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THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

January 24, 2000

REMARKS BY THE PRESIDENT
IN STATEMENT ON EQUAL PAY

Presidential Hall
Dwight D. Eisenhower Executive Office Building

11:44 A.M. EST

THE PRESIDENT: Thank you. Well, first of all, I think Sharon was a little apprehensive coming out here because she doesn't do public speaking for a living, but I thought she was magnificent and I thank her for it. (Applause.) I want to thank Secretary Herman, for her leadership on this issue, and Secretary Shalala, and our EEOC Chair, Ida Castro, who is here.

We have a number of members of Congress who are here and I would like to acknowledge their presence, because this will be a bipartisan effort. I thank -- we'll start down here, Congressman Eliot Engel, from New York; Congressman Jim McGovern, from Massachusetts; Congresswoman Ellen Tauscher, from California; Representative Eleanor Holmes-Norton, from the District of Columbia; Representative Eddie Bernice Johnson, from Texas; Representative Rosa DeLauro, from Connecticut; Representative Ted Strickland, from Ohio; Representative Connie Morella, from Maryland; and Representative Albert Wynn from Maryland. Thank you all for coming. (Applause.)

I'd also like to thank Donna DeVarona for being here. She was the World's Cup organizing chair last year, and herself a great athlete; and she's now working with General McCaffrey and the Olympic's Committee to try to make sure that the Olympics in Sydney and all future Olympics are properly conducted in every conceivable way. Thank you very much for being here, we're delighted to see you. (Applause.)

I want to thank Michelle Akers for coming here and telling the story of her life and her family's. I think all of us who saw the Women's World Cup final -- and I had the privilege of being there, much to the dismay of my wife and daughter, I had the privilege of going -- (laughter) -- were truly overwhelmed by the experience. It was one of those just excruciatingly exciting moments. Grown people of both genders were weeping in our group.

And afterward, you may remember that Michelle took quite a blow and was hurt. And I saw her walking through the stadium after the game and I went up to her and I said, you're my favorite because you can take a punch, and I know something about that. (Laughter.) And so I am delighted that she was able to come here and be with us today; and delighted that she has both continued to fight for the interests of women athletes, and never forgotten about the experience of her own mother.

You heard Michelle talking about the role of Title IX. Whenever something really magnificent happens, like that World Cup final, it's a tribute to -- it's not just a moment. In that moment, you see years and years and years of hard work and determination and victory and disappointment -- all the things people go through -- that is all lost in the glory of the moment. And something no one ever thinks about is,

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how did these people get this opportunity? What kind of framework was there so that they got to develop their talents, and live their dreams?

Well, that's what Title IX is all about, and we've had the honor, Hillary and I have, of having big events here at the White House to celebrate Title IX, and that wonderful HBO series on the history of women and sports, which I hope you've all seen -- if you hadn't, you ought to make arrangements to do so.

But if you were thinking about the application of the principle of Title IX to the workplace, and you think about Sharon Long's heroic story -- and how many people like her there have been; how many countless people like her there have been, who didn't stand up and fight like she did -- then you have to view the Equal Pay Act as Title IX for the playing field of life. That's why I'm glad both these women are here today.

We want to make sure that in every field of endeavor, everyone knows that those who work hard and play by the rules will have the chance to make the most of their abilities. This is about the value of work, the values of our country. It's about whether people can truly have a chance to choose the life they will lead; and for women, increasingly, it's about whether they'll have the chance to succeed both at home and at work.

That's what the Family Leave Law was all about. Twenty million people have now taken advantage of that, to take some time off and not lose their jobs when there's a baby born or a sick parent. It's what the Earned Income Tax Credit and the minimum wage and the child care reference and the strengthened pension coverage that these members of Congress have worked with me on over these last few years are all about. And so, today, because there's still a big need, as you have heard, we want to take new steps this year to reward work, to strengthen pay and to make equal pay a reality for all Americans.

First of all, I want to propose a \$27-million equal pay initiative, which will be part of my budget, to expand opportunities for women and to do more to end wage discrimination. If Congress agrees, we'll be making the largest investment ever to promote equal pay. There's never been a better time to take on this challenge. We have the strongest economy in generations; more than 20 million new jobs; next month, the longest economic expansion in American history.

Working women have had a big role in this economic expansion. You heard Secretary Herman detailing that in just the last year. And women are sharing in the progress. Listen to this: even though we have a higher percentage of women in the work force than ever before, the female unemployment rate is now the lowest since the end of World War II -- the lowest female household poverty rate -- female-headed household poverty rate we have ever recorded; wages for women up 25 percent since 1992. The pay gap has narrowed by about half since the Equal Pay Act was passed back in 1963.

But that means that we've still got half to go, after 37 years. And 25 percent is a lot of money. You heard -- Secretary Herman gave you her grocery store analogy. How would you like to show up for work every day, but only get to take home three out of every four paychecks? If someone tried to do that, there would be riots in the street; but if you get paid 75 percent for the same kind of work, it's as if you were only picking up three paychecks, instead of four, in four pay periods.

The average woman has to work, therefore, an extra 17 weeks a year to earn what a similarly-qualified man in the same kind of job makes. And even after you make adjustments -- and that's why I thought what Sharon said was so important today, to hammer home this point. Yes,

some of this can be explained -- by differences in education, experience and occupation. But even after you make all those adjustments, there is still a very significant gap. As women get older, the gap gets wider. And it is widest, regrettably, for women of color. African-American women earn 64 cents for every dollar earned by white men; Hispanic women just 55 cents.

Now, this is not just a women's issue. And I appreciate the fact that we have five women members of Congress and four men here. I'm the son of a working mother, the grandson of a working grandmother, the husband of a working wife, and my daughter plans to follow suit. I've joked, every time I do an event like this, that the first time in our entire marriage that I made more money than Hillary was when I became President -- (laughter) -- and all I'm really doing is trying to give other men the privilege of riding on the same gravy train I did all these years. (Laughter.)

But it's not a women's issue. If a woman with a family is being denied equal pay for equal work, then her husband suffers. Her children suffer. The family dynamic suffers. You think about how much time you spend at work every day, you can't go to a workplace and feel like you're getting the shaft and not have it have an impact that goes even beyond economics on your home life. And I'm glad -- Sharon has her husband and family members here today, they all paid. Everybody pays.

So this is a big issue in that sense. I'd also like to point out that it's a much bigger economic issue, even in the paycheck. Why? Because if you make less, then you have less going into your Social Security account and you'll earn less in your Social Security check. Because if you make less, you're far less likely to be able to have your own retirement plan. And if you do have one, it'll be smaller.

The average woman who is about to retire -- keep in mind the pay gap is 75 percent -- the average woman who is about to retire, if she even gets a pension in the first place, can expect only about half the pension benefits of the average man who retires. So the pay gap leads to an even bigger retirement gap. And this is something we have to think about more and more and more. And again, it's not just a women's issue.

The poverty rate among elderly women is about twice the poverty rate for people over 65 generally. The number of people over 65 will double in the next 30 years. Americans today who are 65 years old already have a life expectancy in excess of 82 years. And women live a few years longer than men, on the average. This is a huge deal, with implications for our entire society -- even for families where women do not experience discrimination in the workplace. They, too, will be affected in an aging society where more and more retirees are women who are severely disadvantaged.

So today we want to close those gaps. First, I propose \$10 million for the Equal Employment Opportunity Commission to train more than 1,000 EEOC enforcement personnel to identify and respond to wage discrimination. This would be, believe it or not, the first time the EEOC has ever received funding for this kind of training. The resources will also be used to educate employers and workers about their responsibilities and their rights under the law.

I made this request last year, and Congress failed to pass it. I again implore Congress to do the right thing and pass this funding. And I hope you will help us do this. If we train enough people to spot the problems early and work on them aggressively, the EEOC can help give us more stories like Sharon Long's, without the waiting time.

Second, another important way to close the wage gap is to open new

Equal Pay

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

January 24, 2000

PRESIDENT CLINTON ANNOUNCES NEW EQUAL PAY
INITIATIVE AND URGES PASSAGE OF PAYCHECK FAIRNESS ACT
January 24, 2000

Today, President Clinton will unveil a \$27 million Equal Pay Initiative in his FY 2001 budget and urge prompt passage of the Paycheck Fairness Act in order to combat unfair pay practices against women. The Initiative includes \$10 million for the Equal Employment Opportunity Commission (EEOC) to 1) bolster the ability of the EEOC to identify and respond to wage discrimination; 2) teach businesses how to meet legal requirements; and 3) launch an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also dedicates \$10 million for the Labor Department to train women in non-traditional jobs, and provides \$7 million for the Labor Department to help employers improve their pay policies, provide non-traditional apprenticeships, and implement industry partnerships.

PRESIDENT UNVEILS NEW INITIATIVE. The President's budget includes a \$27 million initiative to help the EEOC and Labor Department fight wage discrimination. The Initiative includes \$10 million for the EEOC to:

- provide, for the first time, training and technical assistance to about 3,000 employers on how to comply with equal pay requirements under the law;
- develop public service announcements to educate employees and employers on their rights and responsibilities under equal pay laws; and
- train over 1,000 EEOC staff in identifying and responding to wage discrimination, the first such training since EEOC assumed responsibility for the Equal Pay Act in 1978.

The Initiative also provides \$17 million for DOL to:

- train women in non-traditional jobs -- for instance, in the high technology industry;
- expand access to high-quality employment-related information and career guidance through the One-Stop Career Center delivery system;
- fund projects to increase women's participation in non-traditional apprenticeships;
- provide employers with the necessary assistance to assess and improve their pay policies; and continue to educate the public on the importance of equal pay; and
- strengthen industry partnerships to help women retain jobs and progress in the workforce.

PRESIDENT ALSO CALLS FOR PASSAGE OF LONG-OVERDUE LEGISLATION. The President again will urge Congress to pass the "The Paycheck Fairness Act" introduced by Sen. Tom Daschle (D-S.D.) and Rep. Rosa DeLauro (D-Conn.), to strengthen laws prohibiting wage discrimination. The highlights of this legislation include a new data collection provision; increased penalties under the Equal Pay Act (EPA); a non-retaliation

provision; and a provision for increased training, research, and a pay equity award.

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Bruce N. Reed
01/20/2000 04:58:10 PM

Record Type: Record

To: Thomas L. Freedman/OPD/EOP@EOP

cc:

Subject:

Girlcott

U.S. women's players to boycott Australia Cup

Posted: Thursday December 23, 1999 10:52 PM

NEW YORK (AP) -- Labor strife
has followed success for the U.S.
women's soccer team.

Angered by stalled contract
negotiations with the U.S. Soccer
Federation, players on the
Women's World Cup champions
said Wednesday they will boycott
the Australia Cup next month. The
USSF responded by saying it will
send young players to the four-nation tournament.

"You can imagine the frustration and disappointment we feel as a team,"
U.S. co-captain Julie Foudy said. "It was important to all of us to meet
right after the World Cup to reach a new agreement in order that we could
focus exclusively on our Olympic training beginning in January 2000. U.S.
Soccer refused to listen and have now asked us to accept their last-minute
proposal."

The contract the players signed in 1996 expired six months ago and,
according to John B. Langel, a lawyer for the players, the USSF said it will
not make a new proposal in the near future.

Instead, the federation proposed the players work under terms of the
expired agreement.

"In our efforts to promote women's soccer throughout the country over the
past decade, we feel we have behaved professionally and therefore
deserve the same respect and communication from U.S. Soccer,"
co-captain Carla Overbeck said. "They have essentially ignored our
successes over the past three years -- including a World Cup win and
Olympic gold medal -- and are now asking us to do the same."

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"We've obviously touched the hearts and moved the spirits of hundreds of thousands across the nation. We simply have asked U.S. Soccer to recognize our value."

The American women's team travels to Australia on Jan. 2 to play in the Australia Cup against the Czech Republic, Sweden and Australia. Also in jeopardy are two games scheduled for February in Florida.

"U.S. Soccer is dedicated to continuing to develop all of our women's soccer programs at the highest levels, which we've done throughout the last 15 years," USSF spokesman Jim Moorhouse said. "We'll use this trip to Australia as an opportunity to get the next generation of players some valuable playing experience as we continue our preparation for the Summer Olympics in Sydney. As it has in the past, that preparation will include foreign tours, domestic training camps and a fulltime residency program.

"The negotiations with the players are ongoing and will continue into the new year."

In Sydney, Australian Women's Soccer Association chief executive Warren Fisher said the development was "of great concern" as the association had anticipated at least four of the U.S. stars being on the roster.

"We have a contract with the U.S. Soccer Federation which specifically names eight players -- and the team has to include any four of those eight," Fisher said Thursday.

Among those eight are Foudy, Mia Hamm, Michelle Akers and Brandi Chastain.

"U.S. soccer has given an undertaking to send out their best team," Fisher said. "We moved the entire tournament to make sure the best players would be available and this development is of great concern to us. U.S. Soccer was supposed to have advised us of their roster by Dec. 14 but at this stage we haven't received any notification at all of what players will be coming. Clearly the thing we want to avoid is having a B team come out here, the U.S. resolving this a week after and seeing the top players all back in the team for the Olympics."

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Co-captain Carla Overbeck just wants a fair deal for the U.S. women's soccer team. (193 K)

Overbeck expects the contract dispute to be settled rather easily. (127 K)

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01/20/2000 04:58:46 PM

Record Type: Record

To: Thomas L. Freedman/OPD/EOP@EOP

cc:

Subject:

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6TH STORY of Level 1 printed in FULL format.

Copyright 2000 Associated Press
AP Online

January 19, 2000; Wednesday

FAX 61647

SECTION: Sports

LENGTH: 578 words

HEADLINE: US Soccer Has Coach, Players Next

BYLINE: RONALD BLUM

DATELINE: NEW YORK

BODY:

April Heinrichs has the job: coach of the U.S. women's team.

Now she needs her players, and for that to happen, the U.S. Soccer Federation has to come up with some more money.

'What I know about the players, I know they want to be on the field and I know U.S. Soccer wants them on the field,' Heinrichs said Tuesday after being introduced as coach of the world champion U.S. women's team.

Her first game will be a Feb. 6 exhibition against Norway at Fort Lauderdale, Fla., but it's not clear if the women who won the World Cup last summer will be with her. They are boycotting in a pay dispute with the USSF, wanting raises from \$3,150 per month to \$5,000 plus bonuses of \$2,000 game.

'I know it hurts all of us,' said Heinrichs, captain of the U.S. team that won the first Women's World Cup in 1991. 'I know we all feel an urgency.'

USSF executive director Hank Steinbrecher said a bargaining session is scheduled for Monday in Los Angeles. He said the USSF believed in parity between the money paid men and women on the U.S. national teams, but the dispute is in the definition.

Because most of them now play with professional clubs, the U.S. men are kept together only for short periods before games and tournaments. The U.S. women, who do not have pro clubs or team contracts, are together longer, costing the USSF more to house, feed and travel.

Steinbrecher suggested that treatment of those expenses was an issue. Also affecting talks are payments by FIFA. During the 1998 World Cup, the USSF received \$800,000 per game from FIFA, and much of that money went to the players. FIFA gave nothing to teams during the 1999 Women's World Cup.

U.S. women claimed they were underpaid for their efforts last summer, and got into a dispute with the USSF over a postchampionship tour.

'They were rewarded,' Steinbrecher said. 'Whether they were rewarded to

the amount of money they thought should be rewarded is debatable.'

With a group of college-age players, the Americans won a four-nation exhibition tournament last week in Australia. But Steinbrecher said fans shouldn't be misled.

'That's not a World Cup and that's not an Olympics,' he said. 'It's very difficult from playing international friendlies to playing tournaments when gold medals are on the line.'

Heinrichs, who turns 36 next month, has a similar assessment, saying the kids needed the experience of practicing with the vets.

'We need these women to beat up and get them callused and show them the ropes,' Heinrichs said.

She was given a four-year contract to replace Tony DiCicco, who quit last fall. An assistant coach on the U.S. team that was eliminated in the semifinals of the 1995 Women's World Cup, she was coach of the Virginia women's team for the past four years.

She is looking forward to FIFA starting a women's youth tournament. The governing body is expected to vote in March to start a Women's Under-21 Championship.

She also wants a U.S. women's league. Steinbrecher said he expects one will start within two years and says it probably will be financed by cable television networks.

'I think a women's professional league is around the corner,' Heinrichs said. 'It's going to happen.'

U.S. player Julie Foudy was looking forward to playing under Heinrichs

'April has been such a constant beam, source of light, for this team,' Foudy said. 'She is just an incredible leader, a great motivater and a great tactician.'

LANGUAGE: ENGLISH

LOAD-DATE: January 19, 2000

19TH STORY of Level 1 printed in FULL format.

Copyright 2000 The Washington Post
The Washington Post

January 19, 2000, Wednesday, Final Edition

SECTION: SPORTS; Pg. D03

LENGTH: 671 words

HEADLINE: Heinrichs to Coach U.S. Women's Team

BYLINE: Athelia Knight, Washington Post Staff Writer

DATELINE: NEW YORK, Jan. 18

BODY:

April Heinrichs, who has coached the women's soccer teams at the universities of Virginia and Maryland, today was named coach of the U.S. women's national team.

Heinrichs, 35, received a four-year contract. She fills the vacancy left when Tony DiCicco retired in November after leading the U.S. team to the 1996 Olympic gold medal and the 1999 Women's World Cup title.

Meanwhile, U.S. Soccer Federation Secretary General Hank Steinbrecher said representatives of the federation and the national team players are scheduled to meet Jan. 24 in Los Angeles or Philadelphia in an attempt to end a labor dispute that resulted in the Women's World Cup team members refusing to play in a recent tournament in Australia. "I expect, and I'm pretty optimistic, that we will have some movement," Steinbrecher said.

Heinrichs captained the U.S. team that won the first Women's World Cup in 1991, and because several members of that team are still on the national team, she will be coaching players who once were her teammates. She was selected over longtime U.S. assistant coach Lauren Gregg and University of Portland men's and women's coach Clive Charles, who also oversees the men's Olympic team. It was unclear whether Gregg will remain on the national team staff.

"For 12 years, I have been preparing to be the national team coach," Heinrichs said during a news conference here, noting that she has coached at every level, starting at the club level.

Heinrichs was an assistant to DiCicco for the 1995 Women's World Cup and 1996 Olympics. Since 1997, she has coached the girls under-16 national team.

She compiled a 52-24-10 record at Virginia, where she led the Cavaliers to four NCAA tournament appearances in as many seasons. Prior to that, she coached

The Washington Post, January 19, 2000

for five seasons at Maryland and one at Princeton. She has a 116-70-18 collegiate coaching record. She played collegiately at North Carolina, where she was a three-time all-American and a member of three NCAA championship teams.

In 1998, she became the first female player inducted into the U.S. Soccer Hall of Fame.

"Our women's national team motto is to win forever," USSF President Bob Contiguglia said. "The decision that was made to choose April will definitely carry on that motto. . . . She has that same passion and confidence that Bruce Arena showed us when we chose him" to coach the men's national team.

U.S. team co-captain Julie Foudy said the players are excited to have Heinrichs as coach. "She is an incredible leader, gifted motivator and great tactician," Foudy said during a teleconference.

Heinrichs said the labor dispute between the players and the federation "hurts all of us," and she hopes it will be resolved soon. The players and the USSF have yet to agree on a contract since the last one expired after the Women's World Cup victory in July. The USSF sent a squad of younger players to the recent tournament in Australia.

The U.S. team's next game is against Norway on Feb. 6 in Fort Lauderdale, Fla. Heinrichs said she plans to invite 30 players to a training camp in Fort Lauderdale that will start Feb. 1.

Heinrichs said she knows that the players who are involved in the contract dispute "want to be out on the field. And I know that U.S. Soccer wants them out on the field. . . . And in that regard, I think we all feel an urgency" to resolve the contract dispute.

Heinrichs said she won't get involved in the negotiations.

Asked if the women's team players will be paid the same amount as the men's team players in the future, Steinbrecher said: "We will have a fair and equitable offer." He said several issues, such as housing and residency camp, have to be discussed. "Hopefully, the goal is to pay equally. But the goal also is to make money equally," said Steinbrecher, adding that the federation did not receive any money from the Women's World Cup. The national federations that qualify for the men's World Cup receive hundreds of thousands of dollars from the sport's world governing body.

LANGUAGE: ENGLISH

LOAD-DATE: January 19, 2000

10TH STORY of Level 1 printed in FULL format.

Copyright 2000 The Dallas Morning News
The Dallas Morning News

January 19, 2000, Wednesday THIRD EDITION

SECTION: SPORTS DAY; Pg. 8B

LENGTH: 644 words

HEADLINE: Bureacratic stumbles threaten U.S. soccer gains

SOURCE: Staff Writer of The Dallas Morning News

BYLINE: Steve Davis

BODY:

History will stamp most of 1999 as a smashing, prosperous time for U.S. Soccer.

The men's team appeared to be on the rise under its brash new coach, Bruce Arena. And the women's team inflated soccer's domestic profile with that well-chronicled dash through the Women's World Cup.

But as the year closed, the U.S. Soccer federation lost some of its public innocence. Officials learned that more time in the spotlight comes with more opportunity for harsh public scrutiny.

By December, the U.S. Soccer federation was scrambling to find refuge from an increasing number of critics, who point to recent stumbles as evidence of a federation grown overly bureaucratic and unwieldy.

U.S. Soccer gained some measure of reprieve on Tuesday, by officially announcing April Heinrichs as the new women's coach. The team had gone without a leader since early November, when the highly successful Tony DiCicco resigned to spend more time with his family.

In the meantime, U.S. Soccer was pelted with criticism over its perceived feet dragging on the issue. Less than 10 months from defending their Olympic crown, the women competed in the Australian Cup earlier this month under interim coach Lauren Gregg.

With that issue resolved, the federation now must deal with an issue that threatens to become an even uglier public relations black eye: the ongoing U.S. women's player boycott.

All the recognizable names that helped the United States to a 1996 Olympic Gold Medal and to the 1999 Women's World Cup title refused to participate in the Australian Cup. The medium-grade tournament ended last week with a U.S. "B" team version earning the title.

The better known U.S. players _ Mia Hamm, Michelle Akers, Carla Overbeck, Brandi Chastain, Julie Foudy, etc. _ were among the players boycotting the

event. They balked after unsuccessful efforts throughout the fall to get U.S. Soccer to the bargaining table. They say U.S. Soccer never met with them, then offered an 11th hour proposal for the members to continue playing under the expired contract. The contract was negotiated in 1996 and the players had to strike before the 1996 Olympics to get that one.

That deal would have continued to pay the players \$ 3,150 a month, excluding bonuses. The players were seeking \$ 5,000, plus \$ 2,000 for each member chosen to compete in four games in January and February.

In our efforts to promote women's soccer throughout the country over the past decade, we feel we have behaved professionally and therefore deserve the same respect and communication from U.S. Soccer," Richardson native and team captain Carla Overbeck said in a written statement announcing the boycott. "They have essentially ignored our successes over the past three years and are now asking us to do the same."

U.S. soccer officials say the ongoing process is no different than labor negotiations that go on every day all over the country. But the players say they are increasingly frustrated by the lack of federation attention devoted to a group seeking nominal raises.

The frustrating thing is that it has nothing to do with money," co-captain Foudy told the San Jose Mercury News before the players and federation agreed not to discuss the matter in the media. "We couldn't even get them to sit down with us."

Heinrichs in charge

April Heinrichs, 35, is the first female to coach the women's national team. She signed a four-year contract and will debut Feb. 6 when the United States plays Norway in Fort Lauderdale, Fla.

Heinrichs, who will leave her job as the University of Virginia head coach, captained the 1991 Women's World Cup championship team. Alongside Michelle Akers and Carin Gabarra, she helped form a scoring triangle unmatched at the time in the women's game.

Heinrichs scored 37 goals in 47 games before knee problems prematurely ended her career.

GRAPHIC: PHOTO(S): April Heinrichs

LANGUAGE: ENGLISH

LOAD-DATE: January 20, 2000

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Women's Sports Foundation backs soccer team's protest

Posted: Tuesday December 28, 1999 09:52 PM

EAST MEADOW, N.Y. (AP) -- The Women's Sports Foundation backed the U.S. women's soccer players Tuesday in their dispute with the federation over wages.

The 20 women who won the World Cup last summer are boycotting next month's Australia Cup because they do not have new contracts with the U.S. Soccer Federation.

"These young women have brought honor to their sport and have given their absolute best to U.S. Soccer and the American public," Women's Sports Foundation president Nancy Lieberman-Cline said. "They deserve better treatment."

The women sought a new contract proposal as early as September, but the federation preferred to begin negotiations on Dec. 1.

The players asked for \$18,000 apiece to compete in four games, three in Australia and one against Norway in February. Under the old contract, which the federation wanted to continue, the players would have made \$6,300 each.

The federation picked 18 replacement players last week to compete in Australia.

"It is in the best interest of soccer to put their best players on the field," Lieberman-Cline said. "At the very least, a timely effort to come to terms should have been initiated months ago."

The Women's Sports Foundation is a national, nonprofit organization dedicated to increasing opportunities for women in sports.

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