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AN AMERICAN LEGION PROPOSAL TO IMPROVE VETERANS HEALTH CARE

D I A M O N D J U B I L E E



THE AMERICAN LEGION



FEBRUARY 1994

SEPTEMBER 28, 1994

MEMORANDUM FOR INTERAGENCY VETERANS POLICY GROUP

FROM: JENNIFER O'CONNOR
Special assistant to the President
for Cabinet Affairs

JEREMY BEN-AMI
Senior Domestic Policy Analyst

SUBJECT: Update on IVPG

First, we would like to thank you for attending the first meeting. We are glad that each agency was able to give the group some focal points at the start. At this point, we wanted to update you on what is coming up for the IVPG.

We are presently planning two meetings to take place in mid-October. These meetings will consist of various White House Staff and several Veterans Service Organizations. The purpose of the meetings is to establish an informal arena of communication between the IVPG and Veterans Service Organizations as well as to gather priority issues from the groups.

The first of the two meetings will be held Tuesday, October 11 from 10:00 am to 12:00 pm. The second will be on Thursday, October 13 from 2:00 pm to 4:00 pm. You will be updated again after these meetings have taken place.

Please find attached for your convenience a revised membership list of the IVPG. Please contact John Riordan at 456-2572 to make any necessary changes.

Again, thank you for your participation. We look forward working with you in the coming months.

Attachments

Office Memo

To: Jeremy Ben-Ami, Steve Hilton, Jennifer O'Connor
From: Robert L. Jones *RLJ*
Date: October 7, 1994
Subject: White House Interagency Veterans Policy Group

Enclosed is a packet containing all the information we have to date for the White House Interagency Veterans Policy Group meeting on October 11, 1994.

**MILITARY COALITION AGENDA TOPICS FOR
THE WHITE HOUSE INTERAGENCY VETERANS POLICY GROUP MEETING
ON OCTOBER 11, 1994**

JEWISH WAR VETERANS

- Opposition to the combat deployment of United States Military personnel unless it is in the interest of our national security
- Broken commitments to those who have served

NON COMMISSIONED OFFICERS ASSOCIATION

- Will present copies of their resolutions to the principles and highlight these points:
 - Veterans Education
 - GI Bill
 - Health Care
 - Veterans Preference

CATHOLIC WAR VETERANS

- Mr. Ray J. Williams is in Michigan and unlikely to have any prepared issue statement ready before the meeting.

NATIONAL GUARD ASSOCIATION

- Major General Robert F. Ensslin, Jr. is on vacation and unlikely to have any prepared issue statement ready before the meeting.

RESERVE OFFICER ASSOCIATION

- See attached statement

NATIONAL ASSOCIATION FOR UNIFORMED SERVICES

- National Defense & Military Comparison
- Active Duty and Retired Pay
- Military Medical Care
- Commissaries
- Survivor Issues

THE RETIRED ENLISTED ASSOCIATION

- COLA Equity for military retirees
- OSD's proposed Health Care system and its impact on military retirees
- DVA's Health Care system and the military retiree

NATIONAL ASSOCIATION OF BLACK VETERANS

THE RETIRED OFFICERS ASSOCIATION

AMERICAN GI FORUM

MODE = MEMORY TRANSMISSION

START=OCT-06 14:42

END=OCT-06 15:03

FILE NO. = 097

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NATIONAL ASSOCIATION FOR UNIFORMED SERVICES

5535 HEMPSTEAD WAY
SPRINGFIELD, VA 22151-4094
(703) 750-1342
Fax (703) 354-4380
The Servicemember's Voice in Government
Established 1948



FAX MESSAGE

DATE: _____ TIME: _____

TO: ERIC for Bob Jones

COMPANY: _____

Fax # (202) 227-4876 Tele # () _____FROM: NAUS - Chuck Partridge

MESSAGE:

Topics for Discussion on 11 October '94- NATIONAL Defense & Military Compensation- Active Duty and Retired pay issues- Military Medical Care- Commissaries- Survivor Issues



Reserve Officers Association of the United States

The Professional Association Representing All Officers

FAX COVER SHEET

Date: 6 October 1994

TO: Bob Jones

Fax Number: (202) 273-4876 Phone: _____

FROM: Ms Roger Sandler / ROA

Fax Number: (202) 479-0416 Phone: _____

SUBJECT: _____

NUMBER OF PAGES INCLUDING COVER: 6

COMMENTS: _____

IF THERE IS A PROBLEM IN RECEIPT OF THESE PAGES PLEASE
CALL SENDER IMMEDIATELY (202) 479-2200. THANK YOU.



Reserve Officers Association of the United States

The Professional Association Representing All Officers

6 October 1994

MEMORANDUM

TO: Mr Bob Jones
Office of Public Liaison and Veterans Affairs

FROM: MG Roger W. Sandler
Executive Director, Reserve Officers Association

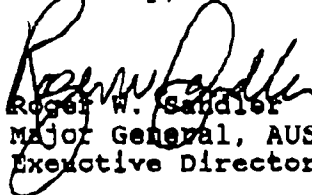
SUBJECT: Issue Papers for Discussion on 11 October for Interagency
Veterans Policy Group

Thank you for the opportunity to contribute to the meeting to be held on 11 October. The enclosed three issue papers are submitted for your review.

No paper has been submitted regarding Haiti. It is fair to characterize our members' position as being mixed. Most would question the wisdom of putting US Armed Forces at risk there and are fearful of extended mission creep. However, there is unquestioned support for all of the Forces who are now committed there.

Thanks again for inviting the Reserve Officers Association to participate.

Sincerely,


Roger W. Sandler
Major General, AUS (Ret.)
Executive Director

RWS/dbw

3 Encl

ISSUE PAPER
ACCESS TO RESERVISTS

SITUATION: Title 10, USC, 673b, gives the President authority to involuntarily call to active duty up to 200,000 selected reservists for a period not to exceed 270 days. Prior to the actions of the 103d Congress, the Presidential authority was limited to 90 days with an extension of an additional 90 days if the emergency warranted.

BACKGROUND: The authority, under 673b, to involuntarily order reservists to active duty, had not been used prior to the Gulf War. Desert Shield/Desert Storm became the catalyst that prompted President Bush to order 240,000 reservists to active duty. In order to exceed the provisions of 673b, the President declared a National Emergency and was able to exercise additional authority that allowed him to use up to a million reservists for one year.

RESULTS: This callup authority proved the viability of using reservists under certain conditions and the value of this asset to both operations and policy. In the operational area, the reservists provided extensive support to the Air Force by flying airlift missions with organic aircraft and supplementing the active force with their associate crews. In the Army, fully 70% of the Theater Logistics personnel came from the reserve component. The Navy, Marine and Coast Guard each contributed key personnel and units ranging from combat companies in the Marines to Medical support from all services. In the area of policy, there was a recognition that by using reserves, the President had brought America with him into this conflict. Unlike Viet Nam, where the active forces had little support from the reserves, the Gulf War touched every community in the country. As a result, there was overpowering support from the American people.

CURRENT PROBLEM: Because there is a significant planned reduction in the active forces, from 2.1 million to 1.4 million, we are now stretching thin the available manpower in the active force. It is most critical in the Army where fully 53% of the total Army will be in the reserve when the final cuts are made. Although the Air Force reserve component is only about one third of the total strength, they have approximately 60% of the airlift capability. There have been increasing demands on all services for deployments to such places as Macedonia, Somalia, Rwanda, Bosnia and Haiti. Additional support has been required in Cuba's Guantanamo Bay.

SOLUTION: Use the Reserves. This is not as simple as it sounds. The Office of the Secretary of Defense has tried on two occasions to get legislation to authorize him the authority to order a limited number of reservists to active duty. The Congress has rejected this request each time. It is now time for good communication between the President and his Secretary of Defense.

There does not appear to be any softening of the position of the Congress on the issue of Secretary of Defense authority. Although the ROA has supported the proposed legislation in the past, we now feel that, with politics aside, the President can and should use his current authority when requested.

RECOMMENDATION: As was the case in the most recent callup of 1700 reservists, the President, in collaboration with both the Secretary of Defense and Chairman of the Joint Chiefs must use his 673b callup authority. But we must have a plan that will not remove reservists from their civilian jobs and families too frequently. Going to the well too often for the same units will negatively impact both employers and the reservist. A sound approach of limiting a unit's exposure for involuntary call to active duty will provide the most ready units and limit individual attrition. The service chiefs and CINCs need access to their respective reservists in order for them to carry out the National and Military policy.

Smithsonian Exhibit
Enola Gay

PROBLEM: Significant controversy has developed regarding the Air and Space Museum exhibit scheduled to open in May, 1995. The controversy has been fueled by what is perceived as a distortion of the facts surrounding the use of the Atomic bomb as a vehicle to end World War II.

SOLUTION: Do not allow the exhibit to open until all veterans and military associations have had a chance to approve the plans.

IMPACT: If the exhibit does not accurately portray the historical events as they occurred, it will be an enormous embarrassment to the Administration. It will also be a slap in the face to those veterans who won the peace for us as we commemorate the 50th anniversary of the end of that War.

ISSUE
PARTNERSHIP FOR PEACE

DISCUSSION: Partnership for Peace was established within the last 18 months and has been generally accepted by most countries as a positive step. PfP seems to have many parts, some of which were in existence before PfP was introduced. Military to Military contacts, The Marshall Center in Garmisch, Germany, National Guard State affiliation with Eastern European countries and military exchange visits are some of the activities which have been ongoing even before PfP. The ROA has been working with NATO through the CIOR, to sponsor officers of Eastern European countries for periods of two to three weeks. During these periods the officers live with one of our members and are introduced to American business and civilian educational systems, offering an opportunity for them to observe a democratic society in action and practice their English.

RECOMMENDATION: There is great potential in PfP, particularly if properly coordinated. This is not to infer that each program is not well coordinated, but to imply that there is a propensity to create small bureaucracies to manage each. Recommend that there be a clearing house for all PfP programs, either under the SACEUR, or even more centrally if PfP expands beyond Europe. This will allow proper allocation of resources to support the programs and provide a means to measure the effectiveness of each program against a common denominator. The veterans organizations can be called upon to use the talent of our members to assist in this effort. Many are successful professionals and all have a military background which is a benefit when communicating with officers of Eastern European countries.



FOUNDED 1963

The Retired Enlisted Association

GOVERNMENT AFFAIRS OFFICE

909 N. Washington St., Suite 300

Alexandria, Virginia 22314

Telephone 703-684-1981 Fax 548-4876 1-800-554-TREA

TO: Bob Jones

FROM: John Adams *[Signature]*

Date: October 7, 1994

SUBJ: Topics of discussion, October 11, 1994 meeting

- COLA Equity for military retirees
- OSD's proposed Health Care system and its impact on military retirees
- DVA's Health Care system and the military retiree

JMA/slm

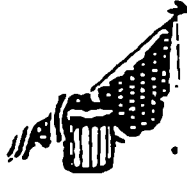


NATIONAL ASSOCIATION FOR UNIFORMED SERVICES

5535 HEMPSTEAD WAY
SPRINGFIELD, VA 22151-4094
(703) 750-1342

Fax (703) 354-4380

"The Servicemember's Voice in Government"
Established 1968



SOCIETY OF MILITARY
ATTORNEYS

FAX MESSAGE

DATE: _____ TIME: _____

TO: ERIC

COMPANY: _____

Fax # 22) 273-4876 Tele # () _____

FROM: NAUS - Chuck PARKTRIDGE

MESSAGE:

20 Copies of enclosed Testimony
will be delivered to you & Bob Jones
on FRIDAY Morning.

If you have questions call Gene
Willis at 703-750-1342 - Ext: 3003

Thank,

Chuck Parktride



NATIONAL ASSOCIATION FOR UNIFORMED SERVICES

5535 HEMPSTEAD WAY
SPRINGFIELD, VA 22151-4094
(703) 750-1342

Fax (703) 354-4380

"The Servicemember's Voice in Government"

Established 1968

Statement of

Colonel Charles C. Partridge, U.S. Army (Retired)

Legislative Counsel

The National Association for Uniformed Services

and the

Society of Military Widows

Before the

White House

Interagency Veterans Policy Group

October 11, 1994

***** National Defense and MILITARY COMPENSATION *****

I welcome the opportunity to present the views of the National Association for Uniformed Services and the Society of Military Widows concerning national defense and military compensation issues. The National Association for Uniformed Services represents all grades and branches of uniformed services personnel, their spouses and survivors. Our nationwide association includes active, retired, reserve

uniformed services: Army, Marines, Navy, Air Force, Coast Guard, Public Health Service, and the National Oceanic and Atmospheric Administration. Our affiliate, the Society of Military Widows is an active group of women who were married to uniformed services personnel of all grades and branches and represents a broad spectrum of military society. With such membership, we are able to draw information from a broad base for our legislative activities.

We are concerned greatly about the status of our national defense and the current ongoing actions that are being considered by the Administration and Congress. In this still dangerous world the security of the United States and national defense structure depends upon a strong national defense. In the diagram, enclosed, we depict a National Security/ National Defense Structure. In the diagram we show National Security as the dome, and a strong national defense supporting it. The pillars supporting national defense are an adequate force structure, equipment, and training base; and, a high quality volunteer force - It is the absolute key to the entire structure. Because it enjoys this status, the ALL VOLUNTEER FORCE is what I wish to focus upon today, since a high quality volunteer force is dependent on an adequate quality of life for active duty and retired personnel. Inherent in quality of life issues are: competitive active duty pay and inflation protected retired pay and survivor benefits; and lifetime medical care for active duty, retired (regardless of age, location and medical status), their families and survivors. The foundation of the entire structure is adequate funding.

Simply put, the ALL VOLUNTEER FORCE - the key element of our national defense - must be protected.

The first step is to honor the promise of benefits that were made as armed forces recruitment and retention incentives to attract and retain high quality individuals for military service. This testimony will be directed towards the need for this Administration and the Congress to honor promises made to those who provided our national defense and security - military retirees. Only after the current all volunteer force and those who will provide it in the future see and understand that the government no longer changes the "rules of the game after it is played", will their faith be restored.

Entitlements:

We agree with the Blacks Law Dictionary's definition of "entitlement" as a "right to benefits, income or property which may not be abridged without due process". Under this definition military retired pay is rightfully an entitlement and the government apparently agrees because it is in the Entitlements portion of the Federal Budget. Unfortunately, because of continuing claims that government social and welfare programs are the cause of the federal deficit, military retired pay, which is a hard earned compensation benefit, is perceived as another government social and welfare program. The

tradition, Congressional promises made since 1963, and reaffirmed as late as 1986 (when the entire military retirement system was overhauled) to protect its value and purchasing power against inflation by periodic cost-of-living adjustments. Current members of the all volunteer force are witness to these attacks and annual

proposals that would devalue the most important benefit they have been promised and are earning. Morale, retention rates and other indicators provide clear evidence that a "hollow force" is developing in the current armed forces.

NAUS believes government earned compensation packages, such as military retired pay and civil service retirement annuities, should be placed in a separate category, such as CONTRACTUAL OBLIGATIONS and payments from it be honored on the same basis as interest paid on government bonds and other securities. After all, why should promises made to those whose investment in the government is only money be honored differently than the promises that were made to military personnel who invested their lives in service to the nation for 20 or more years? This service and sacrifice often included their health and blood.

Military retired pay, regardless of the age of the recipient when he or she receives it, is normally the only equity most of them have been able to accrue because of the nomadic lifestyle of military service. Generally, at the end of a military career of over 20 years, because of frequent relocations, the military retiree has not been able to purchase a home, the spouse has not been able to establish a career or even a well paying job, and accrued savings are minimal since purchasing power of active duty pay, already lagging behind by about 12 percent, continues to decline. Recent active duty pay raises have not kept pace with the annual inflation rate. Yet, we continue to see Administration proposals for active duty pay raises that are at least one percent less than the annual inflation rate as measured by the Consumer Price Index.

At this particular point it is important to note that most military retirees, with the exception of a few very senior officers and noncommissioned officers are forced out of military service long before reaching 30 years of military service. Also, it is important to note, that prior to recent efforts to reduce the size of the armed forces which provided some protection for servicemembers with 15 years but less than 20 years of service, military personnel were not vested for retirement until they served at least 20 years. There are various reasons why people are forced to leave military service early. The reason the majority leave early are policies and laws designed to keep the force young, fit and ready to fight.

retired pay is a first step in the protection of the ALL VOLUNTEER FORCE and the nations national security.

Medical Care - the second major benefit in the military compensation package.

Military retirees are bitter, especially those over the age of 65 since they are the only group of government employees who lose their employer provided health care plan when they become eligible for Medicare.

Frankly, military retirees feel betrayed by the government they served so faithfully and loyally. They believe they earned and were promised lifetime military medical care which is now being denied. In addition, they paid for Medicare with mandatory Social Security/Medicare deductions from their active duty pay since 1957. However, current law does not allow Medicare to reimburse military treatment facilities when Medicare eligible retirees are treated there. The President's Health Reform Act included a partial reimbursement proposal for which we all thank him. We hope it will be included in the legislation next year.

It is most disturbing to the over age 65 Medicare eligible retirees with 20-35 years of service that they are not allowed to select their own Medicare provider if they choose a military hospital. This is totally unfair and represents age discrimination at its worst. Since care in a military hospital is less expensive than private sector health care the taxpayers lose as well.

Treatment of older patients provides the military medical departments the serious medical problems that are needed for military physicians and facilities to develop their skills and meet professional certification requirements. Simply put, if the necessary funds and personnel are not provided to take care of these 8.3 million beneficiaries the complex training required for readiness of the military medical system will be destroyed.

Medicare reimbursement and modifications to military end strength accounting are also needed to prevent drastic cuts in military medical personnel which threaten to destroy the military medical system. It is ridiculous to believe that DoD can absorb planned cuts of over 30% of uniformed medical personnel and now, in addition, over 5600 Federal civilian medical personnel reductions in the Army alone. Such cuts will destroy the capability of the DoD TRICARE plan. These reductions could require the Army to close at least three of eight Army medical centers including some designated to be the lead agents and backbone of the TRICARE system. The

amount, thus hiding the true impact of the cuts. The result is the same - reduced access to medical care.

In increasing numbers, military retirees are beginning to recognize that after serving in a highly stressful, dangerous and nomadic lifestyle which characterizes a military career their employer, the

United States Government, is reducing the value of their medical benefit and that it could become much less comprehensive than that provided to other federal employees, including members of Congress.

Treat military retirees fairly. Do not allow unfunded medical costs to be shifted to them or if such action is deemed necessary offer them the additional option of seeking alternative health care choices through the Federal Employee Health Benefit Plan (FEHBP) that Federal civilian employees, the Postal Service, and Congress have. While the out-of-pocket expenses might be greater initially, many military retirees would see it as an opportunity for a reasonably stable, lifetime benefit with wide choices compared to the Military Health Services System that is currently in disarray and under continuous attack by budget managers.

Commissaries - also a major part of the military compensation package.

We agree totally with the Chairman, Joint Chiefs of Staff, General John Shalikashvili, that Administration, Congressional and its General Accounting Office and internal Department of Defense attacks on military commissaries must stop - the attacks are hurting morale by "looking for savings in the pay checks of our people...with predictable consequences on recruiting, retention, and morale." The fact is that if commissaries, its subsidies and the 25 percent savings they provide to service families were eliminated and replaced with an increase in monetary compensation it would cost the government at least two dollars for every one dollar of subsidy savings.

Survivor Benefits - cut across both the Department of Defense, with its military survivor benefit plan (SBP) and the Department of Veterans Affairs dependency and indemnity compensation (DIC) program.

Within each plan there are a group of surviving spouses who are being discriminated against.

Forgotten widows: Currently, SBP does not provide annuities for the widows of two groups of retirees:

- The first group are those who retired directly from active duty and whose cause of death was not service connected before 21

had no opportunity to participate in SBP.

- The second group are retirement-eligible reservists who died after 20 September 1972, and before 2 October 1978 during the period between the establishment of SBP and the creation of the reserve-component annuity under SBP.

Most of the widows from these two groups are elderly. Many are destitute because upon the death of their husband, military retired pay was terminated, or in the case of the retired reservists were not entitled to retired pay because they were under the age of 60. Many of these widows receive no Social Security benefits or receive only a small amount from Social Security since they have no Social Security coverage based on their own employment.

Department of Veterans Affairs dependency and indemnity compensation (DIC):

Effective 1 January 1993 the structure for DIC payments was changed from a system that paid DIC payments based upon the veterans' military pay grade (the higher the grade - the higher the payment) to a flat rate system, regardless of the veteran's military pay grade. At the time the revision was being considered, NAUS and other veterans organizations were consulted. Within the context of preparing a plan that would be acceptable it was agreed that the widows who were receiving DIC payments greater than the (then \$750) flat rate would be grandfathered, those widows whose DIC payments were less than \$750 would be increased and the future purchasing power of DIC payments would be protected by periodic cost-of-living adjustments based upon inflation as measured by the Consumer Price Index. However, the very next year this agreement of COLA protection was violated when the widows whose DIC payments were based on the flat rate (\$750) received a full COLA increase (2.6 percent or \$19 bring the total to \$769) whereas those who were grandfathered under the pay grade system received only a \$9 COLA increase. In addition to penalizing widows who were promised that their DIC program would be unchanged by the changes worked out in the 1992 agreement, it breaches that promise and caused another unfairness and injustice.

These issues are most important to our members; support by the Administration to correct these injustices will be greatly appreciated.

Thank you for the opportunity to bring these matters to your attention.



FACSIMILE

AMERICAN GI FORUM
NATIONAL VETERANS OUTREACH PROGRAM
206 SAN PEDRO AVE., SUITE 200
ADMIN: (210) 223-4088
SERVICES: (210) 223-4096
FAX: (210) 223-4970

COVER PAGE

DATE: 10/7/94SEND TO: Robert L. Jones, Office of Public Liaison +
Veterans AffairsFAX#: (202) 273-4876COMPANY NAME: White HouseSUBJECT: Interagency Veterans Policy GroupFROM: Carlos Martinez, American GI Forum

PAGES INCLUDING COVER SHEET: _____

COMMENTS: As per our telephone call, Mr. Hector DeLeon
will be our organization's representative. Attached
is our "Issues".

DISCUSSION POINTS
presented by
AMERICAN GI FORUM OF THE U.S.
for use by
INTERAGENCY VETERANS POLICY GROUP
OCTOBER 11, 1994

The American GI Forum of the U.S. appreciates the opportunity to present these discussion points before this Policy Group. On behalf of Mr. Jake Alarid, National Commander, and members of the organization, the points we wish to present are as follows:

Veterans Employment and Training

The unemployment rate for Hispanic veterans and other minority veterans continues to be higher than that of white veterans. The Bureau of Labor Statistics reports that Hispanic veterans have an unemployment rate in excess of 8%. That in-and-of itself is a critical issue, but the American GI Forum also believes that many other Hispanic veterans are chronically underemployed. Unfortunately, educational deficiency is a major factor in this problem. Hispanic male veterans did not graduate from high school and an additional 28% have only a high school diploma. Combined, this 56% majority of the Hispanic veteran population is limited in their job preparation.

These percentages become even more significant when one correlates them to the young age of the Hispanic veteran population. Twenty percent of Hispanic veterans are under age 35 and forty-seven percent are under age 44, as compared to twenty-eight percent of the white veterans. Our concern is that this young population of veterans, many of whom went into the military unskilled and educationally deficient and left the service much the same way, are now lost in unskilled positions promoting constant drift in and out of employment.

In addressing this problem, the central issue for Hispanic and other veterans is the limited funds available for the Jobs Training Partnership Act (JTPA), the primary employment and training system in our country.

The Title IV, Part C section of JTPA sets aside specific funding for veteran programs. The amount available, however, is less than 1% of the total JTPA funding. That pittance is bad enough, but it gets worse when local job plans under JTPA fail to include veterans as a target group because of the misconception that veterans are being taken care of by the Title IV-C section.

Our organization would propose that this Interagency Veterans Policy Group coordinate the employment and training services for veterans by assuring that the Employment and Training Administration (ETA) of DOL and the Veterans Employment and Training Service (VETS) also of DOL, jointly address the JTPA misconception that only Title IV-C serves veterans. It must be clarified to all Service Delivery Areas (SDA's) using JTPA funding that veterans must also

be served by Title II-A and Title III of that act. We would further recommend, in order to assure service to veterans, that veterans be mandated as a "performance standard" in each Title II-A and Title III job plan. Coordination with the State Governor's that are responsible for approving the JTPA plans in their states should also be included in the coordination effort.

Homeless Veterans

Homeless veterans is another great concern to our organization, as it should be to most Americans. This great tragedy in our society is being addressed by many government agencies, social service organizations, and the veterans service organizations. For many Hispanic veterans, homelessness is a fluid state as they drift in and out of temporary arrangements between family members and friends. Within the Hispanic culture, the extended family is a common occurrence and generally includes an obligation to extend a helping hand as expressed in the saying, "Mi casa es su casa" meaning "My house is your home."

This segment of "hidden homeless," as has been described by some, must not be lost in the shuffle of government bureaucracy. The Department of Labor Veterans Employment and Training Service has been funding the Homeless Veterans Reintegration Program. Their guidelines include provisions for outreaching this segment of hidden homeless that is in "doubled-up" situations with friends or relatives. The concern that the American GI Forum has, is that current intent in Congress is to shift the Homeless Veterans Reintegration Program over to HUD as part of the theoretical attempt at "continuum of care." At HUD, current rules applicable to the homeless do not allow service to the "doubled-up" individuals. This lack of understanding and variation in policy between the departments makes us worry about our homeless veterans. Also, we would urge HUD to consider working with DOL on the continuum of the Homeless Veterans Reintegration Program through inter-agency agreement with DOL-VETS. DOL has already implemented this system, so why disrupt it and start over again at HUD.

Conclusion

In closing, the American GI Forum encourages this Policy Group to conduct collaborative initiatives for appropriate social and demographic research on the needs of minority veterans and survey the extent to which the federal programs are meeting the needs of these segments of the veterans community.

Thank you for this opportunity, and we look forward to continue the dialogue with the White House Interagency Veterans Policy Group.

For Information:

Carlos Martinez

President/CEO

American GI Forum

National Veterans Outreach Program

206 San Pedro, Suite 200

San Antonio, Texas 78205

(210) 223-4088

(210) 223-4970 Fax

9/27/94

John 2572
Rosen

① JSO / Mil. exp - F U
- on ltr.

90 mins.

- Bos J ser up.
- ~~J~~ ser up after 10/7
- Room 180

② Memo to Group

- revised membership list
- minutes
- memo we're into w/ JSO's, dealing issues
- come back to you - assignments

OCTOBER 18, 1994

MEMORANDUM FOR INTERAGENCY VETERANS POLICY GROUP

FROM: JENNIFER O'CONNOR
Special Assistant to the President
for Cabinet Affairs

JEREMY BEN AMI
Senior Policy Advisor
for Domestic Policy

STEVE HILTON
Deputy Assistant to the President
for Public Liason

SUBJECT: Issues List

We met with a number of Veterans Service Organizations last week. Here is a list of the issues that were discussed. The next meeting of the Interagency Veterans Policy Group is scheduled to take place on _____ in the _____ room.

Please review these issues and make appropriate preparations for this meeting. Thank you for your attention in this matter.

10/11/94

Connie Newman
Phil Budahn
Tom Crouch
Curators
Martin Harwood
Newfeld

NOTES: VETS OUTREACH MTG

#1
10/11/94

2) TROA -

#1 HEALTH REFORM

- maintenance of programs: VA and military.
- not compromised.
- base closure
- resolution passed in Cincinnati

Onus - COLAs
- Benefits

3) NAUS

#1 Strong Natl Defense

- assure adequate pay, retirement bens
- recruitment, retention depend on it.

#2 RETIREMENT Bens as entitlement

- why being considered like welfare / farm supports
- COLAs.

#3 HEALTH

- Mil retirees lose ent to med care at DOD ends @ 65.
- Fed civilians maintain lifetime FEHBS
- why can't Medicare be used at DOD mil. hospital?

* FY96 Budget

- fully funded COLAs
- fully funded active duty pay raise
- solve Medicare credits to DOD / VA

④ NCOA - 160,000 members (Larry Rhea)
Why not vets w/ the military coalition?

~~⑤ Nat Sec issues~~

- ① Reform of Vets Health Care
- endorsed blueprint of what was in it re: Vets reform
 - not real happen w/ funding stream - b/c still left to some approp process.
 - * Partnership for Veterans Health Care Reform.
 - DoD not fully included in Hill discussions.
 - fully intent to re-engage next session.

- ② Veterans Preference
- public Postal Service
 - enhance and maintain

- ③ Education
- not a fan of Nat Service
 - oblig to vets.
 - erosion of benefits.
 - see Sen Dole proposal re improving vet educ benefit.

- ④ Sec of Defense recall authority
- NCOA opposed.
 - reservists / Nat Guard
 - protections for self-emp; guaranteed income

- ⑤ Opposed to NPE rec for changing leave policy.
- feds as model employer.

⑤ TREA

① Military Retirement

- Admin proposal to chg to $\frac{1}{2}$ COA for pre-62.
- feel very strongly
- partic no retroactive changes!

Health Retirement

- why are retirees being asked to pay enrollment fees when active duty doesn't.

② Why is HCFA still against M/C reims of VA/DoD? We were for it in HR 3600?

③ VA system shd remain sep / distinct from DoD.

④ Partic w/ base closure

⑥ Amor GI Forum

① Vet Emp + Training

- High job unemployment of 80%. Also underemployment.
- Very young on average.
- limited funds under JTPA - IV(C) vets finding it only 10% of total
- ETA and VETS will jointly address misconception that only IV(C) handles vets
- Also IIA + III - will incl. A vets perf stds.

② Homelss

- partic conc ask "hidden" homelss: doubled - Jp.
- Homelss Jet Reintel Program DOL allows
doubled up to be served - HUD doesn't?
- Don't transfer program or ~~to~~ HUD.

⑦ Res Officers Assn - Note 53% of Army is on reserve

① Partnership for Peace - internal document

② Endow Gen display - concern over ~~text~~.
Amor has working w/ Smithsonian.
- need to get review by vets groups.

③ ^{Recall} Access - did support ~~and~~ legislation on
recall - disagreed w/ NCAA
- business interruption insurance. What's legis
status?

⑧ NGA -

① Access - supported smaller call-up numbers.

② Add demand on Natl Guard / Reserve -
* can't cut back FT support for the Guard units.

GENERAL POINT

① FAIRNESS - if asked to sacrifice - need to be part of fair share package

② Communication is key - don't speak out of both sides of our mouth - it's important - but we're cutting, then first and most.

NOTES: VETS OUTREACH MTG #2 10/13/94

10/13/94

Missed ^{Am Leg} ① ^{Am Leg} ② ^{Am Leg} ③

- ③ NA EDVA - Shows Drawings
- Vets preference
 - health care pilot programs
 - reimbursement for veterans homes

American Legion

- ① Delg Reform
- ② Budget @ VA
- ③ POW/MIA -
- ④ REVISED rules for military - redefining military criteria

AmVETS

HEALTH

- ④ VIETNAM VETS OF AMERICA
- ① HEALTH CARE
 - ② VETERANS PREFERENCE (VETS control @ each agency)
 - ③ HOMELESS VETS
 - ④ PERSIAN GULF VETS
- ⑤ VFW
- ① HEALTH CARE
 - ② VETS PREFERENCES
 - ③ SMOTIA Serf Man Occ Training Act

④ POW MIA

⑥ BLINDED VETERANS

① HEALTH CARE:

② VETERANS PREFERENCE

③ Better coop bty DOD/VA/DOL on discharge/separation

④ Support on aging/blindness.

⑦ DVA

DVA backlog

Issue of downsizing on VA - major downsizing of military at same time govt is being cut.

② Indoor Homeless Vets

- VA needs resources to create

③ Voc. REHAB

④ Trans Assistance Prog - TAP - doesn't go far enough:

⑤ DOL issues

- Advisory Comm not funded

- No transfer of VETS to ETA. Wait trans to VA

⑥ Homeless Vets

⑦ SBA/ga - VET set aside apart from SBA
→ direct loans to Vets

⑧ PARALYZED VETS

① POSSIBLE INTERACTION

NOTE IN D Research she talked to VA Spinal Cord
- protocols/studies being funded

Prevention programs?

Research - VA + NIH - spinal cord research.

② DISABILITY POLICY VIS-A-VIS ET efforts vis. means taking of employment

TREASURY

• Tax Code provisions that benefit vets.

1. Vet disability bene are excluded from income #1.9B 9.7-5.
2. Excl. vet pensions #75M - #375M or 5
3. Excl. educ bene #65M #370M or 5
4. Priv. prep. bonds: excl. tol tax exempt home eqy for vets
#85M #75 by '99 #390M.

• Mostly no discussion of changes: some portion of bene taxable

DPM

• see handbook re: vet preferences

• fed mgs want more flexibility.

— civil service reform. NPR not seriously considering doing anything, to affect ~~status~~ (T.H.C.S.)

NPR

• Civil Service reform

• Customer service initiatives are popular

• Prob 50/50 overall

• FTE Floors at VA.

• DOL Vet Tr Admin consol into ETA. ON hold.

• DOD record keeping betw DOD/VA.

DOT

Coast Guard

- retraining
- career counseling
- Access issues re: transp.

Hot issues: CG transition/densizing.
DoD Doers program - need info.

HHS

- Agent Orange
- Persian Gulf
- Radiation
- Family Services

DoS

- will get back to us:

DDCP

- drug treatment for vets
- VA clinics are pursuing state of the art treatment.
- Trying VA more closely to comm based treatment.
- peer authority

OMB

- workforce reduction at VA

STATE

- consular services
- MIA (POW)
- WWII annivers. events.

EDUCATION

- do have a variety of programs that are likely to serve disabled vets.

SBA

- involved in defense conversion / base closure re: procurement
- 8(a) , size
- WHCSB - vets issues.

LABOR

- Vet. Emp + Tr Service
- 276 offices \$186M budget
- 85% to state grants to employ people thru the Ed offices, \$1.8M people served 562,000 new jobs found.
- small grants thru JTPA - \$8M
- (*) - part of McKinney - \$5M. 26 states / 6 rural
- Trans Assistance program - 204 military facilities.
- labor rehab center program

• trying to rewrite Vet^{emp} rights statute w/c is 54 yrs old

- passed House and Senate HR995
- can it pass Senate before adjournment?
signing ceremony?

* NPR issue.

VA -

- ① Health Care reform.
 - competition w/ priv. providers.
- ② DoD: - Gardner: affects vet benefits. Legis pkg waiting to go.
 - Persian Gulf case
- ③ Tax exempt status of benefits.

DoD

- DoD/VA interactions re: records
- Disas comp./retirement pay
- Persian Gulf
- chemical/biological

USD

- homeless vets. McKinney Flexibility.
- Sec 8 jobs.
- Title V Base Closure



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U.S. Department of Labor Program Highlights



Fact Sheet No. OASVET 93-10

TRANSITION ASSISTANCE PROGRAM

The Transition Assistance Program (TAP) was established in anticipation of the military downsizing to meet the needs of separating servicemembers by offering job-search assistance and related services.

TAP was authorized as a pilot project by Public Law 101-237 and as a program by Public Law 101-510. These laws established a partnership between the Departments of Defense, Veterans Affairs, and Labor to give employment and training information to armed forces members who are within 180 days of separation or retirement.

TAP helps veterans make the initial transition from military service to the civilian workplace with less difficulty and at less overall cost to the government.

TAP consists of (on average) comprehensive 3-day workshops at selected military installations nationwide. The professionally-trained workshop facilitators are either from the state employment services, military family support services, or are Department of Labor contractors.

TAP workshop attendees are instructed in conducting successful job searches, career decision-making, current occupational and labor market conditions, resume and cover letter preparation, and are given a realistic evaluation of their employability. Participants also receive information on the most current veterans' benefits.

Servicemembers leaving the military with a service-connected disability are offered the Disabled Transition Assistance Program (DTAP). DTAP includes the normal 3-day TAP workshop and 4 hours of instruction to help determine job

readiness and address the special needs of disabled veterans.

Although experience shows that veterans generally enjoy a favorable employment rate in the nation's job market, those with multiple barriers to long-term employment find it difficult to compete successfully in the labor market. The TAP program is expected to reduce such problems.

For more information contact the Veterans' Employment and Training Service (VETS) at 202-219-4953 or toll-free at 1-800-4422-VET, or write to:

Veterans' Employment and Training Service
U.S. Department of Labor
200 Constitution Avenue, N.W. (S-1316)
Washington, D.C. 20210

U.S. Department of Labor Program Highlights



Fact Sheet No. OASVET 93-8

HOMELESS VETERANS' REINTEGRATION PROJECTS

The Homeless Veterans' Reintegration Projects (HVRP) program was established by the Stewart B. McKinney Homeless Assistance Act of 1987 and is administered by the Veterans' Employment and Training Service (VETS).

The emphasis on helping homeless veterans get and retain jobs is enhanced by linking with other providers, such as veterans' affairs offices and medical facilities, Job Training Partnership Act entities and social service agencies. These providers offer access to benefits, substance abuse treatment, job training, transitional housing and other services needed to stabilize the homeless veteran and remove such barriers to employment as lack of skills, clothing, medical care and job skills.

The HVRP program uses veterans who have experienced homelessness themselves to reach out to homeless veterans. They go into the streets, shelters, soup kitchens and other places to encourage homeless veterans to take advantage of available services and advise them of the HVRP program. The goal is to get homeless veterans off the street and into gainful employment, with emphasis on long-term job retention.

An important characteristic of homeless veterans, identified when the original program was designed, is their underutilization of existing services, benefits and entitlements, including those available from the Department of Veterans Affairs, which could help them obtain employment and reintegration into the social mainstream. The unique aspect of the HVRP program is the use of formerly homeless veterans who know how to approach and win the confidence and trust of other homeless veterans.

Past HVRP programs have provided participation data and survey information which indicate that unemployment, not lack of affordable housing, is the chief cause of homelessness. Six main barriers to employment were identified: (1) lack of transitional housing; (2) inadequate drug and alcohol treatment services; (3) transportation problems; (4) lack of job skills; (5) a depressed local job market; and (6) resistance to hiring the homeless.

For fiscal year 1993, the HVRP competition was opened to the 75 largest metropolitan areas for a total of \$4.5 million. This is expected to result in 28 grants awarded across the country. A small competition was also held for rural HVRP programs.

For more information on the HVRP program and other Department of Labor efforts to help homeless veterans, write to:

Veterans' Employment and Training Service
U.S. Department of Labor
200 Constitution Avenue, N.W. (S-1316)
Washington, D.C. 20210

News

United States
Department
of Labor



Office of Information

Washington, D.C. 20210

CONTACT: Hary Puente-Duany
OFFICE: (202) 219-9110
HOME: (301) 439-1827

USDL: 93-437
FOR RELEASE: IMMEDIATE
Wed., Oct. 13, 1993

LOCAL AGENCIES GRANTED ALMOST \$5 MILLION TO HELP HOMELESS VETERANS RE-ENTER LABOR FORCE

Thirty-two state and local agencies and non-profit organizations will receive almost \$5 million to help homeless veterans re-enter the labor market by linking them with job training and social service agencies.

"These innovative projects use veterans who have experienced homelessness themselves to reach out to other homeless veterans," said Secretary of Labor Robert B. Reich. "Our goal is to get homeless veterans off the street and into gainful employment, with emphasis on long-term job retention."

The funds, part of the Homeless Veterans Reintegration Project, are administered by the U.S. Labor Department's Veterans Employment and Training Service under the Stewart B. McKinney Homeless Assistance Act.

The projects help homeless veterans get and retain jobs through local agencies that provide job training, counseling, substance abuse treatment, transitional housing, medical assistance and other services needed to stabilize homeless veterans.

Past veteran reintegration programs showed unemployment, not lack of affordable housing, is the chief cause of homelessness among veterans. Reintegration programs are designed to eliminate the six main barriers to veterans' employment: lack of transitional housing, inadequate drug and alcohol treatment, transportation problems, lack of job skills, depressed local labor markets and resistance to hiring the homeless.

Since 1987, reintegration programs have served more than 22,000 homeless veterans and placed almost 9,000 in jobs.

Attached is a list of the 32 grant recipients.

LISTING OF GRANTEES
HOMELESS VETERANS REINTEGRATION PROJECTS
FY 1993

NAME OF GRANTEE

City of Los Angeles Office for the Disabled 200 N. Spring Street, Room 2100 Los Angeles, CA 90012 ATTENTION: Michele Crosby	(213) 485-4103 \$120,255
Vietnam Veterans of California, Inc. 1111 Howe Avenue, Suite 125 Sacramento, CA 95825 ATTENTION: Byron Calos	(707) 578-8387 \$140,000
Swords to Plowshares, Inc. 400 Valencia Street San Francisco, CA 94103 ATTENTION: Michael Blecker	(415) 552-8804 \$225,000
San Diego Employment and Training Consortium 1551 Fourth Avenue, Suite 600 San Diego, CA 92101 ATTENTION: Richard Stork	(619) 238-1445 \$225,000
City of Sunnyvale NOVA Private Industry Council 505 West Olive Avenue, Suite 550 Sunnyvale, CA 94086 ATTENTION: Michael Curran	(408) 730-7232 \$215,000
D.C. Private Industry Council, Inc. 1129 20th Street, N. W., Suite 200 Washington, D.C. 20036 ATTENTION: Diane Flanagan-Montgomery	(202) 463-7811 \$125,000
City and County of Denver Denver Department of Social Services 2200 W. Alameda Avenue Denver, CO 80223 ATTENTION: Robert Jennings	(303) 727-2935 \$175,000

City of Jacksonville Community Services/Veterans Services 421 W. Church Street, Suite 108-109 Jacksonville Duval County, FL 32202 ATTENTION: Vance A. Goode, Jr.	(904) 630-0835 \$129,330
City of Atlanta Office of Citizens Employment & Training 100 Edgewood Avenue, N.E., Suite 1600 Atlanta, GA 30303 ATTENTION: H. Wynn Montgomery	(404) 658-6310 \$225,000
Indianapolis Private Industry Council 17 West Market Street Indianapolis Marion County, Indiana 46204 ATTENTION: M. Lyn Novotny	(317) 684-2214 \$101,539
Vietnam Veterans Workshop, Inc. 17 Court Street Boston, MA 02108 ATTENTION: Ken Smith	(617) 248-9400 \$200,000
Mayor's Office of Homeless Services City Hall Baltimore, MD 21202 ATTENTION: Joanne Selinske	(410) 396-4887 \$225,000
City of Detroit Neighborhood Services Department 5031 Grandy Detroit, MI 48211 ATTENTION: Ermajeanne Brown	(313) 267-6592 \$100,000
Department of Human Services Office of Veterans Affairs 1315 Chestnut Street St. Louis, MO 63103 ATTENTION: Patrick J. Schommer	(314) 622-3388 \$165,000
City of Omaha/Job Training of Greater Omaha 2421-23 North 24 Street Omaha, NE 68110 ATTENTION: Ola M. Anderson	(402) 444-4700 \$55,891

City of Newark Mayor's Office of Employment & Training 920 Broad Street Newark, NJ 07102 ATTENTION: Howard Atkins	(201) 733-4820 \$150,000
Divisional Commander The Salvation Army Borden Avenue Veterans Residence 120 W. 14th Street New York, NY 10011 ATTENTION: Alfred Peck	(718) 786-1242 \$150,000
Ohio Valley Goodwill Industries Rehabilitation Center, Inc. 10600 Springfield Pike Cincinnati, OH 45215 ATTENTION: John Briggs	(513) 771-4800 \$175,000
Vietnam Veterans of America Ohio State Council 65 S Front Street, Suite 221 Columbus, OH 43215 ATTENTION: Douglas E. Lay	(614) 228-0188 \$125,000
State of Oregon Employment Division Employment and Training 875 Union Street, N.E. Salem, OR 97311 ATTENTION: Mark Miller	(503) 378-3094 \$165,000
Impact Services Corporation 124 E. Indiana Avenue Philadelphia, PA 19134 ATTENTION: John MacDonald	(215) 739-1600 \$125,000
Vietnam Veterans Leadership Program of Western Pennsylvania, Inc. 1323 Forbes Avenue, Suite 100 Pittsburgh, PA 15219-4716 ATTENTION: Joy Jenko	(412) 281-8100 \$125,000
Base Camp, Inc. The Veterans Center 1101 Edgehill Avenue, Suite 1000 Nashville, TN 37203 ATTENTION: Jerry Washington	(615) 386-1760 292-0380 (msg.) \$225,000

American GI Forum	(210) 223-4088
1017 N. Main, Suite 200	
San Antonio, TX 78212	
ATTENTION: Carlos Martinez	\$150,000
Washington State Department of	(206) 753-0962
Veterans Affairs	
P.O. Box 41150	
Olympia, WA 98504-1150	
(Serves Seattle, Olympia and Tacoma)	
ATTENTION: Jim Rising	\$250,000
Milwaukee County	(414) 278-4054
901 North 9th Street	
Milwaukee, WI	
ATTENTION: Ted Fetting CVSO	\$175,000

RURAL HOMELESS VETERANS' REINTEGRATION PROJECT (HVRP)

FY 1993

NAME OF GRANTEE AND CONTACT

Washington State Department (206) 753-0962
of Veterans Affairs
P.O. Box 41150
Olympia, Thurston, WA 98504-1150
Contact Person: Jim Rising \$118,024

Pittsylvania County Community (804) 432-8250
Actin, Inc.
P.O. Box 1119
Chatham, Virginia 24531
Contact Person: Sherman M. Saunders \$120,889

Volunteers of America of Kentucky Inc. (502) 636-0771
933 Goss Avenue
Louisville, Jefferson County, KY 40217
Contact Person: Linda Davis \$110,287

Vietnam Veterans of California, Inc. (707) 578-8387
P.O. Box 378
Santa Rosa, CA 95402
Contact Person: Byron Calos \$102,069

Panhandle Area Council (208) 772-0584
11100 Airport Drive
Hayden, ID 83835
Contact Person: Chris Stewart or Bobbie Toliver \$92,056

Southeast Idaho Community Action (208) 232-1114
Agency
2747 South Second Avenue
P.O. Box 940
Pocatello, ID 83204-0940
Contact Person: Genie Sue Weppner \$115,632

U.S. Department of Labor Program Highlights



Fact Sheet No. OASVET 93-3

REEMPLOYMENT RIGHTS FOR RETURNING VETERANS

Under the Veterans' Reemployment Rights (VRR) law, a person who leaves a civilian job to enter active duty in the Armed Forces, voluntarily or involuntarily, is entitled to return to his or her civilian job after discharge or release from active duty if the five basic eligibility criteria of the VRR law are met. The veteran must:

- hold an other-than-temporary civilian job; it need not be permanent;
- leave the civilian job to go on active military duty;
- remain on active duty no longer than four years, unless the period is extended up to an additional year at the request of the federal government;
- be discharged or released from active duty under honorable conditions;
- apply for reemployment, within 90 days after separation from active duty, with the pre-service employer or the new owner/employer.

A person meeting these criteria is entitled to reinstatement within a reasonable time to a position of like seniority, status and pay. A returning veteran also may be entitled to a better job than the previous one. In its first case involving the VRR law, the Supreme Court said, "[The returning veteran] does not step back on the seniority escalator at the point he stepped off. He steps back on at the precise point he would have occupied had he kept his position continuously during [his military service]." This decision, known as the *escalator* principle, was later expressly ratified by congress.

Pensions, pay increases, missed promotions and missed transfers are examples of benefits based on seniority. Also, a veteran who returns to a different employer in the same industry covered by the same multi-employer pension plan remains covered by that plan and is entitled to pension credit for the time spent in military service.

Although the *escalator* normally goes up or remains in place, there are times when it goes down. If the employer can establish that the veteran would have been downgraded if he or she had remained continuously employed, the veteran can be reemployed in the lower job. If the employer can establish that the veteran would have been laid off based on seniority standing, the veteran may be reinstated in a layoff position with recall rights. If the employer can establish that the veteran's pre-service employment relationship would have been severed altogether, the veteran may be entitled to no job at all but might be entitled to severance pay. The point of the VRR law is to place the returning veteran in the job status that would have been attained without the interruption of active military duty.

In instances where there is no system of seniority, a returning veteran who meets the VRR law's eligibility criteria is entitled to the pre-service position or another position of like status and pay that exists at the time the veteran applies for reemployment. This means that the veteran is entitled to the position likely to have been attained under continuous employment. This includes all advantages accrued to the position in the veteran's absence.

(over)

Upon reemployment, a veteran is protected for one year, during which there can be no discharge except for cause. If the veteran is discharged in this period, the employer must show that it was for cause. This period begins only when the veteran has been properly reinstated and applies even if the veteran was on probation at the time the position was vacated to enter military service. The intent is to give the returning veteran a reasonable time to relearn civilian skills that may not have been used for several years and guard against a bad-faith reinstatement.

A returning veteran is considered as having been on leave of absence during military service and entitled to participate in all benefits, offered by the employer to other employees on furlough or non-military leave of absence, in effect at the time the person entered the military service. These benefits are in addition to, not instead of, benefits under the *escalator* principle.

The VRR law applies to persons inducted into the armed forces, to volunteers for active duty and to reservists and National Guard members who are called to duty voluntarily or involuntarily. Reservists and National Guard members performing active duty can serve only four years and do not have the option of serving a fifth year at the request of the federal government. However, time served during a period in which the President has activated the reserve and National Guard due to war or national emergency does not generally count against the four year limitation.

Reemployment rights of reservists and national guard members are discussed in another Department of Labor fact sheet (OASVET 93-4) "Job Rights for Reservists and Members of the National Guard."

When leaving a civilian job for active duty, an employee is not required to request leave of absence or notify the employer that military service is the reason he or she is leaving the civilian job, although such employees should give their employer as much information as possible.

The VRR law is enforced by the Department of Labor's Veterans' Employment and Training Service (VETS). The VRR statute applies to employees of state agencies, private industry and the federal government. The Department of Labor handles claims involving employees of state agencies and private industry; the Office of Personnel Management (OPM) takes claims involving Federal employees.

For more information or help in securing your reemployment rights, contact the VETS or OPM office nearest you. Information is also available toll-free at: 1-800-442-2VET.

U.S. Department of Labor Program Highlights



Fact Sheet No. OASVET 93-4

JOB RIGHTS FOR RESERVISTS AND MEMBERS OF THE NATIONAL GUARD

Congress recognizes that strong, ready National Guard and reserve forces are essential for national defense under the "Total Force Policy" and that the support of civilian employers is necessary if the services are to be able to recruit, train and retain National Guard and reserve personnel and to get them to participate in training to maintain and increase their readiness. Therefore, Congress has provided certain protection for Reservists and members of the National Guard with respect to their civilian employers.

The Veterans' Reemployment Rights (VRR) law provides that a reservist or member of the National Guard "shall upon request be granted a leave of absence by such person's employer for the period required to perform active duty for training or inactive duty training [drills] in the Armed Forces of the United States." The employee "shall not be denied retention...in employment or any promotion or other incident or advantage of employment because of any obligation as a member of a reserve component of the Armed Forces."

The reservist or National Guard member is not required to possess written orders at the time he or she requests a military leave of absence. Reservists and National Guard members sometimes do not receive written orders until shortly before the training is to start or even after it has started, if at all. As soon as the reservist or National Guard member is informed of the dates of the military training, he or she is encouraged to notify the supervisor and request a leave of absence, even if written orders have not been received. The reservist or National Guard member can minimize the employer's inconvenience by giving the supervisor as much advance notice as possible of any anticipated military training periods.

The right to a military leave of absence applies to active duty for training (ADT) and to inactive duty training (IDT) [drills]. Drills are normally, but not always, conducted on weekends. A reservist or National Guard member usually does not get written orders for regularly-scheduled drills. He or she may receive a written order assigning the individual to a unit, but the unit establishes its own drill schedule, which may or may not be reduced to writing.

If a reservist or National Guard member receives a written drill schedule it can be provided to the employer and will constitute a request for a leave of absence for each scheduled drill. An employer cannot require a separate request each month, so long as the drill schedule remains unchanged.

While reservists and National Guard members are encouraged to submit the request for a leave of absence in writing to avoid misunderstandings, requests can be either oral or written. Although employers sometimes request that leaves of absence be submitted in a specific format a request for military leave of absence cannot be denied by the employer regardless of the format in which presented.

There is no limitation imposed on either the frequency or duration of military leaves of absence to perform ADT or IDT. So long as the reservist or National Guard member has been ordered to perform military training, his or her civilian job rights are protected. The absence of constraints on frequency or duration also pertains to certain duty in the Active Guard/Reserve program. However, it does NOT apply to the limitation on the amount of time which can be spent on active duty imposed elsewhere in the

(over)

VRR statute. The duration of time which can be spent on active duty is discussed in detail in Fact Sheet No. OASVET 93-3.

The employer is not required to pay the reservist or National Guard member for the hours or days when he or she does not work because of military obligations. It is unlawful, however, to require a reservist or National Guard member to use his or her earned vacation time to perform military training.

Upon completion of the military training, the reservist or National Guard member must report back to the civilian job at his or her first regularly-scheduled shift on the day following the completion of training plus the time required for return from the place of military training to the place of civilian employment, unless the return is delayed by factors beyond the individual's control, such as an automobile accident or breakdown during the return trip. If the reservist or National Guard member is late in returning to the civilian job, without adequate cause, he or she may be subject to the employer's usual sanctions for tardiness or unexcused absence.

Upon reporting back to the civilian employer, the reservist or National Guard member must be allowed to return to work immediately with such seniority, status, pay, vacation as would have been had but for the military absence. Military absence is not considered an interruption of an employee's "continuous service" status for employment, seniority, or pension purposes.

The VRR law protects reservists and National Guard members from discrimination in employment due to any obligation as a member a Reserve component. This protection applies to initial hiring, discharge, promotions, or any other "incident or advantage of employment." The Reservist or National Guard member is also protected from being treated differently by the employer than other employees without a Reserve obligation.

When a person first joins the Reserve or National Guard, he or she is usually required to attend "initial active duty training" (IADT), unless the person has previously served on active duty. During IADT, the reservist or National Guard member undergoes basic military instruction and perhaps receives some training in a military specialty.

IADT is treated exactly like regular active duty for reemployment rights purposes, with two important exceptions:

- following IADT, reemployment must be applied for within 31 days, rather than 90 days as in the case of regular active duty.
- Time spent on IADT does not apply to the four-year limit for regular active duty. For regular active duty eligibility requirements, see the Department of Labor Fact Sheet OASVET 92-3, "Reemployment Rights for Returning Veterans."

In addition to performing IADT, ADT, and IDT, reservists and National Guard members are sometimes ordered to perform active duty. They may be called to active duty voluntarily or involuntarily. Active Duty Special Work (ADSW), Temporary Active Duty (TEMAC) or Temporary Tour Active Duty (TTAD) are active duty for reemployment rights purposes. A reservist or National Guard member performing active duty generally has a cumulative limitation of a total of four years active duty with any employer, minus any time when called to active duty because of war or National emergency. For additional information pertaining to active duty, see the Department of Labor Fact Sheet OASVET 93-3, "Reemployment Rights for Returning Veterans."

The VRR law is enforced by the Department of Labor's Veterans' Employment and Training Service. If you have questions on your rights and obligations under the VRR law, or if you require assistance in protecting your reemployment rights, contact the VETS office nearest to you.

U.S. Department of Labor Program Highlights



Fact Sheet No. OASVET 93-5

LOCATIONS FOR VETERANS' EMPLOYMENT AND REEMPLOYMENT RIGHTS ASSISTANCE AND INFORMATION

MONTGOMERY, ALABAMA 36131-4220
649 Monroe Street, Room 543
(205) 223-7677

JUNEAU, ALASKA 99802-5509
1111 West 8th Street
(907) 465-2723

PHOENIX, ARIZONA 85005
1300 West Washington
(602) 379-4961

LITTLE ROCK, ARKANSAS 72201
Employment Security Bldg.
State Capitol Mall, Rm. G-12
(501) 682-3786

SACRAMENTO, CALIFORNIA 94280-0001
800 Capitol Mall, Room W1142
P. O. Box 826880
(916) 654-8178

SAN FRANCISCO, CALIFORNIA 94102-3287
745 Franklin Street, Room 218
(415) 557-2554

DENVER, COLORADO 80203-3528
600 Grant Street, Suite 900
(303) 866-1114

WETHERSFIELD, CONNECTICUT 06601
CT Department of Labor Building
200 Folly Brook Boulevard
(203) 566-3326

NEWARK, DELAWARE 19702
Stockton Building, Suite 104
100 Chapman Road
(302) 368-6898

WASHINGTON, D.C. 20001
500 C Street, N.W., Room 108
(202) 724-7005

TALLAHASSEE, FLORIDA 32399-0676
Marathon Building, Suite 205
2574 Seagate Drive
(904) 942-8800

ATLANTA, GEORGIA 30303
Sussex Place, Suite 504
148 International Blvd, N.E.
(404) 331-3893

HONOLULU, HAWAII 96813
830 Punchbowl Street
Room 232A
(808) 586-8828

BOISE, IDAHO 83735
317 Main Street, Room 303
(208) 334-6164 or 6163

CHICAGO, ILLINOIS 60605
401 South State Street, 2 North
(312) 793-3433

INDIANAPOLIS, INDIANA 46204
10 North Senate Avenue, Room 203
(317) 232-6804

DES MOINES, IOWA 50319
1000 East Grand Avenue
(515) 281-5106

TOPEKA, KANSAS 66612
1309 Topeka Boulevard
(913) 296-5032

(over)

FRANKFORT, KENTUCKY 40621-2339
c/o Dept. for Employment Svs.
275 East Main Street
(CHR Building), 3rd Floor West
(502) 564-7062

BATON ROUGE, LOUISIANA 70802
Louisiana DOL
Employment Security Bldg.
Room 428 Annex, 1001 N. 23rd St.
(504) 389-0339

LEWISTON, MAINE 04243
522 Lisbon Street
P. O. Box 3106
(207) 783-5352

BALTIMORE, MARYLAND 21201
100 North Eutaw Street
Room 205
(410) 333-5194

BOSTON, MASSACHUSETTS 02114
c/o Commonwealth of Massachusetts DET
19 Staniford Street
C.F. Hurley Bldg., 2nd Floor
(617) 727-6230

DETROIT, MICHIGAN 48204
7310 Woodward Avenue
Suite 407
(313) 876-5613, 5614, or 5615

ST. PAUL, MINNESOTA 55101
390 North Robert, 3rd Floor
(612) 290-3028

JACKSON, MISSISSIPPI 39215-1699
1520 West Capitol Street
(601) 965-4204

JEFFERSON CITY, MISSOURI 65104
421 East Dunklin Street
(314) 751-3921

HELENA, MONTANA 59601-4144
111 North Last Chance Gulch
(406) 449-5431

LINCOLN, NEBRASKA 68509
550 South 16th Street
(402) 437-5289

CARSON CITY, NEVADA 89710
500 East Third Street
(702) 687-4632

CONCORD, NEW HAMPSHIRE 03301
143 North Main Street, Room 208
(603) 225-1424

TRENTON, NEW JERSEY 08625
Labor Building, 11th Floor, CN-058
(609) 292-2930

ALBUQUERQUE, NEW MEXICO 87102
401 Broadway, N.E.
(505) 766-2113

ALBANY, NEW YORK 12240-0099
Harriman State Campus
Building 12, Room 518
(518) 472-4415

RALEIGH, NORTH CAROLINA 27605
700 Wade Avenue, Building M
(919) 856-4792

BISMARCK, NORTH DAKOTA 58502-1632
1000 Divide Avenue
(701) 250-4337

CLEVELAND, OHIO 44115
2728 Euclid Avenue, 2nd Floor
(216) 787-3082

COLUMBUS, OHIO 43215
145 South Front Street, Room 535
(614) 469-2330

(Continued on next page)

OKLAHOMA CITY, OKLAHOMA 73105
Will Rogers Memorial Office
Building, Room 301
(405) 231-5088

SALEM, OREGON 97311
Employment Division Building
Room 108
875 Union Street, N.E.
(503) 399-5760

HARRISBURG, PENNSYLVANIA 17121
Labor and Industry Building
Room 625
Seventh and Forster Streets
(717) 787-5834

HATO REY, PUERTO RICO 00918
Puerto Rico Department of Labor and Human
Resources Building, 20th Floor
#198 Calle Guayama
(809) 754-5391

PROVIDENCE, RHODE ISLAND 02903
Rhode Island Department of Employment
and Training
507 Federal Building and Courthouse
(401) 528-5134

COLUMBIA, SOUTH CAROLINA 29201
The Bonham Center
914 Richland Street, Suite 101-A
(803) 765-5195

ABERDEEN, SOUTH DAKOTA 57402-4730
420 South Roosevelt
P. O. Box 4730
(605) 226-7289

NASHVILLE, TENNESSEE 37245-4000
301 James Robertson Parkway
Room 317
(615) 736-7680

AUSTIN, TEXAS 78701
TEC Building, Room 516-T
1117 Trinity Street
(512) 482-5764

SALT LAKE CITY, UTAH 84111-2305
140 East 300 South
(801) 524-5703, 5704

MONTPELIER, VERMONT 05602
Post Office Building
87 State Street, Room 303
(802) 828-4441 or 828-4437

RICHMOND, VIRGINIA 23219
701 East Franklin Street, Suite 1409
(804) 786-7269

LACY, WASHINGTON 98503
605 Woodview Drive, S.E.
(206) 438-4600

CHARLESTON, WEST VIRGINIA 25305-0112
112 California Avenue, Room 205
Capitol Complex
(304) 558-4001

MADISON, WISCONSIN 53703
201 E. Washington Ave.
Room 250
(608) 264-5371

CASPER, WYOMING 82602-2760
100 West Midwest Avenue
(307) 261-5454

U.S. Department of Labor Program Highlights



Fact Sheet No. OASVET 93-2

EMPLOYMENT SERVICES FOR VETERANS

The U.S. Department of Labor's Veterans' Employment and Training Service works with states to offer employment and training services to eligible veterans through two principal programs:

- Disabled Veterans' Outreach Program.
- Local Veterans' Employment Representatives Program.

Disabled Veterans' Outreach Program

Disabled Veterans' Outreach Program (DVOP) specialists develop job and training opportunities for disabled veterans and coordinate the necessary employability services required to allow them to be competitive in the labor market. "Outreach" means they build community support for hiring qualified veterans with disabilities, and they seek out and offer assistance to disabled and other veterans populations. Opportunities include apprenticeship and other on-the-job training programs.

DVOP specialists work with employers, veterans' organizations, the Department of Veterans' Affairs, military physical evaluation board liaison officers and community-based organizations to match qualified disabled veterans with jobs and training opportunities.

DVOP specialists receive lists of all service-connected disabled veterans in a state from the Department of Veterans Affairs. They contact veterans to let them know the opportunities open to them, including vocational guidance and employment counseling.

DVOP specialists serve as case managers for veterans in federally-funded job training

programs such as in on-the-job training. They maintain monthly contact with these veterans and their employers to ensure that training is completed successfully and attempt to help the trainee with job-related problems.

Under DVOP, the U.S. Department of Labor grants funds to each state's job service to maintain one specialist for each 6,900 Vietnam-era, post-Vietnam or disabled veterans in the state, which results in about 1,880 DVOP specialists nationally. Most DVOP specialists are located in state job service offices. One-quarter of DVOP specialists must be stationed at places other than job-service offices.

Some DVOP specialists work from Department of Veterans Affairs regional offices and medical or veterans' outreach centers, state or county veterans' service offices, Job Training Partnership Act program offices, community-based organizations serving veterans, and military installations.

Local Veterans' Employment Representatives

Local Veterans' Employment Representatives (LVER) are state employees located in local state job service offices. They help veterans by:

- supervising the provision of all services to veterans furnished by job service employees, including counseling, testing and helping identify training and employment opportunities.

- monitoring job listings from federal contractors to see that eligible veterans get preference in referrals to these jobs;
(over)

- monitoring federal department and agency vacancies listed at local employment service offices and accepting complaints from veterans about veterans' preference by federal employers;

- promoting and monitoring the participation of veterans in federally-funded employment and training programs;

- cooperating with the Department of Veterans Affairs to identify and aid veterans who need work-specific prosthetic devices, sensory aids or other special equipment to improve their employability;

- contacting community leaders, employers, unions, training programs and veterans' service organizations to be sure eligible veterans get the services to which they are entitled.

There is one full-time LVER in each local job service office that had 1,100 or more veterans applying for assistance in the preceding year and one half-time LVER in offices to which at least 350 military veterans sought help. This results in about one LVER per job service office, either full- or part-time. Almost 1,600 are employed at any one time.

For more information about U.S. Department of Labor employment and training programs for veterans, contact:

Veterans' Employment and Training Service
U.S. Department of Labor
200 Constitution Avenue, N.W., Room S1316
Washington, D.C. 20210
Telephone: (202) 219-9110 or
1-800-4422-VET (VETS Hotline).

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SBA

U.S. Small Business Administration
Office of Veterans Affairs

Veteran's Handbook



INTERAGENCY VETERANS POLICY GROUP

Meeting Agenda
9/21/94

- I. Introductions
Welcome

Jeremy Ben-Ami
Steve Hilton
Jennifer O'Connor

- II. Review of Agency Programs/Initiatives/Issues

- III. Identification of Policy Issues, Possible Interagency Initiatives

- IV. Next Steps

- Meeting with VSOs
- Next Policy Group Meeting
- Report to DPC

- sign in
- check membership
- get name

Vets Talking Points

- Welcome/Thank you
- Purposes:
 - Bring together all people in administration dealing with veterans programs and policies - COMMUNICATION
 - Provide a clear forum for raising policy issues for consideration by the administration and White House
 - Provide opportunity to develop and pursue interagency linkages that may benefit veterans
 - Provide a vehicle through which external organizations can raise issues that may cross agency boundaries
- Structure
 - bimonthly meetings
 - occasional meetings with the VSOs
 - report to DPC three times a year

SEPTEMBER 21, 1994

MEMORANDUM

TO: STEVE HILTON

FROM: ROBERT L. JONES

SUBJECT: ISSUES FOR THE VETERANS INTERAGENCY POLICY GROUP

I anticipate that the veteran service organizations will raise the following broad issues when they meet with the Veterans Interagency Policy Group. These issues are not listed in order of priority and cut across agency boundaries.

- 1) Civil Service Reform (Streamlining Government)- This issue is important because of its impact on Veterans Preference
- 2) Health Care Reform of VA System / Eligibility Reform
- 3) Small Business Administration's "8a" Program- Including the disabled as an economically and socially disadvantaged group
- 4) Constitutional Convention- Amendment to protect the flag
- 5) Down sizing of the military- Transition Programs
- 6) Homelessness among Veteran population
- 7) Role of military in peacekeeping operations (UN Operations Command and Control)
- 8) Veterans Affairs and Defense budget
- 9) National Service impact on Veterans Programs
- 10) Employment-Training- Retraining Program

THE WHITE HOUSE
WASHINGTON

September 15, 1994

MEMORANDUM TO INTERAGENCY VETERANS POLICY GROUP

FROM: Alexis Herman
Carol Rasco
Christine Varney

SUBJECT: Initial Meeting -- September 21

*Original
for change*

The Domestic Policy Council, the Office of Cabinet Affairs, the Office of Public Liaison and the Department of Veterans Affairs are working together to create an Interagency Veterans Policy Group to provide a regular forum for communication among programs and offices throughout the administration which focus on veterans. This group will facilitate coordination across agency lines and communication about emerging policy issues. It will also provide a vehicle for veterans service organizations and the administration to communicate and discuss administration policies affecting their members. This memo outlines the purpose and structure of the group, and a plan for the first meeting.

Purpose

The Interagency Veterans Policy Group will enhance and promote communication and coordination on issues of importance to veterans across federal agencies. A number of departments have programs and offices providing services to veterans, yet there is no forum for addressing cross cutting issues or for interaction among program managers serving the same population.

The Policy Group will allow departments to discuss and notify their counterparts in other agencies of changes in programs or policies that they may be considering. The Policy Group would also be able to meet from time to time under the auspices of the Office of Public Liaison with outside representatives of veterans service organizations to discuss their concerns and seek input on policy matters.

Membership

Agencies initially represented on the Group are:

Department of Veterans Affairs ✓
Department of Defense ○
Department of Labor ✓
Department of Education ✓
Department of Health and Human Services ✓
Department of Housing and Urban Development ✓
Department of Justice ✓
Department of Treasury ✓
Department of State ✓
Office of Personnel Management ✓
Office of National Drug Control Policy ✓
National Performance Review ✓
Office of Management and Budget ✓
Small Business Administration ✓
Domestic Policy Council ✓
Office of Cabinet Affairs ✓
White House Office of Public Liaison ✓
Department of Transportation

All Natl Services

Each agency has designated one or more representatives to the Policy Group (as appropriate) who are the program directors or managers dealing directly with veterans issues. The Policy Group will meet every other month.

The Policy Group will report to the Domestic Policy Council three times a year on policy issues relating to veterans and on any interagency initiatives that may be initiated by the Policy Group.

Interaction with VSOs

In addition to regular meetings among federal agencies, the Policy Group will also meet with leaders of various veterans service organizations. These meetings will be called from time to time by the Office of Public Liaison to provide veterans representatives and service providers a forum for presenting policy issues for the administration's consideration and an opportunity to discuss issues of concern with a broad representation of administration policy makers.

First Meeting

The first meeting of the Policy Group will be Wednesday September 21 at 2:00 p.m. in the Roosevelt Room at the White House. Please provide clearance information (name as it appears on identification and birth date) to the Office of Cabinet Affairs by fax at 456-6704, attention Shana Tesler.

We invite each agency to prepare a brief summary of the programs it runs for veterans, and, in particular, any current policy issues and interagency initiatives in which it is involved. Each member should be prepared to speak for 2-3 minutes on these topics.

If you have any questions, suggestions, or comments, please feel free to call either Jennifer O'Connor in Cabinet Affairs (456-2572) or Jeremy Ben-Ami at the DPC (456-5584). Thank you in advance for your assistance.

cc: Steve Hilton
Bob Jones
Jennifer O'Connor
Jeremy Ben-Ami

THE WHITE HOUSE

WASHINGTON

September 15, 1994

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Alexis Herman 
Carol Rasco 
Christine Varney 

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- Department of Housing and Urban Development
- Department of Justice
- Department of Treasury
- Department of State
- Office of Personnel Management
- Office of National Drug Control Policy
- National Performance Review
- Office of Management and Budget
- Small Business Administration
- Domestic Policy Council
- Office of Cabinet Affairs
- White House Office of Public Liaison

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cc: Steve Hilton
Bob Jones
Jennifer O'Connor
Jeremy Ben-Ami

8/2/94

VETS: STEVE HILTON, BOB JAMES

- ELAN G. KAMMELLE - NPR
- OMB - ? who's in lead?

OPL
DOL
OPM

- Model on the disability process.

Quarterly mts w/ VSDs under OPL auspices.

DAMPOL coord agency mts.

Not a whole lot of mts.