rodriguez
Alfred K. Whitehead

James E. Hollfield
Marvin J. Rando
Guth Upshaw
Mae Reller
James J. Norton
Frank Hun
Stephen P. Tolich
M.A. "Mac" Fleming
Joe L. Greene
James LaSala
Andrew McKenzie
Robert A. Scandaleto

FAX TRANSMISSION

August 14, 1996

To: Shana Tesler/Jennifer O'Connor
Fax no: 202-456-5820 Total pages: 10
From: Rhonda Shoemaker/Gerry Shea

Attached is a list of names, numbers and addresses for labor folks to attend the **Kennedy-Kassebaum Healthcare Bill Signing** on Aug. 21, 1996. Since space is somewhat limited, Mr. Sweeney and Gerry have indicated (*) the appropriate people to be invited.

If you need any further information, please let me know.

Many thanks.

AFL-CIO staff to be invited to Kennedy-Kassebaum Bill Signing, Aug. 21:

Mr. John J. Sweeney, President (202-637-5221)

Mr. Richard L. Trumka, Secretary-Treasurer (202-637-5300)

Ms. Linda Chavez-Thompson, Executive Vice President (202-637-5205)

Gerald M. Shea, Assistant to the President for Government Affairs (202-637-5237)

Peggy Taylor, Legislative Director (202-637-5090)

AFL-CIO

815 16th Street, N.W.

Washington, D.C. 20006

Health care
bill sign

August 1996

AFL-CIO EXECUTIVE COUNCIL

John J. Sweeney, President
Richard L. Trumka, Secretary-Treasurer
Linda Chavez-Thompson, Executive Vice President



Captain J. Randolph Babbitt, President
Air Line Pilots Association
1625 Massachusetts Avenue, N.W.
Washington, D.C. 20036
202/797-4010
202/797-4052 (FAX)

Morton Bahr, President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001
202/434-1110
202/434-1139 (FAX)



John J. Barry, President
International Brotherhood of Electrical Workers
1125 15th Street, N.W.
Washington, D.C. 20005
202/728-6010
202/467-6316 (FAX)

George Becker, President
United Steelworkers of America
Five Gateway Center
Pittsburgh, Pennsylvania 15222
412/562-2300
412/562-2598 (FAX)



Moe Biller, President
American Postal Workers Union
1300 L Street, N.W.
Washington, D.C. 20005
202/842-4200
202/842-4297 (FAX)



AFL-CIO EXECUTIVE COUNCIL

2

August 1996

Marvin J. Boede, President**United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada****901 Massachusetts Avenue, N.W.****Washington, D.C. 20001****202/628-5823****202/628-5024 (FAX)****Clayola Brown, International Vice President****Union of Needletrades, Industrial and Textile Employees** **275 Seventh Avenue, 15th Floor****New York, New York 10001****212/206-8900****212/206-9179 (FAX)****William H. Bywater, President****International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers****1126 16th Street, N.W.****Washington, D.C. 20036****202/296-1200****202/785-4563 (FAX)****Ron Carey, President****International Brotherhood of Teamsters** **25 Louisiana Avenue, N.W.****Washington, D.C. 20001****202/624-6800****202/624-8102 (FAX)****Arthur A. Coia, President****Laborers' International Union of North America****905 16th Street, N.W.****Washington, D.C. 20006** **202/737-8320****202/737-2754 (FAX)****Douglas H. Dority, President****United Food and Commercial Workers International Union****1775 K Street, N.W.****Washington, D.C. 20006** **202/223-3111****202/466-1562 (FAX)**

AFL-CIO EXECUTIVE COUNCIL

3

August 1996

M.A. "Mac" Fleming, President
Brotherhood of Maintenance of Way Employees
26555 Evergreen Road, Suite 200
Southfield, Michigan 48076
810/948-1010
810/948-7150 (FAX)

Carolyn Forrest, Vice President
United Automobile, Aerospace and Agricultural Implement Workers of America International Union
8000 East Jefferson Avenue
Detroit, Michigan 48214
313/926-5000
313/823-6016 (FAX)

Patricia Friend, President
Association of Flight Attendants
1625 Massachusetts Avenue, N.W., Third Floor
Washington, D.C. 20036
202/328-5400
202/328-5424 (FAX)

Robert A. Georgine, President
Building and Construction Trades Department
815 16th Street, N.W., Suite 603
Washington, D.C. 20006
202/347-1461
202/628-0724 (FAX)



Wayne E. Glenn, President
United Paperworkers International Union
P.O. Box 1475
Nashville, Tennessee 37202
615/834-8590
615/834-7741 (FAX)

Michael Goodwin, President
Office and Professional Employees International Union
265 West 14th Street, Suite 610
New York, New York 10011
212/675-3210
212/727-3466 (FAX)



AFL-CIO EXECUTIVE COUNCIL

August 1996

4

Joe L. Greene, President
American Federation of School Administrators
1729 21st Street, N.W.
Washington, D.C. 20009
202/986-4209
202/986-4211 (FAX)

Sonny Hall, President
Transport Workers Union of America
80 West End Avenue, 5th Floor
New York, New York 10023
212/873-6000
212/721-1431 (FAX)

Edward T. Hanley, President
Hotel Employees and Restaurant Employees International Union
1219 28th Street, N.W.
Washington, D.C. 20007
202/393-4373
202/333-0468 (FAX)

Frank Hanley, President
International Union of Operating Engineers
1125 17th Street, N.W.
Washington, D.C. 20036
202/429-9100
202/778-2619 (FAX)



Sumi Haru, 1st Vice President
Screen Actors Guild
5757 Wilshire Boulevard
Los Angeles, California 90036
213/954-1600
213/549-6603 (FAX)

James E. Hatfield, Chairman
Glass, Molders, Pottery, Plastics and Allied Workers International Union
P.O. Box 607
Media, Pennsylvania 19063
610/565-5051
610/565-0983 (FAX)

AFL-CIO EXECUTIVE COUNCIL

August 1996

5

Carroll Haynes, President
International Brotherhood of Teamsters Local 237
216 West 14th Street
New York, New York 10011
212/924-2000
212/242-8772 (FAX)

Frank Hurt, President
Bakery, Confectionery and Tobacco Workers International Union
10401 Connecticut Avenue
Kensington, Maryland 20895
301/933-8600
301/946-8452 (FAX)

Gloria T. Johnson, Director
Department of Social Action
International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers
1126 16th Street, N.W.
Washington, D.C. 20036
202/296-1200
202/785-4563 (FAX)



John T. Joyce, President
International Union of Bricklayers and Allied Craftsmen
815 15th Street, N.W.
Washington, D.C. 20005
202/783-3788
202/383-3103 (FAX)



George J. Kourpias, President
International Association of Machinists and Aerospace Workers
9000 Machinists Place
Upper Marlboro, Maryland 20772
301/967-4502
301/967-4587 (FAX)



James LaSala, President
Amalgamated Transit Union
5025 Wisconsin Avenue, N.W., Third Floor
Washington, D.C. 20016
202/537-1645
202/244-7824 (FAX)

AFL-CIO EXECUTIVE COUNCIL

6

August 1996

William Lucy, Secretary-Treasurer
American Federation of State, County and Municipal Employees
1625 L Street, N.W.
Washington, D.C. 20036
202/429-1200
202/429-1102 (FAX)

Leon Lynch, Vice President
United Steelworkers of America
Five Gateway Center
Pittsburgh, Pennsylvania 15222
412/562-2400
412/562-2599 (FAX)

Jay Mazur, President
Union of Needletrades, Industrial and Textile Employees
1710 Broadway
New York, New York 10019
212/265-7000
212/315-3803 (FAX)



Douglas McCarron, President
United Brotherhood of Carpenters and Joiners of America
Carpenter's Building
101 Constitution Avenue, N.W.
Washington, D.C. 20001
202/546-6206
202/543-5724 (FAX)

Gerald W. McEntee, President
American Federation of State, County and Municipal Employees
1625 L Street, N.W.
Washington, D.C. 20036
202/429-1100
202/429-1102 (FAX)



Andrew McKenzie, President
International Leather Goods, Plastics Novelty and Service Workers' Union
300 S. Grand Blvd., Suite 241
St. Louis, Missouri 63103
314/533-3633
314/533-1805 (FAX)

AFL-CIO EXECUTIVE COUNCIL

August 1996

Lenore Miller, President
Retail, Wholesale and Department Store Union
30 East 29th Street, Fourth Floor
New York, New York 10016
212/684-5300
212/779-2809 (FAX)

A.L. "Mike" Monroe, President
International Brotherhood of Painters and Allied Trades of the United States and Canada
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006
202/637-0720
202/637-0771 (FAX)

Arthur Moore, President
Sheet Metal Workers International Association
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006
202/783-5880
202/662-0894 (FAX)

James J. Norton, President
Graphic Communications International Union
1900 L Street, N.W.
Washington, D.C. 20036
202/462-1400
202/331-9516 (FAX)

Arturo S. Rodriguez, President
United Farm Workers of America
P.O. Box 62
Keene, California 93531
805/822-5571
805/822-6103 (FAX)

Michael Sacco, President
Seafarers International Union of North America
5201 Auth Way and Britannia Way
Camp Springs, Maryland 20746
301/899-0675
301/899-7355 (FAX)

AFL-CIO EXECUTIVE COUNCIL

8

August 1996

Robert A. Scardelletti, President
Transportation•Communications International Union
3 Research Place
Rockville, Maryland 20850
301/948-4910
301/948-1369 (FAX)

Albert Shanker, President
American Federation of Teachers
555 New Jersey Avenue, N.W.
Washington, D.C. 20001
202/879-4440
202/879-4545 (FAX)



Vincent R. Sombrotto, President
National Association of Letter Carriers
100 Indiana Avenue, N.W.
Washington, D.C. 20001
202/393-4695
202/628-7720 (FAX)



Andrew L. Stern, President
Service Employees International Union
1313 L Street, N.W.
Washington, D.C. 20005
202/898-3200
202/898-3402 (FAX)



John N. Sturdivant, President
American Federation of Government Employees
80 F Street, N.W.
Washington, D.C. 20001
202/639-6435
202/639-6490 (FAX)



Gene Upshaw, President
Federation of Professional Athletes
2021 L Street, N.W., Sixth Floor
Washington, D.C. 20036
202/463-2212
202/857-0380 (FAX)

AFL-CIO EXECUTIVE COUNCIL

9

August 1996

Robert E. Wages, President
Oil, Chemical and Atomic Workers International Union
P.O. Box 281200
Lakewood, Colorado 80228
303/987-2229
303/987-1967 (FAX)

Jake West, President
International Association of Bridge, Structural and Ornamental Iron Workers
1750 New York Avenue, N.W., Suite 400
Washington, D.C. 20006
202/383-4810
202/638-4856 (FAX)

Alfred K. Whitehead, President
International Association of Fire Fighters
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006
202/737-8484
202/737-8418 (FAX)

Stephen P. Yokich, President
United Automobile, Aerospace and Agricultural Implement Workers of America International
Union
8000 East Jefferson Avenue
Detroit, Michigan 48214
313/926-5201
313/823-6016 (FAX)



WHITE HOUSE STAFFING MEMORANDUM

8:00 AM

DATE: 8/19/96

ACTION/CONCURRENCE/COMMENT DUE BY: 8/20/96

SUBJECT: Remarks -- Minimum Wage Bill

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	☒	☐	McCURRY	☐	☒
PANETTA	☒	☐	McGINTY	☐	☐
McLARTY	☐	☐	NASH	☐	☐
ICKES	☒	☐	QUINN	☐	☐
LIEBERMAN	☒	☐	RASCO	☒	☐
LEW	☒	☐	REED	☐	☐
BAER	☒	☐	SOSNIK	☐	☐
CURRY	☐	☐	STEPHANOPOULOS	☒	☐
EMANUEL	☐	☐	STIGLITZ	☐	☐
GIBBONS	☐	☐	STRETT	☐	☐
HALE	☐	☐	TYSON	☐	☐
HERMAN	☒	☐	HAWLEY	☐	☐
HIGGINS	☒	☐	WILLIAMS	☐	☐
HILLEY	☒	☐	Waldman	☒	☐
KLAIN	☒	☐	Sperling	☒	☐
LAKE	☐	☐	Haas	☒	☐
LINDSEY	☐	☐	Toiv	☒	☐
			Jen O'Connor	☒	☐

REMARKS:

Comments to Eli Attie (x65638) or Michael Waldman

RESPONSE:

Staff Secretary
Ext 6-2702

Draft 8/19/96 5 pm

PRESIDENT WILLIAM J. CLINTON
REMARKS ON MINIMUM WAGE BILL-SIGNING
SOUTH LAWN
August 20, 1996

96 AUG 19 P5:21

bill min wage

Good afternoon. I am delighted to be joined by Secretary Reich, and, of course, by Senator Kennedy -- who probably broke the wage and hour laws by working so hard to pass this bill. I also thank Leader Daschle, Leader Gephardt, Congressman Bonior, and Congressman Clay, who could not be with us today. And I am grateful to the countless labor unions, religious groups, economists, and business people that have made this cause their concern.

It is with great satisfaction that I will sign this bill to raise the minimum wage, giving more than ten million Americans a chance to raise stronger families, and build better futures. By coming together across the lines that divide us -- by finding this crucial common ground -- we have made this a real season of achievement for the American people.

At its heart, this bill affirms the most profoundly American values: offering opportunity to all. Demanding responsibility from all. And coming together as a community to do what is right. \$4.25 an hour just isn't enough to raise a family. Our hardest-pressed families need and deserve this raise. All Americans know this is the right thing to do.

Our economic strategy has given us growth that is both steady and strong. Our auto industry now makes more cars than Japan. We have 900,000 new construction jobs. There is a record number of businesses owned by women. We have cut the deficit by more than half -- and it is now the smallest it has been since 1981. Our economy has created over 10 million jobs. And real hourly wages, which fell for a decade, are on the rise again.

Our challenge is to give every American the chance to reap the rewards of this changing, expanding economy. That is why we cut taxes for fifteen million working families, and are working to give families a new tax cut for education. That is why I will sign the Kennedy-Kassebaum bill tomorrow -- to ensure that if you lose your job or change jobs, you won't lose your health care. And that is why I will sign a bill that marks not the end, but the beginning of our effort to give jobs to every American who is moving off of welfare. After all, the best anti-poverty program is a job.

Look around me. These are some of the hardest-working people in America -- with some of the strongest values in America. Seventy percent of minimum wage earners are adults, and six out of ten are working women. To them, work is about more than a paycheck. It is about their pride as well. They want a wage they can raise their families on.

By raising the minimum wage by 90 cents, this law gives those families an additional \$1,800 a year -- enough to buy seven months of groceries, or several months of rent or child care. For many, this bill will make the difference that keeps their family together.

I want to offer a special word of gratitude to the businesses and small business owners

Big personal acknowledgment of John Sweeney

Why do we have to mention welfare here? He could get bored, given the heavy labor content of the audience

who supported this bill. Many of the minimum wage employers I talk to want to pay more than \$4.25 an hour, and know they can do it without hurting their businesses -- as long as their competitors do it at the same time. This bill will allow them to do that. It also includes a number of measures to help the small businesses that are the greatest engines of growth in this economy.

It increases the amount of capital that a small business can expense, to spark the kind of investment that creates growth and jobs. It extends the research tax credit, to help businesses stay competitive in a fast-moving economy. And it extends a tax incentive for businesses that train and educate their employees. That's good news for the people who need those skills -- and it's good news for a country that needs the best-educated workforce to seize all the opportunities of the 21st century.

This legislation does even more to strengthen families, by helping millions more Americans to save for their own retirements. This bill makes it dramatically easier for small businesses to offer pension plans, by creating a new small business 401(k) plan. It also lets more Americans take their pensions with them when they change jobs, by eliminating the one-year wait before you can start saving at a new job.

We believe that as many as ten million Americans without pensions today will earn them as a result of this bill. And I am delighted that we are joined by Shawn Marcell, the C.E.O. of Prima Facie, a fast-growing video monitoring company with seventeen employees. Shawn stood with me when I announced these proposals, and promised that if we made pensions easier and cheaper for small businesses like his, he would give pensions to his all of his employees. Today, he has told me that he is making good on that pledge. [ASK TO STAND.] I predict that thousands of small business owners will follow his extraordinary example.

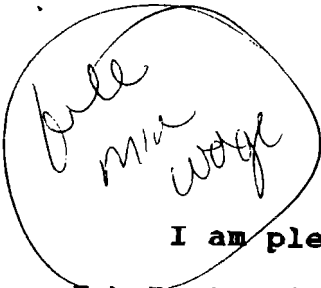
Finally, this bill does something that is very important to me, and to Hillary. It offers a tax credit to make adoptions more affordable, giving more children what every child needs and deserves: loving parents, and strong, stable home. Two weeks ago, we held a celebration for the American athletes who made us so proud in Atlanta. One of them, Dan O'Brien, spoke movingly about being adopted, and how much the support of his family has meant in his life. Right now, there are tens of thousands of children waiting for the kind of family that made such a difference to him. At the same time, there are thousands of middle class families that want to bring a child into their homes, but cannot afford it. This tax credit will bring them together. It will help families adopt children with disabilities, or take in two siblings rather than splitting them up. It will end the longstanding bias against interracial adoption, which too often means an endless wait for the children. As much as we talk about strong, loving families, it is not every day that we enact a law that literally creates them. I'm proud that this is such a day.

Beside me is the desk used by Frances Perkins -- the first woman member of any president's cabinet, and one of our nation's greatest secretaries of labor. It was from this desk

that many of America's pioneering wage, hour, and workplace laws originated -- including the very first 25-cent minimum wage, signed into law by President Roosevelt in 1938. They understood that a living wage was about more than feeding a family, or shelter from a storm. A living wage makes it possible to participate in what Secretary Perkins called the "culture of community" -- to take part in the family, community, and religious life we all cherish, confident in our ability to provide for ourselves and our children.

By signing this bill, I have the honor of granting a raise to more than ten million Americans, and honoring their hard work, their responsibility, their dreams for their families. It is in their name that I lift this pen, and give America's new minimum wage the force of law.

#

*Min. Wage**8/13/96 - 435 p.*

STATEMENT BY THE PRESIDENT

I am pleased to sign into law H.R. 3448, the "Small Business Job Protection Act of 1996".

This Act provides a needed and long overdue pay raise for many of the nearly 10 million Americans and their families who must make ends meet while working at or near the minimum wage. The minimum wage will be increased in two steps. On October 1, 1996, the minimum wage will increase from \$4.25 to \$4.75 an hour. On September 1, 1997, it will increase to \$5.15 an hour. Raising the minimum wage for millions of America's hardest workers is the right thing to do.

Regrettably, this Act does not contain the "clean" minimum wage increase that I requested and strongly preferred. For example, it creates a new and permanent youth subminimum wage and denies increased cash wages to most employees who earn part of their income from tips. Nonetheless, I have put aside my objections to these provisions to assure that the minimum wage increase is provided to the millions of workers who will benefit from it.

The Act also adopts many of the pension reforms proposed by my Administration more than a year ago. It creates a new simplified 401(k) plan that will make it easier for small businesses to provide coverage for their employees. I am pleased that many additional workers will have pension coverage. I regret, however, that the Act provides a smaller share of benefits to lower and middle wage workers than my proposal.

The Act repeals the "family aggregation rule," which limited the pension benefits of family members working together in the same business. It increases the portability of pensions, making it easier for employers to enable workers to save for retirement from their first day on the job. The vesting period for pension benefits in multiemployer plans is reduced from ten to five years, immediately vesting over 1 million workers in their benefits. The Act also contains the Administration's proposal to allow non-profit organizations and Indian tribes to maintain 401(k) plans for their workers; changes tax rules to assure veterans that they will have pension coverage if they return to their civilian jobs after military service; and enhances pension protection and benefits for millions of employees of State and local governments.

H.R. 3448 also includes important provisions to enhance and protect the retirement benefits of women. It allows a spouse who does not work outside the home to contribute up to \$2,000 annually to an individual retirement account. And its provisions will improve protection of spousal benefits in the choice of an annuity and during divorce proceedings.

I strongly support many of the tax-relief provisions in this bill. For example, as advocated by my Administration in 1993, the bill would increase the amount of tangible personal property that small businesses are permitted to expense. Although this measure is phased in more slowly than I proposed, it nevertheless will provide an incentive for small businesses to increase their

investment in capital assets, and will simplify tax reporting for eligible small businesses.

Encouraging research is an important goal of the Administration. Incentives for investment in research are particularly important because the U.S. economy is becoming increasingly knowledge-intensive, and because private sector investment in research often creates benefits for the U.S. economy that are not captured by an individual firm. I am pleased that the bill extends the research tax credit. I am disappointed, however, that the Congress did not adopt my recommendation that the research tax credit be fully reinstated back to July 1, 1995, when it last expired, and made permanent. Research projects take many years to complete, and the impact of the credit will be undermined if firms cannot count on it being reinstated.

I am also pleased that the bill contains a temporary extension of the \$5,250 exclusion for employer-provided educational assistance. Employer-provided educational assistance is important for U.S. competitiveness because it encourages the development of better-educated employees and boosts the productivity of the American workforce. I am disappointed that the Congress failed to make this incentive permanent, and eliminated the incentive for post-graduate education.

To provide small businesses with an extra incentive to promote the growth of employer-provided educational assistance, I proposed a ten percent tax credit for educational assistance

provided by small businesses. I remain committed to this proposal and to my comprehensive program to guarantee that a college education is both accessible and affordable to all Americans at any time in their lives. To further this goal, I have previously announced proposals for a \$10,000 education and job training deduction, and a \$1,500 tax credit toward the first two years of post-secondary education for any student who earns a B average.

H.R. 3448 provides a nonrefundable tax credit of up to \$5,000 per child for adoption expenses, and \$6,000 for those families who adopt children with special needs. Promoting adoption is one of the most important things we can do to strengthen families and give more children a healthy home. This legislation will help alleviate economic barriers to adoption and enable many middle class families, for whom adoption might otherwise be too expensive, to adopt children.

The bill also prohibits adoption placement agencies receiving Federal funds from denying or delaying adoptions based on race, color, or national origin. This provision is consistent with my Administration's policy of ending the historical bias against interracial adoptions, which too often has meant interminable waits for children to be matched with parents of the same race.

I am also pleased with the Act's foreign trust provisions. These provisions, which were proposed by my Administration, will curb an alarming increase in the number of U.S. citizens who do

not pay the required U.S. tax on their foreign trust assets. It is time we require these people to face their existing tax obligations.

The bill replaces the Targeted Jobs Tax Credit (TJTC) with a new Work Opportunity Tax Credit. I am pleased to see improvements that address many of the concerns raised about implementation of the TJTC. The new credit will provide incentives to employers to hire individuals from targeted groups most in need of jobs and with the least skills, and it will promote longer, more meaningful work experiences for individuals hired under the credit.

I am very disappointed that Congress chose to add to this important legislation two provisions that I strongly oppose, and to which I objected when I vetoed legislation containing them last year.

One of these provisions repeals a 1993 initiative of this Administration that reduces tax incentives for U.S. companies to move jobs and operations abroad. Repeal of this provision will allow businesses to avoid taxes by accumulating foreign earnings without limit.

The second provision completely repeals the tax credit related to corporate investments in Puerto Rico and other insular areas. I had urged Congress to reform the credit and use the resulting revenue for Puerto Rico's social programs and job training needs. My proposal would have phased out the ability of companies to obtain benefits by merely attributing income to the

islands, but it would have continued the credit for wages and local taxes paid and capital investments made there, as well as for earnings reinvested in Puerto Rico and qualified Caribbean Basin Initiative countries. H.R. 3448 ignores the real needs of our citizens in Puerto Rico, ending the incentive for new investment immediately and for existing investments eventually. I remain committed to an effective incentive based on real economic activity in underdeveloped islands, and I hope that Congress will act to continue the incentive for economic activity next year.

Notwithstanding these objections, I am pleased to sign H.R. 3448 into law because it will provide a pay raise for millions of deserving workers, create useful tax incentives for small businesses, encourage adoptions, and take a good first step toward providing adequate retirement benefits, portability, and security for American workers. I strongly believe, however, that we can and should do more to increase training incentives and provide pension benefits, portability, and security for low- and moderate-wage earners. We will continue to work to accomplish those goals.

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

JOHN J. SWEENEY PRESIDENT

Albert Shanker
Vincent A. Sombrotto
John T. Joyce
Jay Mazur
George J. Kourilas
Michael Sacco
Gloria T. Johnson
J. Randolph Babbitt
Candlyn Forrest
Sunny Hill
William Lucy
A.L. "Mike" Monroe
Robert F. Wagner

EXECUTIVE COUNCIL

RICHARD L. TRUMKA SECRETARY-TREASURER

Edward T. Hanley
Gerold W. McEnroe
Morton Blatt
Lenore Miller
John N. Sturdivant
Ron Carey
Douglas H. Dority
Clyde Brown
Pat Friend
Sumi Maru
Leon Lynch
Annur Morris
Jake West

LINDA CHAVEZ-THOMPSON EXECUTIVE VICE PRESIDENT

Wayne E. Glenn
William H. Bywater
Robert A. Georgine
John J. Barry
Frank Hanley
Arthur A. Criss
George F. Becker
Richard W. Gordiz
Michael Goodwin
Lanell Haynes
Doug McGarron
Anuro S. Rodriguez
Allred K. Whitehead

James E. Matheld
Marvin J. Soede
Gene Upshaw
Moe Biler
James J. Norton
Frank Hunt
Stephen P. Yokich
M.A. "Mac" Fleming
Jon L. Greene
James LaSalle
Andrew McKenzie
Robert A. Scardellenti

FAX TRANSMISSION

August 14, 1996

To: Shana Tesler/Jennifer O'Connor

Fax no: 202-456-5820 Total pages: 11

From: Rhonda Shoemaker/Gerry Shea

Attached is a list of names, numbers and addresses for labor folks to attend the Minimum Wage Bill Signing on Aug. 20, 1996. Later this morning, I hope to fax over a list of probably not more than 25 additional names.

If you need any further information, please let me know.

Thanks.

AFL-CIO staff:

Mr. John J. Sweeney, President (202-637-5221)

Mr. Richard L. Trumka, Secretary-Treasurer (202-637-5300)

Ms. Linda Chavez-Thompson, Executive Vice President (202-637-5205)

Gerald M. Shea, Assistant to the President for Government Affairs (202-637-5237)

Denise Mitchell, Assistant to the President for Public Affairs (202-637-5340)

Jon Hiatt, General Counsel (202-637-5053)

Peggy Taylor, Legislative Director (202-637-5090)

Jane O'Grady, Legislative Representative (202-637-5393)

Linda Miller, Legislative Aide (202-637-5211)

AFL-CIO

815 16th Street, N.W.

Washington, D.C. 20006

Mr. Edward A. Mohler, President
Maryland State and DC AFL-CIO
7 School Street
Annapolis, MD 21401
(410-269-1940)

Mr. Daniel G. LeBlanc, President
Virginia State AFL-CIO
3315 W. Broad Street
Richmond, VA 23230
(804-355-7444)

Mr. Joslyn N. Williams, President
Metropolitan Washington Council, AFL-CIO
Suite 300
1101 14th Street, NW
Washington, DC 20005
(202-289-7174)

August 1996

AFL-CIO EXECUTIVE COUNCIL

John J. Sweeney, President
Richard L. Trumka, Secretary-Treasurer
Linda Chavez-Thompson, Executive Vice President

Captain J. Randolph Babbitt, President
Air Line Pilots Association
1625 Massachusetts Avenue, N.W.
Washington, D.C. 20036
202/797-4010
202/797-4052 (FAX)

Morton Bahr, President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001
202/434-1110
202/434-1139 (FAX)

John J. Barry, President
International Brotherhood of Electrical Workers
1125 15th Street, N.W.
Washington, D.C. 20005
202/728-6010
202/467-6316 (FAX)

George Becker, President
United Steelworkers of America
Five Gateway Center
Pittsburgh, Pennsylvania 15222
412/562-2300
412/562-2598 (FAX)

Moe Biller, President
American Postal Workers Union
1300 L Street, N.W.
Washington, D.C. 20005
202/842-4200
202/842-4297 (FAX)

AFL-CIO EXECUTIVE COUNCIL

2

August 1996

Marvin J. Boede, President**United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada****901 Massachusetts Avenue, N.W.****Washington, D.C. 20001****202/628-5823****202/628-5024 (FAX)****Clayola Brown, International Vice President****Union of Needletrades, Industrial and Textile Employees****275 Seventh Avenue, 15th Floor****New York, New York 10001****212/206-8900****212/206-9179 (FAX)****William H. Bywater, President****International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers****1126 16th Street, N.W.****Washington, D.C. 20036****202/296-1200****202/785-4563 (FAX)****Ron Carey, President****International Brotherhood of Teamsters****25 Louisiana Avenue, N.W.****Washington, D.C. 20001****202/624-6800****202/624-8102 (FAX)****Arthur A. Coia, President****Laborers' International Union of North America****905 16th Street, N.W.****Washington, D.C. 20006****202/737-8320****202/737-2754 (FAX)****Douglas H. Dority, President****United Food and Commercial Workers International Union****1775 K Street, N.W.****Washington, D.C. 20006****202/223-3111****202/466-1562 (FAX)**

AFL-CIO EXECUTIVE COUNCIL**August 1996**

M.A. "Mac" Fleming, President
Brotherhood of Maintenance of Way Employes
26555 Evergreen Road, Suite 200
Southfield, Michigan 48076
810/948-1010
810/948-7150 (FAX)

Carolyn Forrest, Vice President
United Automobile, Aerospace and Agricultural Implement Workers of America International Union
8000 East Jefferson Avenue
Detroit, Michigan 48214
313/926-5000
313/823-6016 (FAX)

Patricia Friend, President
Association of Flight Attendants
1625 Massachusetts Avenue, N.W., Third Floor
Washington, D.C. 20036
202/328-5400
202/328-5424 (FAX)

Robert A. Georgine, President
Building and Construction Trades Department
815 16th Street, N.W., Suite 603
Washington, D.C. 20006
202/347-1461
202/628-0724 (FAX)

Wayne E. Glenn, President
United Paperworkers International Union
P.O. Box 1475
Nashville, Tennessee 37202
615/834-8590
615/834-7741 (FAX)

Michael Goodwin, President
Office and Professional Employees International Union
265 West 14th Street, Suite 610
New York, New York 10011
212/675-3210
212/727-3466 (FAX)

AFL-CIO EXECUTIVE COUNCIL

August 1996

Joe L. Greene, President
American Federation of School Administrators
1729 21st Street, N.W.
Washington, D.C. 20009
202/986-4209
202/986-4211 (FAX)

Sonny Hall, President
Transport Workers Union of America
80 West End Avenue, 5th Floor
New York, New York 10023
212/873-6000
212/721-1431 (FAX)

Edward T. Hanley, President
Hotel Employees and Restaurant Employees International Union
1219 28th Street, N.W.
Washington, D.C. 20007
202/393-4373
202/333-0468 (FAX)

Frank Hanley, President
International Union of Operating Engineers
1125 17th Street, N.W.
Washington, D.C. 20036
202/429-9100
202/778-2619 (FAX)

Sumi Haru, 1st Vice President
Screen Actors Guild
5757 Wilshire Boulevard
Los Angeles, California 90036
213/954-1600
213/549-6603 (FAX)

James E. Hatfield, Chairman
Glass, Molders, Pottery, Plastics and Allied Workers International Union
P.O. Box 607
Media, Pennsylvania 19063
610/565-5051
610/565-0983 (FAX)

AFL-CIO EXECUTIVE COUNCIL

5

August 1996

Carroll Haynes, President**International Brotherhood of Teamsters Local 237****216 West 14th Street****New York, New York 10011****212/924-2000****212/242-8772 (FAX)****Frank Hurt, President****Bakery, Confectionery and Tobacco Workers International Union****10401 Connecticut Avenue****Kensington, Maryland 20895****301/933-8600****301/946-8452 (FAX)****Gloria T. Johnson, Director****Department of Social Action****International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers****1126 16th Street, N.W.****Washington, D.C. 20036****202/296-1200****202/785-4563 (FAX)****John T. Joyce, President****International Union of Bricklayers and Allied Craftsmen****815 15th Street, N.W.****Washington, D.C. 20005****202/783-3788****202/383-3103 (FAX)****George J. Kourpias, President****International Association of Machinists and Aerospace Workers****9000 Machinists Place****Upper Marlboro, Maryland 20772****301/967-4502****301/967-4587 (FAX)****James LaSala, President****Amalgamated Transit Union****5025 Wisconsin Avenue, N.W., Third Floor****Washington, D.C. 20016****202/537-1645****202/244-7824 (FAX)**

AFL-CIO EXECUTIVE COUNCIL

August 1996

William Lucy, Secretary-Treasurer
American Federation of State, County and Municipal Employees
1625 L Street, N.W.
Washington, D.C. 20036
202/429-1200
202/429-1102 (FAX)

Leon Lynch, Vice President
United Steelworkers of America
Five Gateway Center
Pittsburgh, Pennsylvania 15222
412/562-2400
412/562-2599 (FAX)

Jay Mazur, President
Union of Needletrades, Industrial and Textile Employees
1710 Broadway
New York, New York 10019
212/265-7000
212/315-3803 (FAX)

Douglas McCarron, President
United Brotherhood of Carpenters and Joiners of America
Carpenter's Building
101 Constitution Avenue, N.W.
Washington, D.C. 20001
202/546-6206
202/543-5724 (FAX)

Gerald W. McEntee, President
American Federation of State, County and Municipal Employees
1625 L Street, N.W.
Washington, D.C. 20036
202/429-1100
202/429-1102 (FAX)

Andrew McKenzie, President
International Leather Goods, Plastics Novelty and Service Workers' Union
300 S. Grand Blvd., Suite 241
St. Louis, Missouri 63103
314/533-3633
314/533-1805 (FAX)

AFL-CIO EXECUTIVE COUNCIL

August 1996

Lenore Miller, President
Retail, Wholesale and Department Store Union
30 East 29th Street, Fourth Floor
New York, New York 10016
212/684-5300
212/779-2809 (FAX)

A.L. "Mike" Monroe, President
International Brotherhood of Painters and Allied Trades of the United States and Canada
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006
202/637-0720
202/637-0771 (FAX)

Arthur Moore, President
Sheet Metal Workers International Association
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006
202/783-5880
202/662-0894 (FAX)

James J. Norton, President
Graphic Communications International Union
1900 L Street, N.W.
Washington, D.C. 20036
202/462-1400
202/331-9516 (FAX)

Arturo S. Rodriguez, President
United Farm Workers of America
P.O. Box 62
Keene, California 93531
805/822-5571
805/822-6103 (FAX)

Michael Sacco, President
Seafarers International Union of North America
5201 Auth Way and Britannia Way
Camp Springs, Maryland 20746
301/899-0675
301/899-7355 (FAX)

AFL-CIO EXECUTIVE COUNCIL

August 1996

Robert A. Scardelletti, President
Transportation•Communications International Union
3 Research Place
Rockville, Maryland 20850
301/948-4910
301/948-1369 (FAX)

Albert Shanker, President
American Federation of Teachers
555 New Jersey Avenue, N.W.
Washington, D.C. 20001
202/879-4440
202/879-4545 (FAX)

Vincent R. Sombrotto, President
National Association of Letter Carriers
100 Indiana Avenue, N.W.
Washington, D.C. 20001
202/393-4695
202/628-7720 (FAX)

Andrew L. Stern, President
Service Employees International Union
1313 L Street, N.W.
Washington, D.C. 20005
202/898-3200
202/898-3402 (FAX)

John N. Sturdivant, President
American Federation of Government Employees
80 F Street, N.W.
Washington, D.C. 20001
202/639-6435
202/639-6490 (FAX)

Gene Upshaw, President
Federation of Professional Athletes
2021 L Street, N.W., Sixth Floor
Washington, D.C. 20036
202/463-2212
202/857-0380 (FAX)

AFL-CIO EXECUTIVE COUNCIL

August 1996

Robert A. Scardelletti, President
Transportation•Communications International Union
3 Research Place
Rockville, Maryland 20850
301/948-4910
301/948-1369 (FAX)

Albert Shanker, President
American Federation of Teachers
555 New Jersey Avenue, N.W.
Washington, D.C. 20001
202/879-4440
202/879-4545 (FAX)

Vincent R. Sombrotto, President
National Association of Letter Carriers
100 Indiana Avenue, N.W.
Washington, D.C. 20001
202/393-4695
202/628-7720 (FAX)

Andrew L. Stern, President
Service Employees International Union
1313 L Street, N.W.
Washington, D.C. 20005
202/898-3200
202/898-3402 (FAX)

John N. Sturdivant, President
American Federation of Government Employees
80 F Street, N.W.
Washington, D.C. 20001
202/639-6435
202/639-6490 (FAX)

Gene Upshaw, President
Federation of Professional Athletes
2021 L Street, N.W., Sixth Floor
Washington, D.C. 20036
202/463-2212
202/857-0380 (FAX)

UNION STAFF ACTIVE IN MINIMUM WAGE LEGISLATIVE CAMPAIGN:

United Auto Workers (UAW)

Alan Reuther, Legislative Director
1757 N St, NW
Wash., DC 20036
202-828-8500

Bricklayers

Joanna Reagan, Legislative Director
815 15th St., NW
Wash., DC 20005
202-783-3788

Carpenters

James Kolb, Robert Powers, Legislative Representatives
101 Constitution Ave., NW
Wash., DC 20001
202-546-6206

Food and Commercial Workers (UFCW)

Gary Sauter, Legislative Director
1775 K St., NW
Wash., DC 20006
202-223-3111

Laborers

Don Kaniewski, Legislative Director
905 16th St., NW
Wash., DC 20006
202-737-8320

MEBA/NMU District No. 5

Elwood Hampton, Legislative Director
1125 15th St., NW
Wash., DC 20005
202-296-4076

Service Employees (SEIU)

Nancy Donaldson, Legislative Director
1313 L St., NW
Wash., DC 20005
202-898-3365

United Steelworkers (USWA)

Bill Klinefelter, Legislative Director
Jack Sheehan, former Legislative Director
815 16th St., NW
Room 706
Wash., DC 20006
202-637-5198

State, County & Municipal Employees (AFSCME)

Chuck Loveless, Legislative Director
1625 L St., NW
Wash., DC 20036
202-429-1194

Int'l Brotherhood of Teamsters

Bill Hamilton, Legislative Director
25 Louisiana Ave., NW
Wash., DC 20001
202-624-8741

UNITE

Evelyn Dubrow, Legislative Director
815 16th St., NW
Room 401
Wash., DC 20006
202-637-5353

AFL-CIO EXECUTIVE COUNCIL

9

August 1996

Robert E. Wages, President
Oil, Chemical and Atomic Workers International Union
P.O. Box 281200
Lakewood, Colorado 80228
303/987-2229
303/987-1967 (FAX)

Jake West, President
International Association of Bridge, Structural and Ornamental Iron Workers
1750 New York Avenue, N.W., Suite 400
Washington, D.C. 20006
202/383-4810
202/638-4856 (FAX)

Alfred K. Whitehead, President
International Association of Fire Fighters
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006
202/737-8484
202/737-8418 (FAX)

Stephen P. Yokich, President
United Automobile, Aerospace and Agricultural Implement Workers of America International Union
8000 East Jefferson Avenue
Detroit, Michigan 48214
313/926-5201
313/823-6016 (FAX)

*File
Hill
Labor*

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

August 20, 1996

REMARKS BY THE PRESIDENT
AT SIGNING OF THE SMALL BUSINESS
JOB PROTECTION ACT OF 1996

The South Lawn

2:25 P.M. EDT

THE PRESIDENT: Thank you very much. Cathy, it may be your birthday, but I would say that everybody feels that you have given us a great gift today by reminding us about what this is all about. And we wish you and your fine children well. And I don't think being in the band will hurt them a bit. I'm glad you're going to do that. (Laughter.)

I want to thank the members of our administration who are here -- Secretary Reich, Small Business Administrator Phil Lader and others. I want to thank all the members of Congress who are here, especially Senator Kennedy who, himself, probably broke the wage in hour laws by working so hard to pass this bill. If we'd been paying him by the hour we'd be underpaying him in the last year. Thank you very much. (Applause.)

There are a lot of people who worked hard on this bill who aren't here -- Senator Daschle, Congressman Gephardt, Congressman Bonior, Congressman Clay, in particular did. I want to join with others and thank the countless labor unions who have championed this bill, led by the truly tireless John Sweeney. (Applause.)

I'd like to remind the American people of something, because sometimes our unions are criticized for looking out for their members too much. There are very few unions in America that have minimum wage workers. Most of these unions did this because they thought it was the right thing to do. They spent their time and their money and their energy trying to help other people who do not belong to their organization, and I thank you for that. (Applause.)

I'd like to thank the religious groups, the economists, the business people who have made this their cause of concern. Again, I thank the members, including members of both parties, who supported this legislation.

I'll say more in a moment about the rest of the bill, but let me just begin by saying this is a truly remarkable piece of legislation. It is pro-work, pro-business and pro-family; it raises the minimum wage; it helps small businesses in a number of ways that I will explain in a moment, including retirement and incentive to invest; and it promotes adoption in two very sweeping ways that have long needed to be done in the United States. This is a cause for celebration for all Americans of all parties, all walks of life, all faiths. This bill represents the very best in our country.

It will give 10 million Americans, as Cathy said, a chance to raise stronger families and build better futures. By coming together across lines that have too often divided us and finding common ground, we have made this a real season of achievement for the people of America.

At its heart, this bill does reaffirm our most profoundly American values -- offering opportunity to all, demanding responsibility from all, and coming together as a community to do the right thing. This bill says to the working people of America: If you're willing to take responsibility and go to work, your work will be honored. We're going to honor your commitment to your family, we're going to recognize that \$4.25 an hour is not enough to raise a family.

It's harder and harder to raise children today and harder and harder for people to succeed at home and at work. And I have said repeatedly, over and over again to the American people: We must not force our families to make a choice. Most parents have to work. We have a national interest in seeing that our people can succeed at home where it counts the most in raising their children, and succeed at work so they'll have enough income to be able to succeed at home. We must do both, and this bill helps us achieve that goal. (Applause.)

These 10 million Americans will become part of America's economic success story. A success story that in the last four years has led us to 900,000 new construction jobs; a record number of new businesses started, including those owned by women and minorities; a deficit that is the smallest it's been since 1981, and 60 percent less than it was when I took office; 10 million new jobs; 12 million American families who have been able to take advantage of Family and Medical Leave; almost 4.5 million new homeowners and 10 million other Americans who refinanced their homes at lower mortgage rates. And, most importantly of all, perhaps, real hourly wages, which fell for a decade, have finally begun to rise again. America is on the move. (Applause.)

But our challenge, my fellow Americans, is to make sure that every American can reap the rewards of a growing economy, every American has the tools to make the most of his or her own life, to build those strong families and to succeed at home and at work. As the Vice President said, the first step was taken in 1993 with the passage of the Family and Medical Leave Law and with the Earned Income Tax Credit, which cut taxes for 15 million working families. Today, that earned income tax credit is worth about \$1,000 to a family of four with an income under \$28,000 a year.

Well, today, we complete the second half of that effort. Together with our tax cut for working families, this bill ensures that a parent working full-time at the minimum wage can lift himself or herself and their children out of poverty. Nobody who works full-time with kids in the home should be in poverty. If we want to really revolutionize America's welfare system and move people from welfare to work and reward work, that is the first, ultimate test we all have to meet. If you get up every day and you go to work, and you put in your time and you have kids in your home, you and your children will not be in poverty. (Applause.)

We have some hard working minimum wage people here today supporting Cathy. Let me tell you about them. Seventy percent of them are adults, six of 10 are working women, and for them, work is about more than a paycheck, it's about pride. They want a wage they can raise their families on. By raising the minimum wage by 90 cents, this bill, over two years, will give those families an additional \$1,800 a year in income -- enough to buy seven months of groceries, several months of rent, or child care. Or, as Cathy said, to pay all of the bills from the utilities in the same month.

For many, this bill will make the difference between their ability to keep their families together and their failure to do so. These people reflect America's values, and it's a lot harder for them than it is for most of us to go around living what they say they believe in. It's about time they got a reward and, today, they'll get it. (Applause.)

I would also like to say a very special word of thanks to the business owners, especially the small business owners who supported this bill. Many of the minimum wage employers I talk to wanted to pay their employees more than \$4.25 an hour and would be happy to do so as long as they can do it without hurting their businesses, and that means their competitors have to do the same thing. This bill will allow them to compete and win, to have happier, more productive employees, and to know they're doing the right thing. For all of those

MORE

small businesses, I am very, very appreciative.
(Applause.)

I would also like to say that this bill does a remarkable number of things for small businesses. In each of the last three years, our nation has set a new record in each succeeding year in the number of new businesses started. And we know that most of the new jobs in America are being created by small- and medium-sized businesses. In 1993, I proposed a \$15,000 increase in the amount of capital a small business can expense, to spark the kind of investment that they need to create jobs. Well, in 1993 we only won half that increase, but today I'll get to sign the second half into law, and I thank the Congress for passing that, as well. (Applause.)

As the Vice President said, this bill also includes a Work Opportunity Tax Credit to provide jobs for the most economically disadvantaged working Americans, including people who want to move from welfare to work. Now, there will be a tightly drawn economic incentive for people to hire those folks and give them a chance to enter the workforce, as well. It extends the research tax credit to help businesses stay competitive in the global economy. It extends a tax incentive for businesses to train and educate their employees. That's good news for people who need those skills, and it's good news for America because we have to have the best educated workforce in the world in the 21st century.

This legislation does even more to strengthen small business by strengthening the families that make them up. It helps millions of more Americans to save for their own retirement. It makes it much easier for small businesses to offer pension plans by creating a new small business 401(k) plan. It also lets more Americans keep their pensions when they change jobs without having to wait a year before they can start saving at their new jobs. As many as 10 million Americans without pensions today could now earn them as a result of this bill.

I'm delighted we are joined today, among others, by Shawn Marcell, the CEO of Prima Facie, a fast-growing video monitoring company in Pennsylvania, which now has just 17 employees -- but that's a lot more than he started with. He stood with me in April and promised that if we kept our word and made pensions easier and cheaper for small businesses like his, he'd give pensions to all of his employees. Today, he has told us he's making good on that pledge. I'd like him to stand up, and say I predict that thousands more will follow Shawn's lead. Thank you, Shawn. Please stand up. Let's give him a hand. God bless you, sir. Thank you. (Applause.)

MORE

I'd also like to say a special word of thanks to our SBA Administrator, Phil Lader, and to the White House Conference on Small Business. When the White House Conference on Small Business met, they said one of their top priorities was increasing the availability and the security of pensions for small business owners in America. This is a good thing. It is also pro-work, pro-family and pro-business.

Finally, this bill does something else that is especially important to me and to Hillary -- and I'm glad she's here with us today. It breaks down the financial and bureaucratic barriers to adoption, giving more children what every child needs and deserves -- loving parents and a strong, stable home. (Applause.)

Two weeks ago, we had a celebration for the American athletes who made us so proud in Atlanta at the Centennial Olympics. Millions of Americans now know that one of them -- the Decathlon Gold medalist, Dan O'Brien -- speaks movingly about having been an adopted child and how much the support of his family meant in his life. Right now, there are tens of thousands of children waiting for the kind of family that helped to make Dan O'Brien an Olympic champion. At the same time, there are thousands of middle class families that want to bring children into their homes but cannot afford it. We're offering a \$5,000 tax credit to help bring them together. It gives even more help to families that will adopt children with disabilities or take in two siblings, rather than seeing them split up.

And, lastly, this bill ends the long-standing bias against interracial adoption which has too often meant an endless, needless wait for America's children. (Applause.)

You know, as much as we talk about strong, loving families, it's not every day that we here in Washington get to enact a law that literally creates them or helps them stay together. This is such a day. Although he can't be with us today, I also want to thank Dave Thomas, himself adopted, who went on to found Wendy's and do so much for our country. Perhaps more than any other American citizen, he has made these adoption provisions possible, and we thank him.

Lastly, I'd like to point out that we do have some significant number of adoptive families here with us today, including some who are on the stage. And so I'd just like to acknowledge the Weeks (ph.) family, the Wolfington (ph.) family, the Outlaw (ph.) family, the Fitzwater (ph.) family, and ask them and anyone else here from the adoptive family community to stand up who'd like to stand. We'd like to recognize you and thank you for

being here. Thank you all for being here. Thank you.
(Applause.)

Beside me, or in front of me now, is the desk used by Frances Perkins -- Franklin Roosevelt's labor secretary and the very first woman ever to serve in the Cabinet. She was one of our greatest labor secretaries. It was from her desk that many of America's pioneering wage, hour and workplace laws originated -- including the very first 25 cent an hour minimum wage signed into law by President Roosevelt in 1938.

Secretary Perkins understood that a living wage was about more than feeding a family or shelter from a storm. A living wage makes it possible to participate in what she called the culture of community -- to take part in the family, the community, the religious life we all cherish. Confident in our ability to provide for ourselves and for our children, secure in the knowledge that hard work does pay. A minimum wage increase, portable health care, pension security, welfare to work opportunities -- that's a plan that's putting America on the right track.

Now, we have to press forward, giving tax cuts for education and child-rearing and child care, buying a first home, finishing that job of balancing the budget without violating our obligations to our parents and our children and the disabled and health care, to education and the environment and to our future. That's a plan that will keep America on the right track, building strong families and strong futures by working together.

For everyone here who played a role in this happy day, I thank you, America thanks you, and our country is better because of your endeavors. God bless you. Thank you. (Applause.)

(The bill is signed.) (Applause.)

END

2:42 P.M. EDT

MORE

THE WHITE HOUSE
Office of the Press Secretary

For Immediate Release

August 20, 1996

REMARKS BY THE PRESIDENT
AT SIGNING OF THE SMALL BUSINESS
JOB PROTECTION ACT OF 1996

The South Lawn

2:25 P.M. EDT

THE PRESIDENT: Thank you very much. Cathy, it may be your birthday, but I would say that everybody feels that you have given us a great gift today by reminding us about what this is all about. And we wish you and your fine children well. And I don't think being in the band will hurt them a bit. I'm glad you're going to do that. (Laughter.)

I want to thank the members of our administration who are here -- Secretary Reich, Small Business Administrator Phil Lader and others. I want to thank all the members of Congress who are here, especially Senator Kennedy who, himself, probably broke the wage in hour laws by working so hard to pass this bill. If we'd been paying him by the hour we'd be underpaying him in the last year. Thank you very much. (Applause.)

There are a lot of people who worked hard on this bill who aren't here -- Senator Daschle, Congressman Gephardt, Congressman Bonior, Congressman Clay, in particular did. I want to join with others and thank the countless labor unions who have championed this bill, led by the truly tireless John Sweeney. (Applause.)

I'd like to remind the American people of something, because sometimes our unions are criticized for looking out for their members too much. There are very few unions in America that have minimum wage workers. Most of these unions did this because they thought it was the right thing to do. They spent their time and their money and their energy trying to help other people who do not belong to their organization, and I thank you for that. (Applause.)

I'd like to thank the religious groups, the economists, the business people who have made this their cause of concern. Again, I thank the members, including members of both parties, who supported this legislation.

I'll say more in a moment about the rest of the bill, but let me just begin by saying this is a truly remarkable piece of legislation. It is pro-work, pro-business and pro-family; it raises the minimum wage; it helps small businesses in a number of ways that I will explain in a moment, including retirement and incentive to invest; and it promotes adoption in two very sweeping ways that have long needed to be done in the United States. This is a cause for celebration for all Americans of all parties, all walks of life, all faiths. This bill represents the very best in our country.

It will give 10 million Americans, as Cathy said, a chance to raise stronger families and build better futures. By coming together across lines that have too often divided us and finding common ground, we have made this a real season of achievement for the people of America.

At its heart, this bill does reaffirm our most profoundly American values -- offering opportunity to all, demanding responsibility from all, and coming together as a community to do the right thing. This bill says to the working people of America: If you're willing to take responsibility and go to work, your work will be honored. We're going to honor your commitment to your family, we're going to recognize that \$4.25 an hour is not enough to raise a family.

It's harder and harder to raise children today and harder and harder for people to succeed at home and at work. And I have said repeatedly, over and over again to the American people: We must not force our families to make a choice. Most parents have to work. We have a national interest in seeing that our people can succeed at home where it counts the most in raising their children, and succeed at work so they'll have enough income to be able to succeed at home. We must do both, and this bill helps us achieve that goal. (Applause.)

These 10 million Americans will become part of America's economic success story. A success story that in the last four years has led us to 900,000 new construction jobs; a record number of new businesses started, including those owned by women and minorities; a deficit that is the smallest it's been since 1981, and 60 percent less than it was when I took office; 10 million new jobs; 12 million American families who have been able to take advantage of Family and Medical Leave; almost 4.5 million new homeowners and 10 million other Americans who refinanced their homes at lower mortgage rates. And, most importantly of all, perhaps, real hourly wages, which fell for a decade, have finally begun to rise again. America is on the move. (Applause.)

But our challenge, my fellow Americans, is to make sure that every American can reap the rewards of a growing economy, every American has the tools to make the most of his or her own life, to build those strong families and to succeed at home and at work. As the Vice President said, the first step was taken in 1993 with the passage of the Family and Medical Leave Law and with the Earned Income Tax Credit, which cut taxes for 15 million working families. Today, that earned income tax credit is worth about \$1,000 to a family of four with an income under \$28,000 a year.

Well, today, we complete the second half of that effort. Together with our tax cut for working families, this bill ensures that a parent working full-time at the minimum wage can lift himself or herself and their children out of poverty. Nobody who works full-time with kids in the home should be in poverty. If we want to really revolutionize America's welfare system and move people from welfare to work and reward work, that is the first, ultimate test we all have to meet. If you get up every day and you go to work, and you put in your time and you have kids in your home, you and your children will not be in poverty. (Applause.)

We have some hard working minimum wage people here today supporting Cathy. Let me tell you about them. Seventy percent of them are adults, six of 10 are working women, and for them, work is about more than a paycheck, it's about pride. They want a wage they can raise their families on. By raising the minimum wage by 90 cents, this bill, over two years, will give those families an additional \$1,800 a year in income -- enough to buy seven months of groceries, several months of rent, or child care. Or, as Cathy said, to pay all of the bills from the utilities in the same month.

For many, this bill will make the difference between their ability to keep their families together and their failure to do so. These people reflect America's values, and it's a lot harder for them than it is for most of us to go around living what they say they believe in. It's about time they got a reward and, today, they'll get it. (Applause.)

I would also like to say a very special word of thanks to the business owners, especially the small business owners who supported this bill. Many of the minimum wage employers I talk to wanted to pay their employees more than \$4.25 an hour and would be happy to do so as long as they can do it without hurting their businesses, and that means their competitors have to do the same thing. This bill will allow them to compete and win, to have happier, more productive employees, and to know they're doing the right thing. For all of those

small businesses, I am very, very appreciative.
(Applause.)

I would also like to say that this bill does a remarkable number of things for small businesses. In each of the last three years, our nation has set a new record in each succeeding year in the number of new businesses started. And we know that most of the new jobs in America are being created by small- and medium-sized businesses. In 1993, I proposed a \$15,000 increase in the amount of capital a small business can expense, to spark the kind of investment that they need to create jobs. Well, in 1993 we only won half that increase, but today I'll get to sign the second half into law, and I thank the Congress for passing that, as well. (Applause.)

As the Vice President said, this bill also includes a Work Opportunity Tax Credit to provide jobs for the most economically disadvantaged working Americans, including people who want to move from welfare to work. Now, there will be a tightly drawn economic incentive for people to hire those folks and give them a chance to enter the workforce, as well. It extends the research tax credit to help businesses stay competitive in the global economy. It extends a tax incentive for businesses to train and educate their employees. That's good news for people who need those skills, and it's good news for America because we have to have the best educated workforce in the world in the 21st century.

This legislation does even more to strengthen small business by strengthening the families that make them up. It helps millions of more Americans to save for their own retirement. It makes it much easier for small businesses to offer pension plans by creating a new small business 401(k) plan. It also lets more Americans keep their pensions when they change jobs without having to wait a year before they can start saving at their new jobs. As many as 10 million Americans without pensions today could now earn them as a result of this bill.

I'm delighted we are joined today, among others, by Shawn Marcell, the CEO of Prima Facie, a fast-growing video monitoring company in Pennsylvania, which now has just 17 employees -- but that's a lot more than he started with. He stood with me in April and promised that if we kept our word and made pensions easier and cheaper for small businesses like his, he'd give pensions to all of his employees. Today, he has told us he's making good on that pledge. I'd like him to stand up, and say I predict that thousands more will follow Shawn's lead. Thank you, Shawn. Please stand up. Let's give him a hand. God bless you, sir. Thank you. (Applause.)

MORE

I'd also like to say a special word of thanks to our SBA Administrator, Phil Lader, and to the White House Conference on Small Business. When the White House Conference on Small Business met, they said one of their top priorities was increasing the availability and the security of pensions for small business owners in America. This is a good thing. It is also pro-work, pro-family and pro-business.

Finally, this bill does something else that is especially important to me and to Hillary -- and I'm glad she's here with us today. It breaks down the financial and bureaucratic barriers to adoption, giving more children what every child needs and deserves -- loving parents and a strong, stable home. (Applause.)

Two weeks ago, we had a celebration for the American athletes who made us so proud in Atlanta at the Centennial Olympics. Millions of Americans now know that one of them -- the Decathlon Gold medalist, Dan O'Brien -- speaks movingly about having been an adopted child and how much the support of his family meant in his life. Right now, there are tens of thousands of children waiting for the kind of family that helped to make Dan O'Brien an Olympic champion. At the same time, there are thousands of middle class families that want to bring children into their homes but cannot afford it. We're offering a \$5,000 tax credit to help bring them together. It gives even more help to families that will adopt children with disabilities or take in two siblings, rather than seeing them split up.

And, lastly, this bill ends the long-standing bias against interracial adoption which has too often meant an endless, needless wait for America's children. (Applause.)

You know, as much as we talk about strong, loving families, it's not every day that we here in Washington get to enact a law that literally creates them or helps them stay together. This is such a day. Although he can't be with us today, I also want to thank Dave Thomas, himself adopted, who went on to found Wendy's and do so much for our country. Perhaps more than any other American citizen, he has made these adoption provisions possible, and we thank him.

Lastly, I'd like to point out that we do have some significant number of adoptive families here with us today, including some who are on the stage. And so I'd just like to acknowledge the Weeks (ph.) family, the Wolfington (ph.) family, the Outlaw (ph.) family, the Fitzwater (ph.) family, and ask them and anyone else here from the adoptive family community to stand up who'd like to stand. We'd like to recognize you and thank you for

being here. Thank you all for being here. Thank you.
(Applause.)

Beside me, or in front of me now, is the desk used by Frances Perkins -- Franklin Roosevelt's labor secretary and the very first woman ever to serve in the Cabinet. She was one of our greatest labor secretaries. It was from her desk that many of America's pioneering wage, hour and workplace laws originated -- including the very first 25 cent an hour minimum wage signed into law by President Roosevelt in 1938.

Secretary Perkins understood that a living wage was about more than feeding a family or shelter from a storm. A living wage makes it possible to participate in what she called the culture of community -- to take part in the family, the community, the religious life we all cherish. Confident in our ability to provide for ourselves and for our children, secure in the knowledge that hard work does pay. A minimum wage increase, portable health care, pension security, welfare to work opportunities -- that's a plan that's putting America on the right track.

Now, we have to press forward, giving tax cuts for education and child-rearing and child care, buying a first home, finishing that job of balancing the budget without violating our obligations to our parents and our children and the disabled and health care, to education and the environment and to our future. That's a plan that will keep America on the right track, building strong families and strong futures by working together.

For everyone here who played a role in this happy day, I thank you, America thanks you, and our country is better because of your endeavors. God bless you. Thank you. (Applause.)

(The bill is signed.) (Applause.)

END

2:42 P.M. EDT

MORE

THE WHITE HOUSE

WASHINGTON

OFFICE OF LEGISLATIVE AFFAIRS

FAX COVER SHEET

NOTE: THE INFORMATION CONTAINED IN THIS FACSIMILE MESSAGE IS
CONFIDENTIAL AND INTENDED FOR THE RECIPIENT ONLY.

NAME.

TO:

FAX #:

FROM:

TRACEY E. THORNTON

456-6493 (T) / 456-2604 (F)

RE:

PAGE 1 OF

3

If there are any problems with this transmission, please call
(202) 456-6493.

FAX SENT: _____

104TH CONGRESS
2D SESSION

S. _____

IN THE SENATE OF THE UNITED STATES

Mr. GRAHAM introduced the following bill; which was read twice and referred to the Committee on _____

A BILL

To amend the Fair Labor Standards Act of 1938 to exempt inmates from the minimum wage and maximum hour requirements of such Act, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. EXEMPTION.**

4 (a) IN GENERAL.—Section 13(a) of the Fair Labor
5 Standards Act of 1938 (29 U.S.C. 213(a)) is amended—

6 (1) by striking the period at the end of para-
7 graph (16) and inserting “; or”; and

8 (2) by adding at the end thereof the following
9 new paragraph:

July 1, 1996

1 “(17) any employee who is an inmate of a penal
2 or other correctional institution and who participates
3 in a correctional work program, that is sanctioned
4 by a Federal or State corrections agency or that is
5 administered by a nonprofit organization authorized
6 by State law to conduct a correctional work program
7 on behalf of the State.”.

8 (b) APPLICATION.—The amendment made by sub-
9 section (a)(2) shall take effect as if enacted on the date
10 of enactment of the Fair Labor Standards Act of 1938
11 (29 U.S.C. 201 et seq.).

July 1, 1986

"Small Business Exemption" Under the Fair Labor Standards Act

Some proponents of a new small business exemption under the Fair Labor Standards Act (FLSA) -- which would remove minimum wage and overtime protection for all employees of businesses which do an annual dollar volume of business of less than \$500,000 -- argue that this change is needed to restore an exemption that was eliminated as a result of an error in the 1989 Amendments to the FLSA. They point to efforts in both the House (sponsored by then-Congressman Espy) and the Senate (sponsored by Senator Bumpers) in the early 1990s to change the coverage provisions of the FLSA.

But the truth is that the Fair Labor Standards Act -- since its original enactment in 1938 -- has never contained an across-the-board small business exemption.

The 1989 Amendments eliminated a narrowly targeted exemption for only small retail and service firms. Employees of all other small businesses -- such as garment manufacturing firms, small mines, small guard service and janitorial companies -- have always been subject to minimum wage and overtime protection under the FLSA based on "individual coverage." That is, since 1938, employees who work in small non-retail/service firms have been covered by the FLSA's minimum wage and overtime protections if they engage in work activities related to interstate commerce. In fact, "individual coverage" based on activities relating to interstate commerce was originally the only basis for coverage under the FLSA.

Notwithstanding any confusion or disagreement about whether earlier legislation was intended to restore the pre-1989 small retail and service business exemption from individual coverage -- or substantially broaden this exemption to include all small businesses -- the effect of a small business exemption like that recently considered, and rejected, in the House is clear.

Such a small business exemption would have the effect of denying any minimum wage increase to possibly millions of current workers now covered by the FLSA in the kinds of jobs in the kinds of industries that have always been afforded this essential workplace protection.

Even worse, such an exemption would have the effect of denying any Federal minimum wage and overtime protection to as many as 10 million workers starting work for nearly two-thirds of U.S. businesses in the future. Enforcement experience in the garment and janitorial service industries, for example, clearly indicates the grave danger of exempting all small employers from minimum wage and overtime protection; in many cases these are the businesses where the most vulnerable workers find employment.

Such a small business exemption would deprive virtually every new employee -- regardless of their wage level -- of Federal overtime protection if they go to work for a firm with annual gross revenues of \$500,000 or less. It would take away "America's time-and-a-half" for these workers.

Such an exemption could create an incentive for larger firms to spin-off work to small low-wage contractors and subcontractors to reduce or hold down labor costs.

Such an exemption would also adversely affect the ability to effectively enforce minimum wage and overtime in larger companies where the annual gross revenue is difficult to establish or prove in order to assert "enterprise" coverage under the FLSA.

The Goodling Amendment in the House -- which the President threatened to veto -- was based on the Espy/Bumpers bill, but modified the approach by grandfathering in current covered employees at the current minimum wage rate. Senator Bond and others appear to be considering similar small business exemption amendments -- such as locking in the current minimum wage for small businesses without affecting coverage or current employees' entitlement to the (lower) minimum wage and overtime -- which are characterized as improvements over Espy/Bumpers. But in opposing the Goodling amendment, the President has already indicated his intent to veto a minimum wage increase for some if it comes with the price tag of excluding other workers who have always been covered. This approach too deprives certain workers of the treatment they have always been afforded under the FLSA, and would create a two-tier minimum wage for adult workers with those locked in at a wage level that reflects a 40 year low in value.

As the President said on May 22 in reference to the small business exemption then being considered and ultimately defeated in the House:

"... the House leadership is today proposing a giant fraud on the American people. Their legislation will eliminate the minimum wage for all workers hired by fully two-thirds of American businesses. I hope Senator Dole will join me in opposing this extreme measure. We must not tolerate sweatshops and a repeal of wage protections for millions of Americans, as a condition of assuring a living wage for some workers."

"Let me be clear: Eliminating the minimum wage is no way to raise it. If Congress sends me a bill to eliminate the minimum wage and wage protection for millions of workers, I will veto it."

"Small Business Exemption" Under the Fair Labor Standards Act

Background

When the Fair Labor Standards Act (FLSA) was originally enacted in 1938, the only basis for coverage of the minimum wage and overtime (and child labor) provisions was "individual coverage" of only those workers whose work activities related to interstate commerce. At the time, there was an exemption from the minimum wage and overtime provisions for all employees of local retail/service establishments. The FLSA -- since its original enactment -- has never contained an across-the-board small business exemption.

Over the years, the FLSA has frequently been amended -- typically to expand coverage to more businesses and more employees.

In 1961, the FLSA was amended to add a new basis for minimum wage and overtime coverage of "enterprises" so that all employees of firms -- with some employees engaged in interstate commerce -- that did more than \$1 million in annual dollar volume were covered, irrespective of whether the employee was individually covered based on interstate commerce. This significantly increased the number of employees covered by minimum wage and overtime protection. As a result, workers would be covered either if they work for a covered enterprise or (individually) if they work in activities related to interstate commerce in a firm that doesn't meet the enterprise test.

At the same time (1961), the retail/ service establishment exemption was narrowed to encompass only small retail/service firms with specified annual dollar volumes -- which changed up and down through subsequent amendments over the years. The effect was that all employees of such small retail/service firms were exempt irrespective of whether individually engaged in interstate commerce activities.¹ Employees of all other small businesses -- such as garment manufacturing firms, small mines, small guard service and janitorial companies -- had always been subject to minimum wage and overtime protection under the FLSA based on "individual coverage." That is, employees who work in small non-retail/service firms have always been covered by the FLSA's minimum wage and overtime protections if they engage in work activities related to interstate commerce.

In 1989, in conjunction with the two-stage minimum wage increase (the first since

¹ In 1966, the enterprise coverage threshold was reduced to \$500,000 for most enterprises; in 1974 it was further reduced to \$250,000. Exempt small retail/service firms became defined as those with annual dollar volumes which conformed with the enterprise coverage threshold, also as a result of the 1974 Amendments.

1981), the enterprise coverage threshold was increased back to \$500,000. At the same time, the small retail/service exemption from individual coverage was repealed. Some believe that this was an inadvertent drafting error in the legislation. Others believe that the intent was to establish an across-the board small business exemption though this was not the effect of the law enacted. Others believe this repeal was an intentional change as a trade-off for the increased enterprise coverage threshold.

In any case, the repeal had the effect of extending minimum wage and overtime protection to individually-covered employees of small retail/service establishments that had previously been exempt. This effect gave rise to introduction of remedial legislation (Bumpers/Espy), never enacted, that some characterized as intended to restore the *status quo ante* the 1989 amendments. In fact, the legislative proposals actually introduced would not have merely restored the pre-1989 situation; rather, these bills would have established an across-the-board minimum wage and overtime exemption for all small businesses (under \$500,000 in annual dollar volume) and, thus, would have removed minimum wage and overtime protection from classes of workers that had always been covered since 1938.

Q: Why has the Congress not extended the Fair Labor Standards Act (FLSA) to all businesses in the United States?

A: Federal authority to regulate employee wage payments under the FLSA derives from the Commerce Clause of the U.S. Constitution. Congress found that without FLSA's protections, substandard labor conditions were detrimental to the health, efficiency, and general well-being of workers in industries *engaged in commerce*. Such conditions would: (1) burden the channels and instrumentalities of commerce and cause them to be used to spread substandard labor conditions among workers throughout the States; (2) burden the free flow of goods in commerce; (3) create an unfair method of competition in commerce; (4) cause labor disputes that obstructed commerce; and (5) interfere with the orderly and fair marketing of goods in commerce. Starting in 1938, the FLSA only covered individual employees who were engaged in commerce or in the production of goods for commerce, or in any activity closely related and directly essential to producing goods for commerce -- *i.e.*, workers were "individually" covered (based on their direct connection to interstate commerce).

FLSA's coverage provisions are construed broadly to give effect to its remedial purposes, while exceptions to coverage are construed narrowly. With few exceptions (the 1989 FLSA Amendments being the most notable), the Congress has enacted successive amendments continually expanding the Act's coverage. Beginning in 1961, FLSA was amended to add a second way that workers would be covered -- "enterprise coverage" -- which extended the Act's protections to *all* employees in an enterprise engaged in commerce meeting a specified annual dollar volume test, *even if every employee was not individually engaged in commerce*, as long as at least *some* employees were engaged in commerce or in the production of goods for commerce, or were handling, selling or otherwise working on goods or materials that had been moved in or produced for commerce. This "enterprise coverage" threshold was changed over the years by later amendments, and is currently \$500,000 based on the 1989 FLSA Amendments.¹ Congress has never assumed that every employee in every business would always be covered, but has required that there be the requisite connection to commerce, either through "individual" or "enterprise" coverage.

FLSA also contains numerous exemptions from minimum wage or overtime (or both), which exempt certain otherwise covered employees from FLSA's monetary requirements -- *e.g.*, "executive, administrative and professional" employees who meet certain criteria; outside sales persons; employees of certain seasonal amusement or recreational establishments, small newspapers, and small telephone companies; workers on small farms (under 500 "man-days" of labor per quarter); casual babysitters and persons employed as companions to the elderly or infirm. Under current law, any employee of a business that does less than \$500,000 in annual business who does not engage in commerce or produce goods for commerce is not required to be paid the minimum wage or overtime.

¹ Also, under current law, all employees of hospitals, schools and institutions of higher education, and Federal, State and local governments are covered irrespective of the annual dollar volume of business done.

E X E C U T I V E O F F I C E O F T H E P R E S I D E N T

07-Jun-1996 11:30am

TO: (See Below)

FROM: Tracey E. Thornton
 Office of Legislative Affairs

SUBJECT: Threshold Minimum Wage Coverage

I talked to DOL about the Daschle question and they are doing a short Q&A. Essentially, the answers were all raised in the meeting in Leon's office -- the feds argued in 1938 that its authority to regulate wages was based in the interstate commerce clause and in 1961 the so-called enterprise threshold assumed every business over \$500,000 to be engaged in interstate commerce. The years in which congress adjusted this amount had to do with their attempt to keep current with inflation; it was not an attempt to expand or limit coverage. DOL believes that the main reason for the under \$500K exemption is that it is simply another exemption among the 5 pages of other exemptions listed in the FLSA.

They are providing more details.

Distribution:

TO: John C. Angell
TO: Jennifer M. O'Connor
TO: Janet Murguia
TO: Ananias Blocker
TO: John Hilley
TO: Elisa M. Millsap

DRAFT

May 21, 1996 6:15 pm

Possible Proposed FLSA Changes

These changes would all have the effect of denying minimum wage/overtime and potentially equal pay and child labor protection to certain classes of employees currently protected.

1. **Portal Act (Travel Time) Amendment:** Eliminates pay for home to work travel by employees in an employer-provided vehicle, and activities performed by an employee which are "incidental to the use of such vehicle for commuting," if the travel is within the "normal commuting area of the employer's business" and use of the vehicle is "subject to an agreement" between the employer and employee or employee's representative. The proposal would apply retroactively to pending actions. This will exclude more than just ordinary travel time from home to work. It is not clear which activities are "incidental to the use of such vehicle for commuting." The proposal lacks sufficient safeguards to ensure that use of the employer's vehicle is strictly voluntary by employees. This may disrupt some ongoing practices where the travel time is paid for, lowering compensation for some workers. We have already clarified "home-to-work" travel in company vehicles through our April 3, 1995, interpretation. Codification of the DOL interpretation as provided in the Andrews substitute would be acceptable.

Do will try to get it out

2. **Small Business Coverage Threshold:** Current law covers any worker engaged in interstate commerce, the production of goods for interstate commerce, or in any activity closely related or directly essential to producing goods for interstate commerce, as well as employees of covered "enterprises". Employees would be covered by the FLSA (minimum wage, overtime, etc.) under this proposal only if they worked for a firm with annual gross revenues of more than \$500,000, and eliminates "individual coverage" of employees who work in interstate commerce for firms with gross revenues less than \$500,000. It goes beyond the pre-1989 exemption which exempted only employees of small retail/service establishments, and only for minimum wage and overtime. This would remove a substantial number of previously-protected low-wage workers from FLSA coverage (garment industry sweatshops, industrial homework, sheltered workshops, farmworkers, etc.), and would remove child labor protections in many industries in the future. The proposal would sanction the return of exploitative labor conditions (low wages, no overtime pay, long work hours, child labor abuses) as smaller companies in all industries seek a competitive edge over businesses regulated by FLSA. The proposed grandfather provision for currently-covered workers would create a two-tier wage system and, therefore, leave these employees outside the scope of future minimum wage increases.

3. **Opportunity Wage:** Establishes a permanent (no sunset), fixed sub-minimum wage — at the flat rate of \$4.25, not 85 percent of the minimum wage — for all workers (not just youth) in their first 90 days of employment with any employer (not just the first employer). This proposal establishes, in effect, a permanent lower minimum wage for those temporary/contingent workers (e.g., garment and farm workers, retail employees) who seldom work more than 90 days for an employer.

4. **Tip Credit:** Eliminate the existing provision which requires employers of tipped employees (e.g., waiters and waitresses) to pay at least 50% of the statutory minimum wage in cash and replace it with a provision which locks the cash wage at the current standard — \$2.13 — even after the statutory minimum wage goes up. This proposal denies tipped employees any benefit from this minimum wage increase and, because it replaces an "index" formula with a fixed rate, it denies any automatic future increases in the minimum wage.

5. **Computer Exemption:** Eliminate the existing provision exempting certain "computer professionals" from requirements that they receive overtime pay if they earn more than 6.5 times the minimum wage and replace it with a provision exempting these workers from overtime if they earn more than \$27.63 per hour. Here again, this replaces an index formula with a fixed rate. This proposal means that no additional computer professionals will be protected by the FLSA's "time and one-half" overtime requirement and, over time, fewer and fewer computer professionals will be subject to this protection.

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

JOHN J. SWEENEY
PRESIDENT

Alben Shanker
Vincent R. Sombroco
John T. Joyce
Jay Mazur
George J. Keurplias
Michael Sacco
Gloria T. Johnson
J. Randolph Babbitt
Carolyn Forrest
Sonny Hall
William Lucy
A.L. "Mike" Monroe
Robert E. Wages

EXECUTIVE COUNCIL

RICHARD L. TRUMKA
SECRETARY-TREASURER

LINDA CHAVEZ-THOMPSON
EXECUTIVE VICE PRESIDENT

Edward T. Hanley
Gerald W. McEntee
Moran Byr
Lenore Miller
John N. Sturdivant
Ron Caroy
Douglas H. Dorly
Clayton Brown
Pat Fland
Sumi Haru
Loon Lynch
Arthur Moore
Jake Wasi

Wayne E. Glenn
William H. Bywater
Robert A. Georgino
John J. Barry
Frank Hanley
Arthur A. Cole
George F. Becker
Richard W. Cordtz
Michael Goodwin
Carroll Hynes
Doug McCarron
Arturo S. Rodriguez
Alfred K. Whitehead

James E. Hatfield
Marvin J. Bosde
Gene Upshaw
Moe Biller
James J. Norton
Frank Hunt
Stephen P. Nukich
M.A. "Mac" Fleming
Joe L. Green
James LaSala
Andrew McKenzie
Robert A. Scardellini

FAX TRANSMISSION

August 15, 1996

To: Shana Tesler (456-5820)

From: Rhonda Shoemaker for Gerry Shea

Subj: August 20th Minimum Wage Bill Signing

Please add:

Arlene Holt
Executive Assistant to the Executive Vice President
AFL-CIO
815 16th Street, N.W.
Washington, D.C. 20006
202-637-5180

Marc Baldwin
Public Policy Dept.
AFL-CIO
815 16th Street, N.W.
Washington, DC 20006
202-637-5202

Shana
please
add

President's List

MINIMUM WAGE BILL SIGNING - Tuesday AUG 20 1996 - 1:30 PM South Lawn - Business - East Visitors
Entrance For Official Government Use Only

Page 1

THE PRESIDENT

REPORT DATE: August 18, 1996
REPORT TIME: 2:53 PM

Accepts and No Responses

- A **Hon. Floyd Adams**
Mayor, City of Savannah
Savannah, GA
- Mr. Brian Ahlberg**
Office of Senator Wellstone, U.S. Senate
- A **Honorable Bernard E. Anderson**
Washington, DC
- A **Mr. Gary Anderson**
Director, Texas Municipal Retirement System
- A **Mr. Michael Andrews**
Director, Salomon Brothers
- Hon. (Rep.) Robert E. Andrews**
Representative, House of Representatives
Washington, DC
- A **Hon. Beryl F. Anthony**
Partner & Director, Legislative & Regulatory Practice, Winston and Strawn
Washington, DC
- Ms. Lenna Aoki**
- Hon. (Rep.) Bill Archer**
Representative, House of Representatives
Washington, DC
- A **Ms. Angela Arnett**
American Council of Life Insurance
- A **Mr. Chandler Arnold**
Marion, NC
- Ms. Michelle Garcia Avery**
Assistant Director of Legislative Services, Greenburg & Taurig
- A **Captain J. Randolph Babbitt**
President, Air Line Pilots Association International
Washington, DC
- A **Mr. Morton Bahr**
President, Communications Workers of America
Washington, DC
- A **Mr. Marc Baldwin**
Assistant Director, AFL-CIO Employee Benefits Department
Washington, DC

For Official Government Use Only

Page 2

REPORT DATE: August 18, 1996
REPORT TIME: 2:53 PM

Accepts and No Responses

- A **Mr. Bob Barrie**
O'Connor & Hannan
Washington, DC
- A **Ms. Colleen Barry**
American Association of Classified School Employees
- Hon. (Sen.) Max Baucus**
Senator, United States Senate
Washington, DC
- Hon. (Rep.) Xavier Becerra**
Representative, House of Representatives
Washington, DC
- A **Mr. George F. Becker**
United Steel Workers President; OPA, United Steel Workers of America-AFL-CIO VP
Pittsburgh, PA
- A **Ms. Olena Berg**
Assistant Secretary, Pension Welfare and Benefits Administration
- A **Ms. Mae H. Best**
Chief of Adoptions, D.C. Department of Social Services
- Mr. Len Bickwit**
Miller & Chevalier
- Hon. (Sen.) Joseph R. Biden**
(D/ Delaware), United States Senate
- Ms. Barbara Bingham**
- A **Mr. Edward J. Black**
Computer & Communications Industry Association
- A **Ms. Diane Blagman**
Director of Legislative and Regulatory Affairs, Greenberg & Traurig
- A **Mr. Bob Blair**
Manatt, Phelps, Phillips
Washington, DC
- A **Mr. Robert S. Boege**
Washington, DC
- A **Mr. Thomas Hale Boggs**
Partner, Patton, Boggs, & Blow

For Official Government Use Only

For Official Government Use Only

Page 3

REPORT DATE: August 18, 1996
REPORT TIME: 2:53 PM

Accepts and No Responses

Ms. Amy Bondurant

Verner, Lipfert, Bernhard, McPherson & Hand

Hon. (Rep.) David E. Bonior

U. S. House of Representatives
Washington, DC

Mr. Peter Borromeo

Office of Congressman Quinn, U.S. House of Representatives

Ms. Terry Bourgeois

Ms. Loretta Bowen 2

Washington, DC

Hon. (Sen.) Barbara Boxer

Senator, United States Senate
Washington, DC

A **Mr. David Bradley**

National Community Action Foundation

Hon. (Sen.) John B. Breaux

(D/Louisiana), United States Senate
Washington, DC

A **Mr. Richard Brennan**

Department of Labor

A **Ms. Deborah Briceland-Betts**

Executive Director, Older Women's League
Washington, DC

A **Ms. Clayola Brown**

International Vice President, Union of Needletrades, Industrial and Textile Employees
New York, NY

Ms. Maxine Brown

Council Member, Rochester, NY

A **Ximania Brown**

Department of Labor, Policy

A **Mr. Bill Buie**

Mr. Grover Bynum

Director, Governmental Affairs, Sprint
Washington, DC

For Official Government Use Only

For Official Government Use Only

Page 4

REPORT DATE: August 18, 1996
REPORT TIME: 2:53 PM

Accepts and No Responses

- A **Mr. William H. Bywater**
President, International Union of Electrical Workers
Washington, DC
- A **Mr. Bill Cable**
Timmons & Company
- A **Mr. Jack Caldwell**
President, Premier Pontiac-Nissan
Little Rock, AR
- A **Mr. Anthony Calhoun**
- A **Ms. Patricia Campbell-White**
1996 Public Policy Liaison, National Association of Realtors
Rehoboth Beach, DE
- A **Ms. Mary Eva Candon**
Brady & Berliner
- A **Mr. Arthur N. Caple**
Executive Director, MD TEachers & State Emp. Supp. Ret. Plan
Baltimore, MD
- Hon. (Rep.) Benjamin L. Cardin**
Representative, House of Representatives
Washington, DC
- Mr. Hugh Carey**
Senior Vice President, W.R. Grace & Company
- Ms. Kate Carey**
Metropolitan Life Insurance Company
- A **Mr. Bob Carr**
The Jefferson Group
- A **Mr. Samuel A. Carradine**
Executive Director, National Association of Minority Contractors
Washington, DC
- A **Mr. Frank W. Carter**
President, Glass, Molder, Pottery, Plastics and Allied Workers International union
Media, PA
- Mr. Phillip Cavanaugh**
Vice President & General Manager, Chevron Company
- Hon. (Sen.) John H. Chafee**
Senator, United States Senate
Washington, DC

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

- A **Ms. Letitia Chambers**
President, Chambers Associates Inc.
Washington, DC
- A **Ms. Victoria J. Norman (Substitute for: Louis Cherpes)**
- A **Ms. Susan Shank Mix (Substitute for: Nancy Chupp)**
- Mr. Jim Clark**
Tax Counsel, Ways and Means Finance Committee
- Hon. (Rep.) William L. Clay**
Representative, House of Representatives
Washington, DC
- Mr. Tom Cochran**
Executive Director, US Conference of Mayors
Washington DC
- A **Mr. Jeffrey Howard Cohen**
Washington, DC
- Mr. Arthur A. Coia**
General President, Laborers' International Union of North America
Washington, DC
- A **Ms. Gail Coleman**
Solicitor's Office, Department of Labor
- A **Miss Rubie Coles**
Women Work
Washington, DC
- A **Mr. John F. Colwell**
Department of Labor
- A **Mr. Edward G. Connelly**
Auto Dealers & Drivers for Free Trade
- A **Mr. Preston L. Connor**
National Association of Part Time and Temporary Employees
- A **Mr. and Mrs. David Cophan**
- A **Ms. Maria Cordone**
IAM, Retirees
- A **Mr. Greg Cortes**
Americas Foundation
Washington, DC

For Official Government Use Only

Page 6

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

Hon. (Rep.) Robert E. Cramer
Representative, House of Representatives
Washington, DC

Mr. Richard Crawford

Hon. (Rep.) Elijah E. Cummings
Congressman, House of Representatives
Washington, DC

A **Mrs. Lynn G. Cutler**
Senior Vice President, The Kamber Group
Washington, DC

A **Mr. Todd T. Dankmyer**
Senior Vice President, Communications, National Association of Retail Druggists
Alexandria, VA

A **Mr. Justin Dart**
Washington, DC

Hon. (Sen.) Thomas A. Daschle
Senator, U.S. Senate
Washington, DC

A **Ms. Dianne M. Davies**
Legislative Representative, American Bankers Association
Washington, DC

A **Ms. Dixie Davis**
The Adoption Exchange
Denver, CO

A **Mr. Jeffrey D DeBoer**
National Realty Committee
Washington, DC

Mr. Rick Deigel 2

Hon. (Rep.) Rosa DeLauro
(D/Connecticut), House of Representatives
Washington, DC

A **Mr. John G. Kopanke (Substitute for: Butler Derrick)**

A **Mr. Bob Diamond**
Whitten & Diamond
Washington, DC

A **Ms. Lisa Diehl**
Center for Economic Options
Charleston, WV

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

Ms. Diane Dobson

A **Hon. (Sen.) Christopher J. Dodd**
(D/Connecticut), United States Senate
Washington, DC

A **Ms. Diane Dodson**

A **Ms. Nancy Donaldson**
Legislative Director, Service Employees International Union
Washington, DC

Hon. (Sen.) Byron L. Dorgan
Senator, United States Senate
Washington, DC

A **Kay Bengston (Substitute for: Kay Dowhower)**
Lutheran Office for Government Affairs
Washington, DC

A **Ms. Evelyn Dubrow**
Legislative Director, UNITE
Washington, DC

A **Mrs. Jean Castells (Substitute for: Lynn Dudley)**

Hon. (Rep.) Jennifer B. Dunn
Representative, House of Representatives
Washington, DC

Mr. David Dunphy

Hon. (Rep.) Richard J. Durbin
Representative, House of Representatives
Washington, DC

Mr. James J. Eagan
Long Term Care Campaign

A **Ms. Maria Echaveste**
Department of Labor

A **Mr. Mark Eckman**
American Academy of Adoption Attorneys

Hon. (Rep.) Chet Edwards
Representative, House of Representatives
Washington, DC

For Official Government Use Only

Page 8

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

Mr. Ross E. Eisenbrey
Washington, DC

A **Ms. Kathy Eitelberg**
Siegal Co.

A **Mr. Maurice Emsellum**
National Employment Law Project

A **Hon. (Rep.) Eliot L. Engel**
Representative, House of Representatives
Washington, DC

A **Ms. Mary (Pepper) English**
Executive Director, Government, Bellsouth Corp.
Washington, DC

A **Mr. Paul Equale**
Senior Vice President, Government Affairs, Independent Insurance Agents of America
Washington, DC

Mr. Edward P. Faberman
Vice President, Federal Affairs, American Airlines
Washington, DC

A **Hon. (Rep.) Chaka Fattah**
Representative, U.S. House of Representatives
Washington, DC

A **Mr. Jeff Faux**
President, Economic Policy Institute
Washington, DC

A **Reverend William Fay**
Associate General Secretary, U.S. Catholic Conference
Washington, DC

Hon. (Rep.) Vic H. Fazio
(D/California), House of Representatives
Washington, DC

Hon. (Sen.) Dianne Feinstein
Senator, United States Senate
Washington, DC

A **Mr. Richard John Fiesta**
Department of Labor
Washington, DC

A **Mr. Carl Fillichio**
Associate Director for Strategic Planning, U.S. Department of Labor
Washington, DC

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

- A **Mr. Matthew P. Fink**
President, Investment Company Institute
Washington, DC
- Ms. Cindy Fithian**
National Council of Senior Citizens
- A **Mr. M.A. "Mac" Fleming**
President, Brotherhood of Maintenance of Way Employees
Southfield, MI
- A **Mr. Todd Flournoy**
- Hon. (Sen.) Wendell H. Ford**
Senator, United States Senate
Washington, DC
- A **Ms. Carolyn Forrest**
Vice President, United Automobile, Aerospace and Agricultural Implement Workers of America International Union
Detroit, MI
- A **Mr. John Fraser**
Department of Labor
- Ms. Caroline Fredrickson**
- Ms. Betty Friedan**
- A **Ms. Richelle Friedman**
Network
- A **Ms. Patricia Friend**
President, Association of Flight Attendants
Washington, DC
- A **Mr. Jonathon Fritts**
Worker Options Resource Center
- Hon. (Rep.) Martin Frost**
Representative, House of Representatives
Washington, DC
- A **Mr. Mark McDermott (Substitute for: Arthur Gajarsa)**
- A **Mr. John P. Galles**
National Small Business United
- Hon.(Rep.) Samuel Gedjenson**
Congressman, U.S. House of Representatives

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

- A **Mr. Robert A. Georgine**
President, Building and Construction Trades Department
Washington, DC
- Hon. (Rep.) Richard A. Gephardt**
Minority Leader, House of Representatives
Washington, DC
- Mr. Louis M. Gerber**
Communications Workers
Washington, DC
- Hon. (Rep.) Sam Gibbons**
Representative, House of Representatives
Washington, DC
- Ms. Karen Gilgoff**
Assistant Director, AFSCME Retiree Program
- A **Mr. Ramsay H. Gillman**
National Automobile Dealers Association
- A **Mr. Michael Ginley**
Department of Labor
- A **Ms. Elinor Glenn**
SEIU Retirees
- Hon. (Sen.) John H. Glenn**
Senator, United States Senate
Washington, DC
- A **Ms. Jere Glover**
Small Business Administration
Washington DC
- A **Honorable Thomas P. Glynn**
Deputy Secretary of Labor, Department of Labor
Washington, DC
- A **Mr. Arthur Godi**
1996 President, National Association of Realtors
Stockton, CA
- A **Mr. Earl S. Gohl**
Washington Representative, Office of Governor Casey
Washington, DC
- A **Ms. Lesley Gold**
Special Assistant to the Assistant Secretary, U.S. Department of Labor
Washington, DC

For Official Government Use Only

Page 11

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

- A **Wendy Goldberg**
Press Secretary, Small Business Association
Washington
- A **Ms. Liz Gonchar**
Washington, DC
- A **Mr. Michael Goodwin**
~~Vice~~ President, Office and Professional Employees International Union
New York, NY
- Hon. (Rep.) Bart Gordon**
Representative, House of Representatives
Washington, DC
- A **Ms. Roberta Messinger (Substitute for: Frederick Graefe)**
- A **Hon.(Rep.) Gene Green**
- A **Ms. Phyllis Greenberger**
Executive Director, Women's Health Research
- A **Mr. Joe L. Greene**
President, American Federation of School Administrators
Washington, DC
- A **Ms. Deborah Greenfield**
Department of Labor
- A **Mr. Robert Greenstein**
Center for Budget and Policy Priorities
- A **Ms. Janice Gregory**
ERISA Industry Committee
- A **Ms. Janice Griffin**
Vice President, Government Affairs, The Prudential Insurance Co. of America
Washington, DC
- A **Mr. Harry Gunther**
National Council on Senior Citizens
- A **Hon. (Gov.) Carl T.C. Gutierrez**
Governor of Guam
Agana, GU
- A **Mr. Timothy Haake**
Wunder Diefenderfer Cannon and Thelen

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

- A **Mr. Mike Haga**
Food Research and Action Center
- Mr. Bill Little (Substitute for: Elliott Hall)**
- A **Mr. Sonny Hall**
International President, Transport Workers Union of America
New York, NY
- A **Mr. Bill Hamilton**
Legislative Director, International Brotherhood of Teamsters
Washington, DC
- A **Mr. Elwood Hampton**
Legislative Director, MEBA/NMU District No. 5
Washington, DC
- A **Hon. Lloyd Hand**
Verner, Lipfert, Bernhard, McPherson & Hand
Washington, DC
- A **Mr. Frederick J. Hannett**
Vice Chairman & COO, Jefferson Group
Washington, DC
- A **Hon. (Sen.) Tom Harkin**
(D/Iowa), United States Senate
Washington, DC
- A **Mr. Bill Harmon**
Managing Director, Morgan Stanley
- Mr. Laurence D. Harris**
MCI Telecommunications Corporation and Subsidiaries
Washington, DC
- Mr. Seth Harris**
Special Assistant, U.S. Department of Labor
Washington, DC
- A **Ms. Barbara Harrison**
Wednesday's Child, Channel 4 Television
- A **Dr. Heidi Hartman**
Washington, DC
- A **Mr. Jerry Hartz**
Office of the Democratic Whip
Washington, DC

For Official Government Use Only

Page 13

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

Ms. Sumi Haru
Vice President, Screen Actors Guild
Los Angeles, CA

Hon. (Sen.) Orrin G. Hatch
Senator, United States Senate
Washington, DC

A **Ms. Audrey Tayes Haynes**
Director, Government Relations, National Federation of Business and Professional Women / USA
Washington, DC

A **Mr. Carroll Haynes**
President, International Brotherhood of Teamsters Local 237
New York, NY

Mr. Robert L. Healy
Manager of Federal Government Relations, ARCO
Washington, DC

A **Ms. Jan Heffner**
Executive Director, The Dave Thomas Foundation for Adoption
Columbus, OH
Guest: Ms. Casey Osterkamp

Hon. (Rep.) W. G. Hefner
Representative, House of Representatives
Washington, DC

A **Ms. Diane A. Heim**
Department of Labor

A **Ms. Janice Hendrix**
Department of Labor

A **Ms. Georgina Verdugo (Substitute for: Antonia Hernandez)**
Washington, DC

A **Mr. Jon Hiatt**
General Counsel, AFL-CIO
Washington, DC

Mr. Steve Hightower
Office of Senator Daschle, U.S. Senate

A **Mr. David Hildebrandt**
Profit Sharing Council of America

A **Mr. Norman Hill**
A. Philip Randolph Institute

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:54 PM

Accepts and No Responses

Hon. (Rep.) Maurice D. Hinchey
(D/New York), House of Representatives
Washington, DC

A **Mr. Richard Hinz**
Pension Welfare and Benefits Administration

A **Mr. Thomas William Hipple**
Director, Government Affairs, National Association of Home Builders
Washington, DC

A **Ms. Lisa Holden**

A **Ms. Arlene Holt**
AFL-CIO

Mr. Tom Hoog
Chairman, Hill & Knowlton

A **Ms. Joanne House**
National Breast Cancer Coalititon

A **Mr. Michael House**
Hogan & Hartson
Washington, DC

Ms. Mary Lynch Howell
Vice President, Government Affairs, Textron, Inc.
Washington, DC

A **Ms. Karen Howse**
Guests: Ms. Karie Howse, Ms. Lucinda Howse

A **Mr. Dan Hoydysh**
Unisys Corp.
Washington, DC

A **Hon. (Rep.) Steny H. Hoyer**
Representative, House of Representatives
Washington, DC

A **Mr. Walter E. Huizenga**
President, American International Automobile Dealers Association
Alexandria, VA

A **Mr. Steve Humerickhouse**

A **Mr. Philip A. Hutchinson**
President & CEO, Association of International Automobile Manufacturers Association
Arlington, VA

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

- A **Ms. Amy Isaacs**
President, Americans for Democratic Action
Washington, DC
- Mr. David L. Ivey**
Institutional & Municipal Parking Congress
- Mr. Joel Jankowsky**
Partner, Akin, Gump, Strauss Hauer and Field
- Ms. Kelly Jenkins**
National Committee on Pay Equity
- Mr. Broderick Johnson**
- Ms. Carolyn Johnson**
National Adoption Center
Philadelphia, PA
- Mr. David Johnson**
President, Johnson, Smith, Dover, Kitzmiller, and Stewart
Washington, DC
- Mr. Joel Johnson**
U.S. Senate
Washington, DC
- Hon. (Rep.) Nancy L. Johnson**
Representative, House of Representatives
Washington, DC
- Hon. (Rep.) Timothy P. Johnson**
Representative, House of Representatives
Washington, DC
- Mr. Tom Jolly**
Partner, Keck, Mahin and Cate
- A **Mr. Jim Jones**
- A **Mr. Dennis Jungmeyer**
President, Arkansas Automobile Dealers Assn.
North Little Rock, AR
- A **Ms. Kathleen Kahlau**
U.S. Catholic Conference
- A **Mr. William C. Kamela**

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

A **Mr. Donald J. Kaniewski**
Laborers' International Union
Washington, DC

A **Mr. Jonathon Kaplan**

A **Mr. Gene Karp**
Arlington, VA

Mr. Richard F. Keating
Vice President, National & International Affairs, Anheuser-Busch Companies, Inc.
Washington, DC

A **Ms. Lana Keelty**
Legislative Representative, National Rural Electric Cooperative Association
Washington, DC

Mr. Peter G. Kelly
Senior Vice President, Black, Manafort, Stone & Kelly
Alexandria, VA

A **Mr. Don Kennard**

A **Hon.(Sen.) Ted Kennedy**

Hon. (Rep.) Barbara B. Kennelly
(D/Connecticut), House of Representatives
Washington, DC

Ms. Leslie Bialos Kerman
Epstein, Becker and Green
Washington, DC

Mr. Thomas Kernans

Hon. (Sen.) John F. Kerry
(D/Massachusetts), United States Senate
Washington, DC

A **Ms. Geraldine Washington (Substitute for: Steven Kest)**

Hon. (Rep.) Dale E. Kildee
Representative, House of Representatives
Washington, DC

Hon. (Rep.) Peter T. King
(R/New York), House of Representatives
Washington, DC

For Official Government Use Only

Page 17

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

- A **Mrs. Susan King**
Administrator for Professional Services, Oregon Nurses Association
Portland, OR
- Ms Nancy Ruth Kirshner**
Office of Intergovernmental Affairs, Department of Labor
- Hon. (Rep.) Gerald D. Kleczka**
Representative, House of Representatives
Washington, DC
- A **Mr. Manuel Castells (Substitute for: James Klein)**
- Mr. Jim Klein**
Association of Private Pension and Welfare Plans
Washington DC
- A **Mr. Morton Klevan**
Pension Welfare and Benefits Administration
- Mr. Albert Knoll**
Senior Government Relations Representative, Sun Company, Inc.
Washington, DC
- A **Hon. Catherine Baker Knoll**
Harrisburg, PA
Guests: Mr. Christian Knoll, Mr. Tyler Knoll
- Mr. James Kolb**
Legislative Director, Carpenters
Washington, DC
- A **Ms. Sandra Kolenda**
Mon Valley Unemployed Committee
- Ms. Sadra Kolende**
Office of Senator Daschle, U.S. Senate
- Mr. George J. Kourpias**
President, International Association of Machinists and Aerospace Workers
Upper Marlboro, MD
- A **Mr. Marvin Krislov**
Deputy Solicitor, Department of Labor
- A **Mr. Joe Kroll**
Executive Director, North American Council on Adoptable
St. Paul, MN
- A **Mr. Jacob Kuitwaard**
Government Affairs, National Association of Realtors
Washington, DC

For Official Government Use Only

For Official Government Use Only

Page 18

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

Mr. Jake Kuitwaard
National Association of Realtors

Drenda Lakin
Center Director, Spaulding for Children
Southfield, MI

Mr. David Lambert
Vice President, Government Affairs, National Association of Chain Drug Stores

Mr. Jonathan Lange
BUILD

Ms. Drenda Larkin
Center Director, Spaulding for Children
Southfield, MI

Mr. James LaSala
President, Amalgamated Transit Union
Washington, DC

A **Mr. Weldon Latham**
Senior Partner, Shaw, Pittman, Potts & Trowbridge
Washington, DC

A **Mr. Daniel G. LeBlanc**
President, Virginia State AFL-CIO
Richmond, VA

A **Mr. Stephen Lee**
Pension Welfare and Benefits Administration

A **Mr. Mark Leggett**

Rev. Michael Lemmons
National Congress of Black Churches

Hon. (Sen.) Carl Levin
(D/Michigan), United States Senate
Washington, DC

Mr. Ken Levine
Wunder, Diefenderfer, Cannon & Thelan
Washington, DC

Mr. Larry Levinson
Attorney, Vernor Lipford

Mr. Robert J. Levy
Communications Specialist for Treasurer, Pennsylvania Treasury

For Official Government Use Only

For Official Government Use Only

Page 19

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

Mr. Michael Lewan
APCO Associates

A **Hon. Anne H. Lewis**
Assistant Secretary, Department of Labor
Washington, DC

Hon.(Rep.) John Lewis
U.S. Congressman, House of Representatives
Washington, DC

Mr. Robert G. Liberatore
Vice President of Washington Affairs, Chrysler Corporation
Washington, DC

Ms. Judith Lichtman
President, Women's Legal Defense Fund

A **Ms. Karen Lightfoot**
Center for Budget and Policy Priorities

A **Mr. Gerald Lindrew**
Department of Labor

Mr. Nick Littlefield
Washington, DC

A **Mr. Paul Lodico**
Mon Valley Unemployed Committee

Ms. Ann Looper
Director, Federal Legislative Affairs, The American Institute of Architects
Washington, DC

A **Marjorie Allen (Substitute for: Chuck Loveless)**
Legislative Affairs Specialist, AFSCME
Washington, DC

Mr. William Lucy
AFSCME
Washington, DC

A **Ms. Sandra Lund**
California Public Employees Retirement System

A **Mr. Leon Lynch**
Vice President, United Steelworkers of America
Pittsburgh, PA

A **Ms. Lisa M. Lynch**
Chief Economist, Department of Labor

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

- A **Mr. Scott Macey**
Chairman, ERISA Industry Committee
- A **Mr. Mark A. Mack**
- A **Ms. Emily Mah**
- A **Ms. Lisa L. Maher**
Director, Policy Advisor, Chrysler Corporation
Washington, DC

Mr. and Mrs. Douglas Mainwaring

Mr. Daniel Maldonado
MARC Associates, Incorporated
Washington, DC

Ms. Barbara Malinowski

Mr. William Malinowski

Bishop James Mallone
U.S. Catholic Conference
OH

Hon. (Rep.) Carolyn B. Maloney
Representative, House of Representatives
Washington, DC

Mr. Andrew E. Manatos
President, Manatos & Manatos
Washington, DC

Mr. Chuck T. Manatt
Partner, Manatt, Phelps & Philips
Washington, DC

Mr. Steven Mandel
Department of Labor

Ms. Cynthia Marano
Executive Director, Wider Opportunities for Women
Washington, DC

Ms. Paula Calimafde Mark
Small Business Council of America, Inc.

- A **Ms. Jeannine Markoe**

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

- A **Ms. Denise Mitchell**
Assistant to the President for Public Affairs, AFL-CIO
Washington, DC
- Mr. Anthony Moffett**
Chairman and CEO, Strategic Policy, Inc.
Washington,, DC
- A **Mr. Edward A. Mohler**
President, Maryland State and D.C. AFL-CIO
Annapolis, MD
- A **Mr. A.L. (Mike) Monroe**
President, International Brotherhood of Painters and Allied Trades of the United States and Canada
Washington, DC
- A **Mr. Arthur Moore**
President, Sheet Metal Workers International Association
Washington, DC
- Ms. Cynthia L. Moore**
Washington Counsel, National Counsel on Teacher Retirement
Arlington, VA
- Mr. Frank Moore**
WMS Technologies
Washington, DC
- Mr. Jack F. Moore**
Secretary/Treasurer, International Brotherhood of Electrical Workers
Washington, DC
- Hon. (Rep.) James P. Moran**
(D Virginia), House of Representatives
Washington, DC
- Norah Moseley**
Committee on Ways and Means
- A **Mrs. Kate Moss**
Kate Moss Company
Washington, DC
- Hon. (Sen.) Daniel Patrick Moynihan**
Senator, United States Senate
Washington, DC
- Mr. Steve Mulder**
- A **Ms. Irma R. Munoz**
Deputy Associate Administrator for Marketing and Customer Service, Small Business Administration
Washington, DC

For Official Government Use Only

Page 24

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

Mr. Daniel H. Murray
Vice President, The Dutko Group
Washington, DC

Hon. (Sen.) Patty Murray
(D/Washington), United States Senate
Washington, DC

Mr. Larry Naake
Executive Director, National Association of Counties
Washington, DC

Mr. Roy Neel
U.S. Telephone Assn
Washington D.C.

A **Ms. Patricia Nelson**
Principal, O'Brien and Calio
Washington, DC

A **Mr. Richard Nelson**
Department of Labor

A **Mr. Thomas M. Nemet**
Executive Officer, Auto Dealers and Drivers for Free Trade
Jamaica, NY

A **Mr. Fred Nesbitt**
International Association of Firefighters

A **Mr. Clyde Northrop**

Hon. (Rep.) Eleanor Holmes Norton
Representative, House of Representatives
Washington, DC

Mr. James J. Norton
President, Graphic Communications International Union
Washington, DC

A **Mr. Michael Novelli**

A **Ms. Karen Nussbaum**
AFL-CIO
Washington DC

A **Ms. Carolyn G. O'Brien**
Arlington, VA

Mr. Larry O'Brien
Partner, O'Brien and Calio

For Official Government Use Only

For Official Government Use Only

Page 25

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

Mr. Kevin Michael O'Connell
Owner-Operator, Independent Drivers Association

Mr. Kirk O'Donnell
O'Conner and Hannan

A **Ms. Jane O'Grady**
AFL-CIO
Washington, DC

Mr. G. John O'Hanlon
Raffaelli, Spees Springer and Smith

A **Mr. John O'Hanlon**
Raffaelli, Spees, Springer & Smith
Washington, DC

Mr. Tom O'Hara
Vice President, Government Relations, Prudential Insurance Company of America
Washington, DC

Mr. Christopher "Kip" O'Neill
O'Neill and Arthy
Washington, DC

A **Mr. Joe O'Neill**
President, Public Strategies Washington Inc.

A **Hon. (Rep.) James L. Oberstar**
Representative, House of Representatives
Washington, DC

A **Mr. Russell Orban**
Office of Congresswoman Lambert
Washington, DC

A **Mr. John Orlando**
Vice President, Timmons and Co. Inc
Washington, DC

Hon. (Rep.) Bill Orton
Representative, House of Representatives
Washington, DC

A **Mr. Barney Oursler**
Mon Valley Unemployment Committee

Mr. Chris Owens
Office of Senator Daschle, U.S. Senate

For Official Government Use Only

For Official Government Use Only

Page 26

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

- A **Ms. Christine Owens**
Worker Options Resource Center
- Hon. (Rep.) Major R. Owens**
Black Caucus, House of Representatives
Washington, DC
- A **Hon. Geri Palast**
Assistant Secretary for Congressional Affairs, Department of Labor
Washington, DC
- A **Ms. Mary Lou Palmer**
Administrative Assistant, Congressman Jack Quinn's Office
Washington, DC
- A **Mr. Benjamin L. Palumbo**
Arlington, VA
- Mr. David Parker**
President, Aluminum Association
Washington, DC
- A **Emil Parker**
Us Dept of HHS
Washington, DC
- A **Mr. Mehul J. Patel**
Manasquan, NJ
- Mr. William L. Bell (Substitute for: George Peapples)**
- Hon. (Sen.) Claiborne Pell**
Senator, United States Senate
Washington, DC
- Hon. (Rep.) Nancy Pelosi**
(D/California), House of Representatives
Washington, DC
- A **Mr. Gary J. Perkinson**
Senior Vice President, Government Relations, Beneficial Management Corporation
Washington, DC
- A **Mr. John Peterson**
President, National Automobile Dealers Association
McLean, VA
- A **Mr. Gary Frank Petty**
Fairfax, VA

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

A **Mr. Craig Helsing (Substitute for: Morry Markowitz)**

Hon. (Rep.) Matthew G. Martinez
Representative, House of Representatives
Washington, DC

A **Mr. Joel Marx**
Small Business Campaign

Mr. Theodore Mason
Attorney and Board Member, National Adoption Center

A **Honorable Robert T. Matsui**
Washington, DC

Mr. Richard Mays
Cassidy & Associates
Washington, DC

A **Mr. Jay Mazur**
President, Union of Needletrades, Industrial and Textile Employees
New York, NY

A **Mr. Robert McAlpine**
National Urban League

Mr. David McAteer
Solicitor, Department of Labor

Mr. Douglas McCarron
President, UNited BRotherhood of Carpenters and Joiners of America
Washington, DC

A **Mr. Brian J. McCarthy**
Fried Films & Tri-Star
Culver City, CA

A **Mr. Frank E. McCarthy**
Executive Vice President, National Automobile Dealers Association
McLean, VA

A **Mrs. Pamela McDermott**
Guests: Ms. Jordan McDermott, Mr. Drew McDermott

A **Mr. Gerald W. McEntee**
President, American Federation of State, County & Municipal Employees
Washington, DC

Mr. Bob McGee
Vice President, Occidental
Washington, DC

For Official Government Use Only

Page 22

REPORT DATE: August 18, 1996
REPORT TIME: 2:55 PM

Accepts and No Responses

- A **Mr. Bob McGlotten**
Partner, Government Affairs, McGlotten and Jarvis
- A **Mr. Andrew McKenzie**
President, International Leather Goods, Plastics, NOvelty and Service Worker's Union
St. Louis, MI
- Hon. Thomas "Mack" F. McLarty**
Counselor to the President for Business Affairs, The White House
Washington, DC
- Mr. Francis X. McLaughlin**
Director, Political Affairs, American Dental Association
- A **Ms. Laramie F. Mcnamara**
- Mr. Michael McShane**
Manager, Government Relations, TRW Inc.
Arlington, VA
- Mr. Charlie Melody**
- A **Honorable Cynthia A. Metzler**
Washington, DC
- Mr. Kweisi Mfume**
President and CEO, NAACP
Baltimore, MD
- Hon. (Sen.) Barbara A. Mikulski**
Senator, United States Senate
Washington, DC
- A **Ms. Lenore Miller**
Retail, Wholesale and Dept. Store
New York, NY
- A **Ms. Linda Miller**
Legislative Aide, AFL-CIO
Washington, DC
- Hon. (Rep.) David Minge**
Representative, House of Representatives
Washington, DC
- Hon. (Rep.) Patsy T. Mink**
Representative, House of Representatives
Washington, DC
- A **Mr. Lawrence Mishel**
Economic Policy Institute

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

Mr. Frank Phifer

Professional Assistant, Committee on Ways and Means
Washington, DC

Ms. Joann Piccolo

Vice President, Motorola, Inc.
Washington, DC

A **Mr. William Pierce and Mrs. Paula O'Connor**
President, National Council for Adoption

A **Ms. Catherine Pinkerton**
Catholic Network of Volunteer Services
Washington D.C.

A **Mr. Jon Plebani**
Arter & Hadden
Washington, DC

A **Mr. Anthony Podesta**
Podesta & Associates, Inc.
Washington, DC

Mr. John Podesta
Washington, DC

Mr. David Podoff
Staff, Committee on Ways and Means

A **Mr. Steven J. Powell**
Holland and Knight

Mr. Robert Powers
Legislative Representative, Carpenters
Washington, DC

A **Mr. Robert C. Pozen**
General Counsel, Fidelity Investments
Boston, MA

Ms. Kate Premo
National Federation of Business and Professional Women
Washington, DC

Mr. Hugh B. Price
President, National Urban League
Washington, DC

A **Ms. Ann Pride**
Federal Affairs Executive, Entergy

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

Ms. Sydney Probst
Kansas City Southern

A **Mr. Steve Protulis**
Executive Director, National Council of Senior Citizens
Washington, DC

A **Mr. Peter Prowitt**
Manager, Federal Legislative Affairs, General Electric
Washington, DC

Ms. Mady Prowler
Director, Adoption Assistance Programs, National Adoption Center

Hon. (Rep.) Deborah Pryce
Representative, House of Representatives
Washington, DC

Hon. (Sen.) David Pryor
United States Senate
Washington, DC

A **Hon. (Rep.) Jack Quinn**
(R/New York), House of Representatives
Washington, DC

A **Mr. Tom Quinn**
O'Connor & Hannan
Washington, DC

A **Mr. Robert Ragan**
Manager, Public Affairs, Bechtel Group, Inc.
Washington, DC

A **Ms. Jill Hill Randolph**

Hon. (Rep.) Charles B. Rangel
Representative, House of Representatives
Washington, DC

A **Ms. Joanna E. Reagan**
Legislative Director, BAC
Washington, DC

Mr. John M. Rector
Vice President of Government Affairs, National Association of Retail Druggists
Alexandria, VA

A **Mr. Arthur J. Reddy**
Executive Director, International Union of Police Associations
Alexandria, VA

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

Hon.(Rep.) Jack Reed
Washington, DC

A **Mr. Stephen Regenstreif**
AFSCME Retirees

Hon. Robert B. Reich
Secretary of Labor, Department of Labor
Washington, DC

A **Mr. Carlos Resendez**
National Council on Public Employee Retirement Systems

A **Mr. Stephen A. Yokich (Substitute for: Alan Reuther)**

A **Mrs. Mary Ann Richardson**
Deputy Assistant Secretary, Department of Labor

Hon. (Rep.) William B. Richardson
Representative, House of Representatives
Washington, DC

Hon. (Rep.) Frank Riggs
Representative, U.S. House of Representatives
Washington, DC

Hon. (Rep.) Lynn N. Rivers
Representative, U.S. House of Representatives
Washington, DC

A **Ms. Susan A. Roach**
Mc Keesport, PA

Hon. (Sen.) Charles S. Robb
(D/Virginia), United States Senate

A **Ms. Kristin Paulson (Substitute for: Wade Robert)**
Manager, Congressional Affairs, United Technologies Corp.
Washington, DC

A **Mr. Mike Roberts**
Washington Representative, American Academy of Ophthalmology
Washington, DC

Hon.(Sen) John D. Rockefeller
Senator, United States Senate
Washington, DC

Hon. (Rep.) Timothy J. Roemer
Representative, House of Representatives
Washington, DC

For Official Government Use Only

Page 30

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

- A **Hon. (Rep.) Carlos A. Romero-Barcelo**
Representative, House of Representatives
Washington, DC
- A **Mr. Daniel N. Rosenblatt**
Executive Director, International Association of Chiefs of Police
Alexandria, VA
- A **Ms. Ann Rosewater**
Deputy Assistant Secretary for Policy and External Affairs, Department of Health and Human Services
Washington DC
- Hon. (Sen.) William V. Roth**
Senator, United States Senate
Washington, DC
- Ms. Molly Rowley**
Democratic Policy Committee
- Mr. Marty G. Russo**
Senior VP, Cassidy and Associates
- Mr. Peter Rutledge**
- A **Mr. Michael Sacco**
Seafarers International Union of North America
Camp Springs, MD
- A **Mr. William Samuel**
Department of Labor
Washington, DC
- Hon. (Sen.) Paul S. Sarbanes**
(D/Maryland), United States Senate
Washington, DC
- A **Mr. Aubrey Sarvis**
Vice President, Federal Relations, Bell Atlantic Corporation
Washington, DC
- A **Mr. John Stanley Satagaj**
President, Small Business Legislative Council
Washington, DC
- A **Ms. Jean Hutter (Substitute for: Gary Sauter)**
Associate Director of Government Affairs, United Food and Commercial Workers
Silver Springs, MD
- Hon. (Rep.) Thomas C. Sawyer**
Representative, House of Representatives
Washington, DC

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

- A **Mr. Robert A. Scardelletti**
President, Transportation/Communications International Union
Rockville, MD
- A **Mr. Harold A. Schaitberger**
Exec. Asst. to the General President, International Association of Fire Fighters
Washington, DC
- A **Mr. Ranit Schmelzer**
Democratic Policy Committee
Washington, DC
- A **Mr. Philip Schneider**
National Association of Chain Drug Stores
- Ms Judy H. Schub**
Pension Benefit Guaranty Corporation
Washington, DC
- A **Mr. Daniel Schulder**
Legislative Director, National Council of Senior Citizens
Washington, DC
- A **Mr. Leon Schull**
Americans for Democratic Action
- Ms. Beth Schulman**
UFCW
- Hon. (Rep.) Robert C. Scott**
Representative, US House of Representatives
Washington, DC
- Mr. Bob Scully**
Executive Director, National Association of Police Organizations
Washington, DC
- A **Ms. Suzanne B. Seiden**
Department of Labor
Washington, DC
- Mr. Albert Shanker**
President, American Federation of Teachers
Washington, DC
- A **Mr. Isaac Shapiro**
- Hon. (Rep.) E. Clay Shaw**
Representative, House of Representatives
Washington, DC

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

- A **Hon. (Rep.) Christopher Shays**
Representative, House of Representatives
Washington, DC
- A **Mr. Gerald Shea**
Assistant to the President for Gov't Affairs, AFL-CIO
- Mr. Jack Sheehan**
Former Legislative Director and Assistant to the President, United Steelworkers of America
Washington, DC
- A **Ms. Susan Sherk**
Staff, Small Business Administration
- Ms. Debra Silimeo**
Democratic Policy Committee
Washington, DC
- A **Ms. Stephanie Silverman**
- A **Hon. (Sen.) Paul Simon**
Senator, United States Senate
Washington, DC
- A **Ms. Rita Simon**
American University
Washington, DC
- A **Mr. Gilbert Simonetti**
Partner, Price Waterhouse
Washington, DC
- Hon. (Rep.) David E. Skaggs**
Representative, House of Representatives
Washington, DC
- A **Mr. Marty Slate**
Director, Pension Benefits Guaranty Corporation
- A **Mr. David Smith**
Department of Labor
- A **Mr. Lee Snell**
David Vienna & Association
- A **Mr. Vincent R. Sombrotto**
President, National Association of Letter Carriers
Washington, DC
- Hon. (Rep.) John M. Spratt**
House of Representatives
Washington, DC

REPORT DATE: August 18, 1996
REPORT TIME: 2:56 PM

Accepts and No Responses

Chief Mark Spurrier

Major Cities Chiefs, Baltimore County Police Department
Towson, MD

Ms. Deborah Standeven

A **Ms. Cheryl M. Stauts**
Alexandria, VA

Mr. Larry Stein

United States Senate
Washington, DC

A **Mr. Mike Stern**
Investment Company Institute

Ms. Suzanne Stokes

Federation of Business and Professional Women
Washington, DC

A **Mr. Kenneth M. Stram**
Washington, DC

Mr. Bob Strauss

A **Mr. John N. Sturdivant**
President, American Federation of Government Employees
Washington, DC

Ms. Ann Sullivan

Adoption Program Director, Child Welfare League of America

A **Mr. Scott Sutherland**

A **Ms. Mary Swedin**
Assistant Administrator, Office of Congressional and Legislative Affairs
Washington, DC

A **Mr. John J. Sweeney**
President, AFL-CIO
Washington, DC

A **Ms. Stephanie Swirsky**
Department of Labor

A **Ms. Anne Switek**
Pension Welfare and Benefits Administration

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Accepts and No Responses

Mr. George Tagg
Federal Express PAC
Washington, DC

Mr. Jon Talisman
Staff, Committee on Ways and Means

A **Ms. Linda Tarr-Whelan**
Center on Policy Alternatives
Washington, DC

Ms. Audrey Tayes-Haynes
Business and Professional Women/USA

Ms. Peggy Taylor
Legislative Director, AFL-CIO
Washington, DC

A **Mr. William Taylor**

A **Mr. Ricardo Luis Tejada**
Department of Labor

A **Mr. Bennie L. Thayer**
National Association for the Self Employed
Washington, DC

Mr. David D. Tice
Institute of Business Designers

Ms. Gaylene Toccoli
Guest: Ms. Samantha Toccoli

A **Mr. Greg Toomey**
Executive Director, American Trucking Assn.
Washington, DC

Hon. (Rep.) Robert G. Torricelli
Representative, House of Representatives
Washington, DC

A **Mr. and Mrs. Samuel Totaro**
American Academy of Adoption Attorneys
Guests: Ms. Juliana Totaro, Mr. Christopher Totaro

A **Mr. Vincent Matthew Trivelli**
Morgantown, WV

A **Hon. Jack Valenti**
President, Motion Picture Association of America
Washington, DC

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Accepts and No Responses

- A **Ms. Rosemary Vardell**
National Center for Early Childhood Workforce
- A **Ms. Jennifer Vasilov**
Coalition on Human Needs
- A **Mr. Howard Vine**
Greenburg & Taurig
- Mr. David Voight**
Director, Small Business Center, Chamber of Commerce
Washington, DC
- Hon. (Rep.) Harold L. Volkmer**
Representative, House of Representatives
Washington, DC
- A **Mr. Howard L. Waddell**
Deputy Assistant Secretary for Public Affairs, U.S. Department of Labor
Washington, DC
- A **Mr. Robert E. Wages**
President, Oil, Chemical and Atomic Workers International Union
Lakewood, CO
- A **Ms. Ella Sheridan Jackson (Substitute for: H. Walker)**
- Hon. (Rep.) Mike Ward**
Representative, House of Representatives
Washington, DC
- A **Mr. Keith Watson**
- A **Ms. Claudia Wayne**
National Center for Early Childhood Workforce
- A **Mr. Robert Weinberger**
Vice President, Government Affairs, H&R Block Inc.
- Ms. Gail Weiss**
Econ. Opp. Committee, U.S. House of Representatives
- Mr. Arnold F. Wellman**
United Parcel Service
Washington, DC
- A **Ms. Judy Wells**
- Hon. (Sen.) Paul Wellstone**
Senator, United States Senate
Washington, DC

For Official Government Use Only

Page 36

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Accepts and No Responses

- A **Mrs. Gail Berry West**
- A **Mr. Jake West**
President, International Association of Bridge, Structural and Ornamental Iron Workers
Washington, DC
- A **Ms. Alice Wharton**
- A **Ms. Rosalie W. Whelan**
Director, Retired Members Department, Service Employees International Union
Washington, DC
- Mr. Joel White**
Office of Congressman Shays, U.S. House of Representatives
- A **Ms. Susan J. White**
Legislative Counsel, Nat'l Assn. of Gov't Deferred Comp. Ad.
Lexington, KY
- A **Mr. Alfred Whitehead**
President, International Association of Firefighters
Washington, DC
- Ms. Cathy Wilkinson**
Wheeling, WV
Guests: Ms. Lisa Moore, Ms. Deborah Moore
- A **Ms. Coquese Williams**
- A **Mr. Joslyn N. Williams**
President, Metropolitan Washington Council, AFL-CIO
Washington, DC
- Hon. (Rep.) Pat Williams**
Representative, House of Representatives
Washington, DC
- A **Mr. Steve Williams and Mrs. Donna Fitzwater**
Guests: Miss Haile Tina Fitzwater-Williams, Miss Maya Fitzwater-Williams
- Ms. Vera Williams**
Office of Senator Daschle, U.S. Senate
- Ms. Vera Williams**
Monessen, PA
Guest: Mr. Terrodric Williams
- Mr. Wade S. Williams**
Deloitte & Touche
Washington, DC

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Accepts and No Responses

A **Mr. Wayne Williams**
American International Automobile Dealers Association

A **Ms. Carol W. Wilner**
Legislative Counsel, LUCENT Technologies

A **Mr. Michael J. Wilson**

A **Ms. Claudia Withers**
Fair Employment Council of Greater Washington

Hon. (Rep.) Lynn C. Woolsey
Representative, House of Representatives
Washington, DC

Hon. (Sen.) Ron Wyden
Representative, House of Representatives
Washington, DC

A **Hon. (Rep.) Albert Russell Wynn**
Representative, House of Representatives
Washington, DC

A **Mr. Bruce Yarwood**
Legislative Counsel, American Health Care Association
Washington, DC

Mr. Ted Zegers
Democratic Policy Committee

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Regrets

- R **Mr. David A. Barrett**
Principal, Morgan Stanley
- R **Mr. John J. Barry**
President, International Brotherhood of Electrical Workers
Washington, DC
- R **Ms. Catherine P. Bennett**
Vice President, Federal Tax & Trade, Pfizer, Inc.
Washington, DC
- R **Mr. Michael S. Berman**
President, The Duberstein Group, Inc.
Washington, DC
- R **Ms. Susan Bianchi-Sand**
Executive Director, National Committee on Pay Equity
Washington, DC
- R **Mr Moe Biller**
President, American Postal Workers Union
Washington, DC
- R **Hon. George Blackwood**
Mayor Pro Tem, Kansas City, MO
Kansas City, MO
- R **Mr. Marvin J. Boede**
President, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry
Washington, DC
- R **Mr. Timothy A. Boggs**
Senior Vice President, Public Policy, Time Warner Inc.
Washington, DC
- R **Mrs. Betty Hudson Bowers**
Vice President, Government Relations, Fluor Corporation
Washington, DC
- R **Mr. Leland C. Brendsel**
Freddie Mac Foundation
- R **Mr. Mike Canning**
Legislative Director, National Troopers Coalition
- R **Mr. Ron Carey**
President, International Brotherhood of Teamsters
Washington, DC
- R **Ms. Maxine C. Champion**
Vice President, Corporate Affairs, Nestle Enterprises, Inc.
Washington, DC

For Official Government Use Only

Page 39

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Regrets

- R **Mr. Steve Champlin**
Vice President, Duberstein Group
Washington, DC
- R **Mrs. Linda Chavez-Thompson**
Executive Vice President, AFL-CIO
Washington, DC
- R **Mr. Louis Cherpes**
- R **Ms. Nancy Chupp**
Church Women United
Washington, DC
- R **Mr. Kenneth W. Cole**
Vice President, Govt. Relations, Allied-Signal, Inc.
Washington, DC
- R **Mr. D. Barry Connelly**
ASsociated Credit Bureaus Inc.
- R **Ms. Linda Susan Cox**
Holt International Children's Services
Eugene, OR
- R **Ms. Susan Dahlquist**
Nat'l Committee to Preserve Social Security & Medicare
Washington, DC
- R **Ms. Nancy Danielson**
National Farmers' Union
- R **Mr. Dan Danner**
VP for Government Affairs, National Federation of Independent Business
Washington, DC
- R **Mr. James H. Davidson**
Principal, The Davidson Colling Group
Washington, DC
- R **Mr. Mitchell Delk**
Vice President, Freddie Mac
Washington, DC
- R **Mr. Tom Dennis**
Vice President, Washington Region, Southern California Edison Company
- R **Mr. Butler Derrick**
Williams & Jensen, P.C.
Washington, DC

For Official Government Use Only

For Official Government Use Only

Page 40

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Regrets

- R **Ms. Sheryl Dicker**
Permanent Judicial Commission on Justice for Children
- R **Ms. Debbie Dingell**
Manager, Administration & Strategic Planning, General Motors Corporation
- R **Mr. Chris Donnellan**
Legislative Director, International Brotherhood of Police Officers
- R **Ms. Lisa Donner**
ACORN
- R **Mr. Douglas H. Dority**
President, United Food & Commercial Workers International Union
Washington, DC
- R **Ms. Kay Dowhower**
Executive Director, Lutheran Office for Governmental Affairs
Washington, DC
- R **Mr. Tom Downey**
Downey, Chandler Inc.
- R **Ms. Lynn Dudley**
Association of Private Pension and Welfare Plans
Washington DC
- R **Mr. Daniel A. Dutko**
Chairman, The Dutko Group
Washington, DC
- R **Mr. Dennis Eckhart**
Arter & Hadden
- R **Ms. Marian Wright Edelman**
President, Children's Defense Fund
Washington, DC
- R **Ms. Beverly L. Everson-Jones**
Executive Director, National Association of Black Accountants Inc.
Greenbelt, MD
- R **Mr. Jack Faris**
National Federation of Independent Business
Washington D.C .
- R **Mr. Mike Ferrell**
Mortgage Bankers Association of America
- R **Mr. Claude Fontheim**
Fontheim and Hammonds

For Official Government Use Only

For Official Government Use Only

Page 41

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Regrets

- R **Mr. Marty Franks**
Senior Vice President, CBS Washington
- R **Mr. Jim Free**
Walker Free Associates
- R **Mr. Paul Frick**
House Democratic Policy Committee
Washington, DC
- R **Ms. Susan Frievalds**
The National Adoption Foundation
Minneapolis, MN
- R **Mr. Arthur J. Gajarsa**
Joseph, Gajarsa, McDermott & Reiner, P.C.
- R **Mr. Wayne E. Glenn**
President, United Paperworkers International Union
Nashville, TN
- R **Ms. Olivia Golden**
Commissioner, Dept. of Health and Human Services, Administration of Children, Youth and Families
Washington DC
- R **Mr. Richard Goodstein**
Browning-Ferris Industries
Washington, DC
- R **Mr. David Gorin**
Executive Vice President, National Association of RV Parks & Campgrounds
Vienna, VA
- R **Mr. Frederick Graefe**
Baker & Hostetler
Washington, DC
- R **Erie Green**
Legman Brothers
- R **Mr. Ernie Green**
Managing Director, Lehman Brothers
- R **Mr. Micah Green**
Executive Vice President, Public Securities Ass'n.
Washington, DC
- R **Mr. William J. Green**
Vice President, Government Relations, MacAndrews & Forbes Holdings, Inc.
Washington, DC

For Official Government Use Only

For Official Government Use Only

Page 42

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Regrets

- R **Ms. Stacey Grundman**
Special Assistant to the Secre, Office of the Secretary
Washington, DC
- R **Mr. Elliott S. Hall**
Vice President of Washington Affairs, Ford Motor Company
Washington, DC
- R **Ms. Carol Hamilton**
Women Work!
- R **Mr. Edward T. Hanley**
President, Hotel Employees & Restaurant Employees International Union
Washington, DC
- R **Mr. Frank Hanley**
President, International Union of Operating Engineers
Washington, DC
- R **Mr. Randolph Hardock**
Davis & Harmon
- R **Mr. James E. Hatfield**
Chairman, Glass, Molders, Pottery, Plastics, and Allied Workers International Union
Media, PA
- R **Ms. Dorothy Height**
Leadership Conference on Civil Rights
- R **Mr. Wade Henderson**
Leadership Conference on Civil Rights
- R **Ms. Antonia Hernandez**
MALDEF
Pasadena, CA
- R **Ms. Catherine L. Heron**
McLean, VA
- R **Ms. Catherine L. Herron**
Investment Company Institute
- R **Mr. Jeff Hirshberg**
National Director, Government Relations, Ernst & Young
- R **Ms. Margaret Renken Hudson**
Vice President, Legislative Affairs, American Portland Cement Alliance
Washington, DC
- R **Mr. Frank Hurt**
President, Bakery, Confectionery & Tobacco Worker's International Union
Kensington, MD

For Official Government Use Only

For Official Government Use Only

Page 43

REPORT DATE: August 18, 1996
REPORT TIME: 2:57 PM

Regrets

R **Ms. Angela Jackson**

R **Ms. Gloria Johnson**
President, Coalition of Labor Union Women
Washington, DC

R **Mr. John T. Joyce**
President, International Union of Bricklayers
Washington, DC

R **Honorable Robert Jubelirer**
Harrisburg, PA

R **Mr. Jim Kaitz**
Financial Executives Institute
Washington DC

R **Mr. Steven Kest**
ACORN

R **Mr. James A. Klein**
Association of Private Pension and Welfare Plans

R **Mr. Bill Klinefelter**
Legislative Director, AFL-CIO
Washington, DC

R **Ms. Donna Lenhoff**
Executive Director, Women's Legal Defense Fund
Washington D.C.

R **Mr. Chuck Loveless**
Legislative Director, State, County and Municipal Employees
Washington, DC

R **Mr. Morry Markowitz**
Association of International Automobile Manufacturers

R **Mr. Timothy McElwee**
Executive Director, Church of Bretheran
Washington, DC

R **Ms. Meredith Ann Miller**
Deputy Assistant Secretary, U.S. Department of Labor
Washington, DC

R **Mr. Kirk O'Donnell**
Akin, Gump, Strauss, Hauer & Feld, L.L.P.
Washington, DC

For Official Government Use Only

REPORT DATE: August 18, 1996
REPORT TIME: 2:58 PM

Regrets

- R **Mr. Neil H. Offen**
President, Direct Selling Association
Washington, DC
- R **Mr. Jim Pasco**
Executive Director, Fraternal Order of Police
Washington, DC
- R **Mr. Howard G. Paster**
Hill & Knowlton
Washington, DC
- R **Mr. Scott Pasterick**
Principal, Black, Manafort, Stone, & Kelly
Washington, DC
- R **Mr. Alan J. Patricof**
Chairman, Patricof & Company
New York, NY
- R **Mr. George A. Peapples**
General Motors Corporation
Washington, DC
- R **Mr. Richard Pollack**
Executive Vice President, American Hospital Association
Washington, DC
- R **Mr. Paul Quinn**
Wilkinson, Barker, Knauer & Quinn
Washington, DC
- R **Mr. John Raffaelli**
Raffaelli, Spees, Springer & Smith
Washington, DC
- R **Mr. Alan Reuther**
Legislative Director, United Automobile Workers
Washington, DC
- R **Ms. Lisa Rickard**
Vice President, Federal Affairs, Ryder Systems
Washington, DC
- R **Mr. William K. Ris**
Bethesda, MD
- R **Mr. Wade Robert**
United Technologies
Washington, DC

REPORT DATE: August 18, 1996
REPORT TIME: 2:58 PM

Regrets

- R **Mr. Arturo Rodriguez**
President, United Farm Workers
Keene, CA
- R **Mr. Peter Rose**
Vice President, Goldman Sachs and Company
Washington, DC
- R **Mr. Gary Sauter**
Legislative Director, United Food and Commercial Workers
Washington, DC
- R **Mr. Thom Shellabarger**
United States Catholic Conference
- R **Mr. Ed Silverman**
Senior Vice President, Greenwich Capital Markets, Inc.
- R **Mr. Eric Sklar**
CEO, Burrito Brothers, Inc.
Washington, DC
- R **Susan Smith**
Arizona Cable Telecommunications Assn.
- R **Ms. Ann Stallard**
National President, YWCA of the USA
New York, NY
- R **Honorable Woodrow Stanley**
Mayor of Flint, Office of Mayor Woodrow Stanley
Flint, MI
- R **Mr. Norman Stein**
XXXXXXXXXX
New York, NY
- R **Mr. Frank Stella**
American Federation of Teachers Retirees
- R **Mr. Andrew M. Stern**
President, Service Employees International Union
Washington, DC
- R **Mr. Terry Straub**
Vice President, USX Corporation
Washington, DC
- R **Mr. John Sturm**
President, Newspaper Association of America

REPORT DATE: August 18, 1996
REPORT TIME: 2:58 PM

Regrets

- R **Mr. Bill Sweeney**
Director of Government Relation, EDS Corporation
- R **Ms. Suzanne Taylor**
President, STA Southern California Inc., National Association of Women Business Owners
- R **Mr. Dave Thomas**
Dave Thomas Foundation
Dublin, OH
- R **Ms. Carole Thomson-Cole**
Curtix Construction
Washington, DC
- R **Mr. Richard Trumka**
Secretary-Treasurer of AFL-CIO, AFL-CIO
Washington, DC
- R **Mr. JEffrey Turner**
Partner, Patton and Boggs
Washington, DC
- R **Mr. Mark J. Ugoretz**
President, The ERISA Industry Committee
Washington, DC
- R **Mr. Gene Upshaw**
President, Federation of Professional Athletes
Washington, DC
- R **Ms. Yasmina Vinci**
Executive Director, National Association of Child Care Resource and Referral Agencies
Washington, DC
- R **Mrs. Fredda Vladeck**
Department for Retiree Affairs - IBT
Washington, DC
- R **Mr. H. Laird Walker**
Vice President, US West, Inc.
Washington, DC
- R **Mr. Duffy Wall**
President, R. Duffy Wall & Associates
Washington, DC
- R **Ms. Dorothy Walsh**
VP, Federal Relations, Ameritech
Washington, DC, DC

For Official Government Use Only

Page 47

REPORT DATE: August 18, 1996
REPORT TIME: 2:58 PM

Regrets

- R **Ms. Susan Walter**
General Electric Company
Washington, DC
- R **Ms. Jane Robinson Ward**
Director, Programs and Administration, National Council of Nonprofit Associations (NCNA)
Washington, DC
- R **Mr. Stephen E. Ward**
Vice President, Government Affairs, Shell Oil Company
Washington, DC
- R **Ms. Judy Weinman**
UNITE, Retirees
- R **Mr. William E. Wells**
Vice President, NEC Technologies Inc.
Washington, DC
- R **Ms. Rebecca Wesson-Darwin**
President, National Association of Female Executives
- R **Hon. Anne Lawrence Wexler**
The Wexler Group
Washington, DC
- R **Ms. Mary Lynne Whalen**
Williams & Jensen, P.C.
- R **Ms. Carol Williams**
Children's Bureau, DHHS
- R **Mr. Walt Williams**
UAW, Retirees
- R **Ms. Leslie Woolley**
Alexandria, VA
- R **Mr. Stephen P. Yokich**
President, United Automobile, Aerospace and Agricultural Implement Workers of America International Union
Detroit, MI

For Official Government Use Only

For Official Government Use Only

Page 48

REPORT DATE: August 18, 1996
REPORT TIME: 2:58 PM

TOTAL COUNTS

Number of Accepts:	330
Number of Regrets:	138
Number of No Responses:	234
Number of Unknown Guests:	0
Number of Expected Attendees:	564

For Official Government Use Only

AFL-CIO

815 Sixteenth Street, N. W.

Washington, D. C. 20006



Telecopier Transmission

Date: 8-18-96

FAX To:

FAX Phone Number:

Shana re 8-19 Bill Signing. 456-5820Steve RosenthalAFL-CIO Political Director202-637-5102From: Jerry Shea (us)

Department: _____

Comments:

Please add Steve
Rosenthal to the
Minimum Wage Bill
signing invitation
list.

Thank you!!

Shana

There is/are NO page(s) following this cover sheet.

Please call the following number if you have any questions:

AFL-CIO
President's Office
202/637- 5224

We can automatically receive transmissions 24 hours a day.

Our FAX number is 202/508-6946



Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. memo	Don Fowler to Jennifer O'Conner re: Minimum wage bill signing [Personally Identifiable Information] [partial] (1 page)	08/15/1996	b(6)

COLLECTION:

Clinton Presidential Records
Chief of Staff
Jennifer O'Connor
OA/Box Number: 8154

FOLDER TITLE:

Minimum Wage

2016-0531-F
jm1830

RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

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

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]



DEMOCRATIC • NATIONAL • COMMITTEE

Donald L. Fowler, *National Chair* • Christopher J. Dodd, *General Chair*

Memorandum

TO: Jennifer O'Connor
FROM: Don Fowler
DATE: August 16, 1996
RE: Minimum Wage Bill Signing

Here's the person for the Minimum Wage Bill signing on Monday. Please let him know the time, etc. Thank you for your help.

Thomas Nemet, Chairman
Auto Dealers and Drivers for Free Trade PAC
153-12 Hillside Avenue
Jamaica, NY 11432
(718) 291-6900
SSN: (b)(6)
DOB: [001]

June 17, 1996

Mr. Dennis J. Garrett
President
QualitiCare Logistics, Inc.
1821 Portal Street
Baltimore, Maryland 21224

Dear Dennis:

Thank you for your thoughtful letter. I enjoyed seeing you, and I'm glad you took the time to follow up on our discussion about my Administration's job creation efforts. I appreciate having your perspective and have shared your letter with my staff.

I will certainly keep your words in mind in the weeks and months ahead.

Sincerely,

BILL CLINTON

BC/LIJ/JFB/JRS/lynn-ckb (Corres. #2918812)
(5.garrett.dj)

cc: Speechwriting w/copy of incoming
cc: Jennifer O'Connor w/copy of incoming

149

(enc 2741110)



April 11, 1996

The Honorable William J. Clinton
The President of the United States
Executive Office of the President
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. President:

My wife, Caprece, and I really enjoyed talking with you at the Mayor's reception held in your honor at his home last evening. I also enjoyed having had the opportunity to talk with you again during the reception held by Michael Bronfein at Caves Valley Country Club. As I said during our conversation at Caves Valley, I believe it is very important for your administration to discuss, in a personalized way, its successful job creation efforts, to counter the constant job layoffs headlines created by many major corporations. One way of doing this is to emphasize the number of jobs created by specific companies in specific locales. This would allow individual citizens to relate to the positive job information in their own communities.

Of course, having become a DNC Trustee, I am excited about continuing to support the DNC and your reelection efforts.

Sincerely,

A handwritten signature in cursive script that reads 'Dennis J. Garrett'.

Dennis J. Garrett
President

DJG/tw

QualitiCare Logistics, Inc.
1821 Portal Street
Baltimore, MD 21224

410-633-0002
Fax 410-633-1762



DOROTHY ROBYN
SPECIAL ASSISTANT TO THE PRESIDENT
FOR ECONOMIC POLICY
NATIONAL ECONOMIC COUNCIL

THE WHITE HOUSE

(202) 456-2802
FAX (202) 456-2223
ROBYN.D@A1.EOP.GOV

AMERICAN MARITIME CONGRESS
Franklin Square
1300 Eye Street, NW, Suite 250 West
Washington, DC 20005-3314

May 7, 1996

file
cargo
preference

Dear Dorothy,

Once again, I want to thank you
for helping to shepherd through our
compromise on cargo preference waiver.
This was such a critical issue for us
that I also advised Top Fiber about
the great experience working with you
& Alan Helman.

Hope to see you in the coming week.
Perhaps we could get together for lunch
one day soon.

Regards
Blumi



AMERICAN MARITIME CONGRESS

Franklin Square, 1300 Eye Street, NW, Suite 250 West, Washington, DC 20005-3314

May 7, 1996

The Honorable Harold Ickes
Deputy Chief of Staff
for Policy and Political Affairs
Room 1, West Wing
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. Ickes:

I am enclosing copies of letters our industry has sent to Dr. Kelman and Admiral Herberger concerning the promising resolution of a thorny and contentious maritime cargo preference issue that is critical to our industry's survival.

By way of background, for more than two years we have been wrestling with acquisition reform zealots in the Pentagon who had a severe case of tunnel vision on their own program of reform for reform's sake with no consideration of the politics of the issue, of the disastrous impact on our industry and, indeed, on the Administration's own maritime revitalization legislation of their proposals, or of the ultimate costs to our economy and defense sealift which would dwarf any gains their reforms might generate.

This issue was coming to a head this Spring and would have set our industry and its bipartisan supporters on the Hill on a collision course with the Administration. At this point, Dr. Kelman stepped in, got the parties together, and forged a constructive compromise that we believe will go a long way towards resolving our industry's cargo preference problems as they relate to acquisition reform.

I cannot emphasize too strongly my own and our industry's admiration for Dr. Kelman's role and performance in this. He has brought both sides together, laid the groundwork for an era of cooperation between our industry, the Maritime Administration, and the Department of Defense, and defused a very sensitive political issue with an extremely deft hand. I would be remiss, as well, if I did not mention the roles of Dorothy Robyn of the National Economic Council, who has been a fair and sensitive referee on this issue for more than a year, and the support provided by Admiral Herberger of MarAd and his excellent staff.

The Honorable Harold Ickes
May 7, 1996
Page 2

Obviously, the end result will depend on the details and the implementation. But I did want you to know how much our industry appreciates the superlative way the Administration's team has taken charge, defused this issue, and pointed us all in the right direction.

Sincerely yours,


Gloria Cataneo Tosi
Executive Director

United States Senate

WASHINGTON, DC 20510

June 10, 1996

Dr. Steven Kelman
Administrator, Office of Federal Procurement Policy
Office of Management and Budget
Old Executive Office Building
Washington, D.C. 20503

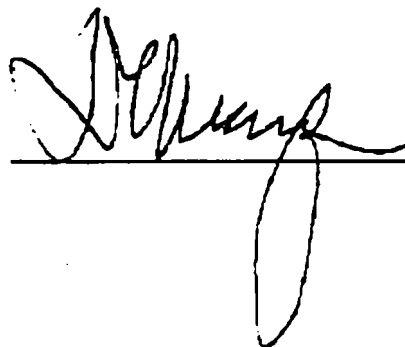
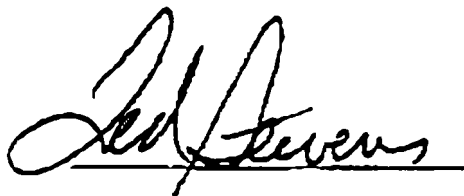
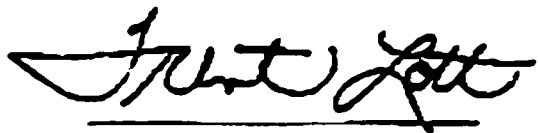
Dear Dr. Kelman:

We are pleased with your letter of guidance to all federal contracting officers concerning cargo preference waivers resulting from the implementation of the Federal Acquisition Streamlining Act of 1994. As you know, we are deeply concerned about these waivers because of the serious impact upon U.S.-flag merchant marine.

Your genuine consideration of our concerns is reflected in the guidance, and this is clearly a positive step. Your guidance will ensure that the effects of these waivers will not cause a massive loss of cargo for America's merchant ships. Congress never intended such a cargo loss when it approved either the Act or the recently passed FY 1996 Defense Department Authorization legislation. In fact, Congress supports revitalizing America's merchant marine. It would be intolerable for our nation, with global political, economic, and military responsibilities, to place its security entirely in the hands of foreign-flag shipping. That is why we have worked together for years in a bipartisan manner with both the current and past Administrations to strengthen policies and rules which support a strong maritime industry.

Again, thank you for your continuing concern over future cargo losses for U.S.-flag ships. We look forward to working with you during the implementation phase of your guidance. Your attention and leadership are greatly appreciated. With best wishes

Sincerely,





May 6, 1996

Dr. Steven Kelman
Administrator, Office of Federal
Procurement Policy
Office of Management and Budget
Old Executive Office Building
17th Street and Pennsylvania Avenue, N.W.
Washington, D.C. 20503

Dear Dr. Kelman:

On behalf of the entire industry, we would like to thank you for the constructive compromise you have fashioned on the question of subcontract cargo preference waivers in acquisition reform. Your clarification of the intent and scope of these waivers and the excellent guidance paper to all Federal contracting officers you have issued have gone a long way towards allaying our concerns.

Although it will take a great deal of hard work and cooperation to make this work in the coming year, your leadership has enabled us to take a giant step forward towards resolving this issue while maintaining the fundamental cargo base that is critical to our fleet.

We are grateful for your assistance and look forward to working with you on this and other cargo preference issues as they may arise in the months to come.

Sincerely yours,

AFL-CIO Maritime Trades
Department
AFL-CIO Maritime Committee
Afram Lines (USA, Ltd.)
American Auto Carriers, Inc.
American Maritime Congress
American Maritime Officers
American Maritime Officers
Service
American President Companies
Apex Marine Corporation
Central Gulf Lines, Inc.
Crowley Maritime Corporation
District No. 4-NMU/MEBA
Farrell Lines, Inc.
International Organization of
Masters, Mates & Pilots
Keystone Shipping Company
Kirby Corporation

Labor Management Maritime
Committee, Inc.
Liberty Maritime Corporation
Lykes Bros. Steamship Company
Marine Engineers' Beneficial
Association
Marine Transport Lines, Inc.
Maritime Institute for Research
and Industrial Development
Maritime Overseas Corporation
Matson Navigation Company
Mormac Marine Transport, Inc.
Navieras-NPR, Inc.
Seafarers International Union
Sea-Land Service, Inc.
Totem Ocean Trailer Express, Inc.
Transportation Institute
Waterman Steamship Corporation

A STRONG UNITED STATES MERCHANT MARINE IS VITAL TO OUR NATIONAL DEFENSE AND ECONOMY.

AMERICAN MARITIME CONGRESS

Franklin Square

1300 Eye Street, NW, Suite 250 West

Washington, DC 20005-3314

May 6, 1996

Dear Dorothy,

I want to thank you again for all the work you did that helped us resolve our concern about subcontract cargo preference waiver. Everyone in the industry is immensely pleased with the outcome.

Again, many thanks for your assistance. We are most indebted to you.

Regards,
Sharon

Name	Date
Carl Racine	3/12/99

Counsel