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YOUTH CONFERENCE

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THE WHITE HOUSE

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REMARKS BY THE PRESIDENT AND THE FIRST LADY
AT
THE WHITE HOUSE CONFERENCE ON TEENAGERS:
RAISING RESPONSIBLE AND RESOURCEFUL YOUTH

The East Room

10:45 A.M. EDT

MRS. CLINTON: Good morning, and please be seated, and welcome to the White House. We have been looking forward to this conference for nearly a year now as we have talked with and explored all the ways that we can raise resourceful and responsible young people. And many people have asked me why a conference on teenagers. Why make teenagers the focus of a fully day's discussion at the White House.

Well, I think that as we just saw in the video -- and I want to thank and applaud the families that participated in that video -- many of us are concerned about what we can do as parents and as citizens, as employers or educators, as public officials or community leaders, to give more support to teenagers and their families.

The President and I speak, of course, with great authority -- (laughter) -- having just graduated from being the parents of a teenager to being the parents of a 20-year-old and having survived it. But, believe me, this conference is more than just a trip down memory lane or an exercise in nostalgia for us. We believe strongly that our young people deserve our very best efforts.

I want to thank many of the people who are here today who have been part of putting this conference together, but more than that, for the work that they have done over so many decades. First, let me thank David and Betty Hamburg who are here. (Applause.) David and Betty, in many ways, inspired this conference.

I began working with them more than 20 years ago now, and I can think of no people who are more dedicated to helping all young people, whether they're in the forgotten or not forgotten half, whether they are going through great transitions or turning points in their lives. And I think many of us in this room owe both David and Betty a great deal of gratitude. I would like to ask them to stand so we could thank them both. (Applause.)

Also with us today is Congresswoman Stephanie Tubbs Jones and Secretary Donna Shalala, Deputy Attorney General Eric Holder, Secretary Alexis Herman, National Service Corps CEO Harris Wofford, the Director of Personnel Management Janis LaChance, the Deputy Drug Czar Vereen, Annie E. Casey Foundation, the W.T. Grant Foundation and the YMCA of the USA are all sponsors and supporters of this conference.

Now, all of us are here because we believe there is no group of Americans more full of promise or potential. But we also believe there is no group of Americans more in need of the support, guidance and committed efforts of all of us than today's teenagers.

Ask any teen -- and I do -- I've been privileged to speak to

so many in sort of personal and informal ways and in more formal settings. Just last week at a high school town hall in Watkins Glen, New York, where the teens lined up and asked all kinds of questions. If you ask teens and you listen to teens, you can hear, directly and indirectly, their voices telling us that growing up today feels tougher than ever before. I happen to think that's right. I think it's harder being a teen today than it was, certainly, when I was one so many years ago.

But I also think that the wonder and hope and exciting choices that teenagers face in their lives are too often becoming times of great stress, alienation, and confusion. And that, too, has always been part of the teen experience, but the environment and context in which that occurs is more dangerous than ever before.

And if it's tough to be a teenager today, it's probably even tougher to be a parent. More and more parents are working outside our homes; they're struggling to do right by their families and their jobs. And I have met so many mothers and fathers who tell me that they just feel inadequate and anxious about navigating those teenage years -- more so than they certainly felt when their kids were younger.

We're all worried about the choices our teenagers make, about how the best-laid plans for a bright future can disintegrate with a single bad decision to drink, to try drugs, to drive too fast, to trust the wrong person. Parents are worried about the movies their children are seeing, the web sites they're visiting, the music they're listening to. And there's a lot of worry that all those heart-to-heart talks and those efforts to communicate, which are sometimes so awkward and difficult, about values and good behavior are getting drowned out by a popular culture filled with gratuitous sex and violence.

In our two panels this morning, and in the breakout sessions this afternoon, we will tackle the challenges facing today's teenagers and their parents. But it won't just be a session for everyone to share their worries. More importantly, we're going to be highlighting some of the latest research about teen years and the innovative ways that Americans can work together to ensure that every teenager has a safe passage to adulthood.

Three years ago, in this room, we held the first White House Conference on Early Learning and Childhood Development. We sought to raise awareness about the critical growth that takes place in the brain during the first three years of life, and to explore the implications of this knowledge on parenting, education and child care. In many ways, that conference and today's conference can be viewed as bookends, because now we're beginning to learn that the brain goes through yet another, and equally critical, growth spurt during the early teenage years. Though the research is still preliminary, scientists now believe that this is the time when all the hard-wiring of the brain takes place, when a teenager's intellectual, emotional and physical capacities are developed for a lifetime.

Now, I remember the very wise advice I got from a friend of mine, when my daughter was very small and she was raising three teenagers. And she said, you know, the two times in a child's life that seem most similar to me are those toddler years and the teenage years. It's when we need to give so much more attention to our children. And now, we didn't know, back when I heard this advice about 19 or so years ago, that there would be brain research to support that anecdotal experience that parents had. But I remembered that so often during the times when our own daughter was growing up -- that even if your teenager or your preteen doesn't want you following her or him around, in many ways -- think of that toddler metaphor -- they need you around. And it's hard for a lot of parents to figure out exactly how to do that.

This research has, therefore, important implications for parents, because teenagers need the guidance and support of their parents more than ever. It is still difficult for many of us to remember that teenagers want our attention. After all, this is the time when the real or the imaginary "keep out" signs start appearing on closed bedroom doors, when many of our children would rather spend two hours talking to a friend on the phone than 10 minutes talking to their mother or father in person. But what we are learning is that for all their declarations of independence, America's teenagers still want and need the everyday love, involvement and discipline of their parents.

Today, we are releasing a new poll, commissioned by the YMCA, which found that parents are still the most important adults in their teenagers' lives. More than three out of four teens say they still turn to their parents in times of trouble. In fact, while parents -- and this is so interesting -- while parents list the threat of drugs and alcohol as their top concerns about their teens, teens, themselves, list education and "not having enough time" with their parents as their top concern.

So it's time that we respond to these concerns, and many of us have been struggling with ways to do that. I believe one of the biggest casualties of modern life has been family time, especially time during meals, when parents and children can check out of their busy schedules and check in with each other. Before our daughter left for college, the three of us made it a priority to share at least one meal together a day.

With our hectic schedules, it wasn't always easily and, occasionally, wasn't possible. But we sure tried. And when we were able to, that hour or half-hour in the small kitchen of the private quarters upstairs in the White House was truly my favorite part of the day, because Bill and I were very convinced that we wanted to convey to our daughter a simple message, one that we hoped she would carry away to college: that whenever she does need someone to talk to or ask for advice, or just wants to say hello, we will be available and eager to listen.

I also know, though, the experience of hanging around, waiting for a sighting. (Laughter.) You know, when we were first in Washington, in the first term, a lot of people -- some of the pundits and others -- would say, well, the Clintons don't go out, they don't socialize enough, you know, why aren't they going to Camp David enough. And those are people who had forgotten or never had a teenager. And when you have one in your home, you want to hang around with the hope that just maybe they'll deign to say something to you. Occasionally, that works, but not always. And we hope this conference will inspire even more parents to stay involved in their teenagers' lives and to open new lines of communication.

I'm very pleased to announce the National Partnership for Women and Families, along with the Families and Work Institute, will lead a new campaign to promote the importance of spending time with your teenagers.

Now, there are some lessons we parents have to learn about this. That is not the time when you unload every piece of worldly advice you have stored up for your entire lifetime, it is not the time when you lecture and fill up the space with all the words that you want to fill. These are things that I've learned from experience.

It is, instead, a time when you hopefully are there to inspire the communication that is two-way and principally coming from your teen. The Time With Teens campaign will challenge parents to take stock of

their own lives and work habits and look for ways to make more time for their children.

It will challenge businesses to offer more flexible work schedules and policies for parents, and it will challenge churches and synagogues, and mosques and schools, and health care agencies and all community organizations to create more opportunities for families to spend time together.

But we have to do more than just raise awareness among parents. We have to give parents the tools we all need to stay involved in our children's lives. That's why we're also launching a new White House Task Force on Navigating the New Media Age. Comprised of members from both the public and private sectors, this task force will find ways to transform the tools of the media age, namely the Internet, into tools for parents. The task force will develop two new Internet portals -- one that will link parents to information and advice on raising teens, from health and safety to child care and education; and a second to link teens to a variety of age-appropriate resources on the Internet.

We also recognize it is more difficult for parents to keep track of what teens are watching and learning on TV or on their home computer. The YMCA poll you'll hear about found that six out of 10 teenagers are watching television without parental supervision, while 45 percent of all teens say they surf the Internet on their own.

You know, when we only had one TV in the home, and you had to fight with your parents and your brothers and sisters to figure out which one of the three stations you were going to watch, it was a lot easier for parents to supervise what their children were watching. Now we have so many opportunities for kids to see things without any parental supervision, or even without an older brother or sister around saying, that's stupid, or how dumb that is, trying to interject some reality into the world that the media conveys to our kids.

We also know that the V-chip is now in effect, and I strongly urge parents -- particularly of young kids, but also of teenagers -- to learn how to program that V-chip and to use it.

There are several media rating systems in place to help parents determine the appropriateness of the shows their children watch. But with so many different systems, parents must hunt for the information needed to decode these various ratings. That's why we will ask the task force to work with the entertainment and media industries to create a single web site to help parents make sense of all the various rating systems, and use them to monitor their children's interactions with the media. I hope eventually, we will get to a uniform system of ratings, so that what is used on the video shows, is used on the movies, is used on the TV, is used across the board.

This is only a temporary step, the web site. But I renew, therefore, my challenge to the entertainment industry. Let's create a voluntary, uniform rating system so that all parents can better decide what's appropriate and what is not appropriate for their children to see.

The challenges before us are great, and the time between childhood and adulthood, as Bill and I can attest, is all too short. But if there is one message we hope all Americans will take away from this conference, it is that each of us has the power to make a difference in every teenager's life. And it is not just a task for parents. The research and our own experience shows that oftentimes, it is a teacher or a coach, a minister or an employer, a neighbor or another relative who can provide the mentoring and the stability that every young person needs. And sometimes during a rocky period in a

teen's life, it may be somebody outside of a parent who can be turned to with good advice and suggestions.

So it is not just a conference aimed at teens and their parents, it's really a conference for our entire country; to be committed; to make what is biologically a disorienting time for our teens and a time of exploration, a confusing time -- to make it more of an opportunity and a real journey to self-discovery; to take a time of peril and turn it into a time of promise.

We have a lot of experts and, certainly, we have teens and parents, as well -- we're going to be talking about what has worked for them. And it will be a challenge to us. But when I speak to groups of teenagers, I always start by telling them how proud I am of the way that they are coping with their lives, because the great, vast majority of our kids are good kids.

That is not the message that we often receive on the media, where we only see the stereotypes and the negative depictions. And a lot of these kids are doing the very best they can. In fact, the flip side of our concern is that some of them take their lives so seriously and strive for such perfection that the teen years are a time of even heightened misery and anxiety because they don't think they're measuring up.

So we have got to do a better job in sending a message to our kids that we value them, we love them, we care about them, and that's why we want to be as involved in their lives as possible. So let me now introduce my co-parent -- (laughter) -- and someone who has been deeply committed to the young people of our country, the President of the United States. (Applause.)

THE PRESIDENT: Thank you very much. Thank you and good morning. I want to join with Hillary in welcoming you to the White House, and thanking all of you for coming. I thank the foundations that have helped us. And thank you, David Hamburg. I still remember when we worked on a report about the developmental needs of young adolescents back in the late '80s, in which we recommended, among other things, that there ought to be community service in all of our schools -- something that we're finally getting around to.

I thank all of those who are here. I see so many people out here in this audience who have done so much to help our young people, our teenagers, live better lives. I see one of the founders of the City Year program in Boston. I see a man who has adopted a huge number of children, along with his wife, and personally made sure that they got through their teenage years. There are many, many stories here. I'm grateful to all of you.

I'm very grateful to Secretary Shalala and Secretary Herman, and our National Service Chairman, Senator Harris Wofford; and Deputy Attorney General Holder, and Janice LaChance, and all the others who are here from the administration -- the Deputy Director of our Drug Office, Donald Vereen. And thank you, Representative Stephanie Tubbs Jones. I thank you all for what you are doing.

I want to thank the panelists, and those who will come on afterward. And I think we ought to give one more hand to the families that were in the film, that walked in with Hillary and me. They did a great job. (Applause.)

You know, we've worked very hard on these family issues for a long time, and Hillary has done so for 30 years. But the way I see this as President, as well as a parent, looking ahead to the kind of America we're trying to build in the new century -- when I became President, we

had to worry about whether everybody who wanted or needed a job could get one. And that was very important. And the dignity of work is very important to families. It helps to define the shape of family life in ways that are by and large positive.

I'll never forget once when I was governor, I had a panel of former welfare recipients that were in the work force, and one of my colleagues asked the lady from my state, said, well, what's the best thing about having a job. And she said, the best thing about it is when my boy goes to school and they say, what does your mama do for a living, he can give an answer.

But, by the same token, we live in a country that's very good at creating jobs, but is not as good at providing family supports; in which people are busier and busier and busier; and in which virtually everybody has some trouble balancing work and family during the period of the child's life. Even parents who are staying at home have trouble doing it.

And it is a problem that is more severe for single parents and people that have more than one job or people that have trouble getting around. It's a problem that's more severe for people that work for very modest incomes. But I don't think I know any parents who are working who have not had some periods in their lives when they worried whether they were letting their kids down because they weren't spending enough time with them; or whether there were too many forces out there that were kind of undermining that.

And one of the things that I have learned, in ways large and small over an unfortunately increasingly elderly existence -- (laughter) -- is that everybody has got a story, everybody. And every child has a spark inside. And I believe that everyone has a role to play and ought to be given a chance. And as important as work is -- and I say that coming from a family of workaholics -- the most important work that society does is still to raise children. And if that work is done well, the rest of it pretty well takes care of itself.

And so we're here, basically, to do all the things that Hillary said. I think when a tragedy befalls a child, or a child is involved in a tragedy -- a school shooting, or this terrible incident at the Washington Zoo -- it throws it up in large relief. But I think that one of the things we ought to do in beginning this conference is to take a more balanced view. And I want to be very brief because I want you to have the maximum amount of time with the keynote speaker and with the panelists. But I think it's important that we have a balanced view of what teenage life is like today.

And I asked the Council of Economic Advisors to actually get me a statistical portrait of teenage America. And here is a brief summary. The good news is that the teenagers are far healthier, more prosperous, and look forward to more promising lives than ever before in our history. The economic rewards of education are at an all-time high. Teens have responded by completing high school and enrolling college at record rates.

Last year, for the first time in the history of the country, the high school graduation of African Americans and the white majority was almost statistically identical. The dropout rate among Hispanic young people is still too high, but that's largely explained, I think, by the fact that we have still a very large number of Hispanic children in our schools who are first-generation immigrants whose first language is not English, and they come from families that are struggling to make ends meet, and very often they drop out to go to work still. But we're making progress there, as well.

More teenagers than ever before volunteering to serve through community service. Many harmful behaviors are actually on the decline, including youth violence, homicide, suicide, teen pregnancy, and, in the last couple of years, drug use. That's the good news.

The report also highlights some significant challenges. There are still significant opportunity gaps between white students and students of color. Teen smoking, drug use and pregnancy are still far too high. And despite a marked decline in teen homicide over the past few years, still far too many communities are scarred by gun violence.

Interestingly enough, statistically the Council of Economic Advisers found that gun-related teen deaths from deliberate acts and from accidents are highly correlated with gun ownership and possession rates. In states with fewer guns in fewer households, there are fewer gun deaths.

Perhaps the most empowering finding in the new report is the extents to which parents have the opportunity to guide their teenagers properly. Sitting down to dinner can have an enormously positive impact. The report found that teenagers who had dinner with -- listen to this: The report found that teenagers that had dinner with their parents five nights a week are far more likely to avoid smoking, drinking, violence, suicide and drugs. This holds true for single-parent, as well as two-parent families, across all income and racial groups. Now, obviously if that is not possible, and sometimes it's not possible, then it's really important to find some way to fill that gap, but it's a stunning statistical finding.

For the past seven years, the First Lady and I have worked with our administration to try to support parents' efforts to raise healthy, hopeful and responsible children. I'd also like to acknowledge the invaluable efforts of Vice President and Mrs. Gore, who have had -- even before he joined me, they were sponsoring a family conference every year in Tennessee to deal with these issues. It's really one of the most astonishing, consistent commitments I believe in the country. And they've done a world of good and I'm very grateful to them.

I'll always be proud that the first bill I signed as President was the Family and Medical Leave Act, a law that now has given more than 20 million Americans the opportunity to take up to 12 weeks of unpaid leave without losing their jobs. And I remember when I signed it, it had previously been vetoed on the theory that it would hurt the economic growth of the country. If that's what it was designed to do, it's been a very poor failure. (Laughter.)

What it has done is to prove that it's good economics to balance work and family; that the more parents can succeed at home, the more free they are, psychologically, to be productive at work; and we ought to do more.

I have asked the Congress to include more firms in the Family and Medical Leave law and to expand the purposes for which people can take family leave. We have also tried to give states the flexibility to use funds in federal accounts to help to finance paid leave. We've worked hard on this, and I think it's very important that we recognize that the United States has done a great job at creating jobs, but we still give far less support to the responsibility of balancing work and family than virtually every other industrialized country in the world. And it is very important to do that.

We've also worked hard to turn teenagers away from unhealthy lives, toward healthy futures. The rate of drug use has been cut, in part by the powerful antidrug messages that have been broadcast; and some of you here have helped us with that. We have done our best to

engage the tobacco industry in what has been a fairly epic and sometimes frustrating struggle to reduce teen smoking. We made the single largest investment in children's health care since Medicaid was created. And we're working to get more of our kids -- and increasingly, I hope, this year, their parents -- enrolled in the Children's Health Insurance Program. And we're working to make our schools safer.

I think that we also need comprehensive strategies to stem violence both in and out of schools. Our program would dramatically expand quality after-school programs. When I started, we had \$1 million dollars for after-school programs; then we went to \$20 million; then we went to \$200 million. This year we've got \$400 million in after-school programs. And I've proposed \$1 billion, and if we pass it, we'll be able to say that every child, at least in every troubled neighborhood in the United States of America, can be in an after-school program. This is a big deal, and I hope you will support it. (Applause.)

I also want to say a word of thanks to all those who have supported AmeriCorps, including City Year and its other components. We've now had more than 150,000 young people earning money for college while serving in their communities. And we're trying to get more and more people to start earlier, to get high school kids, junior high school kids, involved in community service.

Maryland has become the first state in America to require community service as a condition of a high school diploma. And listen to this: The study found that teens who participate in service projects in their communities are 75 percent less likely to drop out of school -- because they're connected in a way that I think is profoundly important.

Hillary talked about the work we're doing with the industry to give parents the tools to protect their children in the new media age. I do think we need a voluntary system that goes across TV, movies and video games. If we can find some way to develop that, it would make a lot of sense. There's a lot of information coming at parents -- you know, I try to sort it all out when I see it. And I think it would be better if there were -- it's almost like you need a dictionary to explain the differences in the TV ratings and movie ratings and the video game ratings, so we have to find some way this can be made more usable.

And today, I want to just mention two things that we're trying to do to help parents and their teenagers. First, I'm signing an Executive Order to prohibit discrimination against parents in the work force of the federal government. (Applause.) Believe it or not, there are still some employers who are reluctant to hire or to promote employees who have children at home. Some of you may have experienced this yourselves. The goal of this order simply says, no glass ceiling for parents. The job they're doing at home is more important, anyway, and if they can do your job, you ought not to stop them.

Second, I am pleased to announce that our National Campaign Against Youth Violence, the National Campaign to Prevent Teen Pregnancy and Tobacco-Free Kids, and the national government have teamed up to produce a comprehensive guide to help parents support their teenagers through this crucial and often difficult developmental period.

Now, I want to introduce our keynote speaker now, and say I'm sorry that I can't stay for the rest of the day, but after he speaks I'll have to leave. But let me say that I want to thank you for coming, again. I want to thank so many of you here for a lifetime of commitment. People ask me all the time, why are we focusing on these things when all the indicators are good and things are going better. This is the time to be thinking about -- I will say again -- how we can deal with the significant challenges of this country. And anybody that

thinks that we've done everything we need to do to help the parents with teenagers, hasn't had teenagers and hasn't been around lately.

It seems to me that if we can't deal with these big social issues now, when we're prosperous, when we're doing well; if we can't strengthen the bonds of our community now, when will we ever get around to doing it. That's why we're here. (Applause.)

I want to introduce a person who embodies much of the good that's going on to help parents through having the village do its part -- in the First Lady's words -- to raise our children. Ben Casey is the President of the YMCA of Metropolitan Dallas. He has degrees in psychology and counseling from UCLA and Chapman College. He currently oversees programs -- listen to this -- 145 program centers that serve a quarter of all the families in the greater Dallas region. We've asked him to speak to us today about his extensive experience with teens, the wise new poll which also has some important findings about the way teens and parents view their communication and time together.

And let me just finally say, Mr. Casey, as I bring you up, every minute I have ever spent with young people, as President and before, but especially as President, has reaffirmed to me how special they are, what enormous potential they have. Even the ones that can't make it, really want to and wish they could. And what a profound responsibility we have. And I want to honor you, sir, because you spend every day trying to make sure we don't lose a single one. Thank you. (Applause.)

MR. CASEY: Mr. President, Mrs. Clinton, and distinguished guests. The teen years should be some of the best years in a person's life. Unfortunately, for more and more young people, they are becoming the most difficult years of their lives. One thing is certain: They are the critical years in that they serve as the basic platform from which the adult is eventually shaped.

For those of you today that are here that are teenagers, I'm going to let you in on a secret: While you may think that some adults look down on you, the truth is that almost all of us here today see ourselves still in teen images. We're always a little surprised to see this older person looking back at us from the mirror. (Laughter.)

We have all gathered here today to address the special needs of today's teens. Pressures from school and family and friends can be overwhelming for many. This generation faces unique challenges that we must all do our part to help ensure their success.

It's been my privilege to work with young people through the YMCA for 34 years of the 150 years the Y has been committed to community service. These young people have honored me with their trust. They have shared with me their most intimate concerns, their aspirations, and their life challenges.

As they struggle to gain the experience and the wisdom to mature, it's clear that they are in need of support from adults in their lives. There's a critical need for an adult to care and take the time to listen to our teens.

I still have a vivid memory of Tom, a young man I met at a YMCA mountain camp. One day, he asked if he could talk to me privately, and he confided to me that he was considering suicide. When I asked why, he said that he could not live up to his father's expectations, and he could not live with the shame of disappointing his father.

I arranged a meeting, and after talking, we learned that Tom's father only wanted him to have the confidence to reach for the stars,

not necessarily, as Tom had thought, to become a doctor or a lawyer. Tom did go on to succeed in the arts. And until his father's death, there was no father more proud of his son.

Communication is the key to developing the relationships teens and parents need to effectively solve problems together. For this conference, the YMCA of the U.S.A. has conducted a survey to gauge the effectiveness of communication efforts between parents and their teens.

It doesn't surprise me that in almost every case, parents have a higher perception of how effective they are in sharing their values and beliefs than the teenage daughters and sons. It's for this reason that the YMCA has launched a nationwide campaign to serve more teens and their families. Our goal is to serve one in five teens over the next five years.

What we have found in our youth and teen programs in Dallas, is that today's parents have less family time than their parents did when they were growing up. Communication has always been difficult; but now that the majority of parents have full-time jobs and live a fast-paced life, they even have less time for their teens. We have to look for innovative new ways to solve this problem.

In order to cut down on the time away from home, the Dallas Y has initiated a partnership with a grocery store and pharmacy to allow parents to pick up their groceries, dry cleaning and pharmacy items at the YMCA, at the same time as picking up their children from our programs. Our only requirement is that they must go home, turn off the television, have dinner together as a family. To facilitate family conversations, the YMCA distributes weekly appropriate stories, with themes for discussion, for these family dinners.

We started this program in response to a working mom's anxiety about not having time for evening parenting classes that were being offered by the Y. She shared her overwhelming daily schedule of commuting, work and errands, that left her exhausted at the end of every day. We realized that family meal time, as you heard earlier, is quickly disappearing, and the time parents have to spend with their teens can be dominated by logistics -- did you do your homework? Have you cleaned your room? Little time remains for quality conversation, to share concerns, feelings and values.

Today, through our panelists and other experts that we have with us, we'll learn that teens must be a priority. How can parents learn to communicate their values and make the time to be a greater part of their teen's lives? How can teens express their feelings in a way that the parents understand? This is what today is all about.

There's a quote by H. Jackson Brown, Jr., I'd like to share with, particularly, parents. He said, "Live that so when your children think of fairness and integrity, they think of you." I believe in this generation of young people. I know they are capable of carrying us into the next millennium and beyond. But first, we must learn to listen to each other. Thank you very much. (Applause.)

MRS. CLINTON: Thank you so much, and I really appreciate your not only sharing the results of your survey, but even more importantly the results of your many, many years of work with young people. And we have some terrific people who are going to be here throughout the day, and we're going to get to as many as we possibly can.

I want to get right into this panel, and the topic is: Who Are Today's Teens, And What Do They Need? We have some very impressive panel members, and they're going to share with us who are these people we call teenagers. We know they're the most racially and ethnically

diverse group of teenagers in our nation's history. We also know that they have much in common with one another.

The President is fond of quoting Dr. Eric Lander, who spoke at a Millennium Evening that we held last October, who told us that all human beings have DNA that is 99.9 percent identical. Now, sometimes when we look at teenagers, we think they're a different species, but they're not. They are just like us. (Laughter.) And it should not, therefore, be surprising that they share many of the same concerns.

And many of the parents are bewildered at how quickly their preteens and teenage children are growing up these days. They seem to be more mature physically, and the way that they act. And we have two experts here on the panel who will talk to us about the changes that occur during adolescence. And I would like to start with Dr. Jacqueline Eccles, who is a psychology professor and research scientist at the University of Michigan. Much of her work has focused on adolescent development. Recently, she chaired the McArthur Foundation Project on Successful Pathways Through Middle Childhood.

She will be followed by Dr. J. Giedd, the Chief of Brain Imaging at the Child Psychiatry Branch of the National Institute of Mental Health. He's also a practicing clinician who has written extensively in medical and science journals on the biological basis of behavioral, cognitive and emotional disturbances. And he will share with us his recent work on healthy brain development of adolescents.

So let us begin with Dr. Eccles.

DR. ECCLES: Thank you very much, and I am delighted to be here. Adolescence begins with the onset of puberty and ends with the transition into adulthood.

For much of the world, this period is rather short, lasting two to three years. Here and in other Western industrialized countries, the period has grown to as long as 15 years, because of the time needed to train for successful employment in our complex and highly technological societies.

I will focus my comments today, however, on the years between 10 and 16, when most of our young people are still in school and living at home. It is also our last, best chance to prepare our children adequately for healthy, happy and productive lives.

Early adolescence, the years from 10 to 14, is one of the most labile periods in the life span. Rapid changes occur on all levels. This period is initiated by major changes in the hormonal system, leading to rapid changes in body morphology. Together, these two biological changes can increase emotionality and interest in sexuality.

They also affect the way adults interact with our youth in both positive and negative ways. Some adults see these changes as evidence of increasing maturity and respond with encouragement, support and excitement. Adolescents thrive when surrounded with such adults. Other adults see these changes as a threat and respond with hostility, tighter controls and other unsupportive behaviors, alienating the very young people who are in their charge.

Rapid changes also occur at the social level. We require most of our teenagers to make a major school transition, moving from early elementary school into junior high school or middle school. Unfortunately, the nature of many of these schools leads to a decrease in close adult contact, and increases in both the segregation of our youth into peer-oriented groups, and the alienation of youth from their schools and the larger society. This shift can be further exacerbated

with the later transition into high school.

We also encourage our young adolescents to become involved in heterosexual activities, like dating, while at the same time providing them very little guidance related to sexuality, intimacy, and romantic relationships. Given these two major social changes, it should come as no surprise that adolescents turn increasingly to their peer groups for guidance and emotional support.

These biological and social changes can also lead to conflicts at home. This is the period in which our children must mature from dependence on their parents to taking greater responsibility for themselves. This requires renegotiating the power relationship between parents and adolescents. In some families, this renegotiation process can generate conflicts.

What else do we know about this period? First and foremost, most adolescents and their families weather this period rather successfully. Nonetheless, about 25 percent of our adolescents and their families are at risk for less than optimal development during the teenage years. For the most part, these youth are at risk because we as a society have failed to provide adequate in- and out-of-school experiences for them.

We also know that it is a time when our children need to figure out who they are, and what is their place in the larger society. It is a time of increases in both idealism and cynicism. It is a time for planning and preparing for the future. And for most youth, it is a time of optimism.

Finally, although we hear a lot about adolescents' desire for independence, what they want more than anything else is a meaningful role in their communities. Rather than independence, they want the opportunity to be effective, contributing members of their society. Unfortunately, we have failed to provide them with many such opportunities. Raising responsible and healthy adolescents requires us to provide such opportunities, as well as to make sure that all of our adolescents are given adequate training to make a successful transition into adulthood.

Today -- and I emphasize "today" -- we, as a society, are not doing very well in meeting these challenges. We need to do all we can to make sure all of our youth have both close, personal relationships with supportive adults, and the opportunities to be fully participating members of their communities. (Applause.)

MRS. CLINTON: Thank you very much, Dr. Eccles. (Applause.) You've raised a lot of questions, which I hope we can get back to and discuss.

Now I'd like to hear from Dr. Giedd, who will help us understand what actually may be going on in the brains of young teenagers.

DR. GIEDD: Well, thank you very much. It's an honor for me to be here.

Advances in computers, mathematics and imaging technology now allow us to examine the developing brain as never before. And what we've found surprised us. Any parent of a teen can tell you that a nine-year-old and a 13-year-old's brains are very different. Yet, to actually pin down those brain differences in a scientific way has been elusive. This is because nature has gone through a great deal of trouble to protect the brain. It's wrapped in a tough, leathery membrane, surrounded by a protective moat of fluid, and then completely

encased in bone.

This has shielded it well from falls or attacks from predators; but it has also shielded it from scientists. (Laughter.) Most ways of looking at the living brain, such as X-rays or CT scans use harmful radiation that prevent us from using these to study healthy children.

MRI, or magnetic resonance imaging, changed all that. It allows us to get exquisitely accurate pictures of the living, growing human brain, and has helped launch a new era of adolescent neuroscience.

Brain development takes place by greatly over-producing the number of brain cells and connections. And this is followed by a highly competitive elimination phase in which only a small percentage of the cells and connections will make it. This process was thought to occur only in the womb, maybe during the first 18 months of life. But when we actually followed the development of children by scanning their brains each two years, we were amazed to find a second wave of over-production -- a whole decade later than we had originally thought.

Although the total size of the brain is already 95 percent of its adult size by first grade, the gray matter or thinking part of the brain continues to thicken as the brain cells grow extra connections, much like a tree growing extra branches, twigs or roots.

In the frontal part of the brain, which is involved in planning, judgment and organization, this over-production process peaks at about age 11 in girls, and 12 in boys -- about the same time as puberty. Then, the excess connections are eliminated or pruned, resulting in a thinning of the gray matter. We don't yet know all the forces that drive this adolescent pruning process; that's the next phase of our research. But one idea is the "use it or lose it" principle -- those cells and connections that are used will survive and flourish; those cells and connections that are not used will wither and die.

We feel this is an incredibly empowering concept for teens. Unlike when they were in the womb or during the first 18 months of their lives, the teens themselves can choose their activities and may be able to help guide the hard-wiring of their brains for the adult years.

It's an unfortunate irony that during this adolescent pruning process, when the brain is so vulnerable, it's also the time when experimentation with drugs and alcohol is most likely. It's been very gratifying in my clinical practice that many teens, armed with knowledge about what's actually happening in their brains, choose not to take those risks. But sometimes, through no fault of the parent or teen, the pruning process can go awry. For instance, in childhood schizophrenia, there is an over-pruning -- as much as four-fold in the frontal areas of the brain.

The impact of medicines on this process of developmental pruning is largely unknown. On the one hand, the medication used in teenagers is vastly understudied, so we don't know many of the potential risks, especially the long-term risks. But on the other hand, medicines properly used may help the adolescent have a more healthy brain state, and therefore have more healthy hard-wiring, and may lessen the need for medicines as an adult. So it's a complicated issue. There are risks to not using medicines, and there are risks to using medicines in the teens.

While much work remains to be done, it's clear from a biological perspective that brain development is far, far from over during the first years of life. This represents a second chance for teens to make positive changes for themselves and for their futures.

I'm truly thrilled to be part of this exciting process of discovery, and look forward to striving to provide information for parents, for teachers, for society, and for the teens themselves to help optimize the development of their brains.

Thank you. (Applause.)

MRS. CLINTON: Thank you very much, Dr. Giedd. I'd like to call on someone, now, in the audience, because of course there are so many people in this room who have such a wealth of experience, and it's been very hard figuring out how we could get everyone to participate. But I would like to ask for comments from Angela Diaz, the Director of the Mt. Sinai Adolescent Health Center.

DR. DIAZ: Thank you. I would like to say that after 20 years serving adolescents, I have learned a few things. One of them is that adolescents are great health care consumers -- if they are engaged and they understand the process. Also, I have learned that we can have the greatest impact in that age group, whether we are parents, educators or health professionals.

The other thing that I learned is that we design services for adults, and then we want to fit teenagers in that model. And when it doesn't work, we blame them and we call them noncompliant, when, indeed, if we actually designed services to meet their needs, they would utilize those services. And those services need to be warm, welcoming; the adolescent needs to feel respected; they need to be provided at times with those so they can utilize them, including evening and weekend hours. They need to be provided regardless of the adolescent's ability to pay for them or not. And they need to honor confidentiality.

I think parents are the most important things for teens. The teenager needs their love, their nurturance, their understanding and their advocacy. But at times, teenagers are not able to tell their parents certain things, and we need to make sure that we can honor and provide confidential services when needed. I am the parent of three teens and I certainly hope that if my kids ever need anything that they cannot tell me, someone would make sure that they get the services that they need.

The other thing that I want to add is that those services need to be advertised so that the teens know where to go. And I think that's one of the beauties of school-based clinics. Because the services are provided right in school, where the teenagers are. They provide a great opportunity for follow-up and continuity, and they also happen to be extremely cost effective.

And I also learned that in addition to the physical health of teens, we need to attend their mental health needs -- whether they are stress related, depression, abuse or violence. Violence, including abuse, has become the number one public health issue in my work. I find that adolescent females are sexually abused more often -- they have a history of sexual abuse more often than any other condition. I'm in the field for 20 years, and we need to understand and realize that.

And the last thing that I want to add is that well-intentioned adults -- including parents, educators, health professionals, researchers, policy-makers and funders -- tend to see adolescent health in a varied problem, deficit-based way. And we really need to -- that leads to a lot of fragmentation. We need to move toward a more holistic, comprehensive, multidisciplinary wellness model, in which appropriate nutrition, fitness, and adequate sleep form the infrastructure for adolescent well-being.

And I just want to say that as a society, we need to help

adolescents grow up happy, healthy, well-educated, with hopes and opportunities. They are our thermostat: if they do well, we will do well as a nation. And I think adolescents are just great. They are terrific. Thank you. (Applause.)

MRS. CLINTON: Thank you very much, Dr. Diaz, for your comments. And I'm glad you mentioned adequate sleep -- (laughter) -- which is an issue that we're hearing more about these days, as there's more and more research about how teenagers need more sleep. I don't know, Dr. Giedd and Dr. Eccles, if that has a biological base. But certainly it seems to have, and that many teenagers are chronically fatigued, which has to interfere with their biological and social functioning.

Our next panelist is Karen Pittman, someone I've known for many, many years, when she and I were both at the Children's Defense Fund. And she was there working to promote an adolescent policy agenda, and later when she agreed to serve as the Director of the President's Crime Prevention Council.

Karen is a sociologist by training, a nationally recognized leader in the field of youth development who helped to launch the movement America's Promise. She's currently the Senior Vice President of the International Youth Foundation, which is an organization dedicated to improving conditions and prospects for children and youth worldwide. And I think Karen has such a wealth of experience and can help us understand what all teenagers need -- the assets they need in their lives -- to develop into successful adults.

Karen Pittman.

DR. PITTMAN: Thank you. To answer the question, what young people need, we have to remind ourselves -- we first have to say, what do we define -- how do we define success. Too often our messages even today about what we want from young people are negative. We want them to not get pregnant, not use drugs, not get in trouble, not be violent. And parents and policy-makers alike are very concerned about the risky behaviors that threaten young people's futures, if not their lives.

But few parents stop their list there when they talk about their young people. Beyond wanting young people to not get in trouble, parents, and I think all of us, want to see them acquire the attitudes, the values, the skills and the behaviors that will position them for the future, and for success.

Problem-free isn't fully prepared. Anyone -- as an employer, if we say, I have Johnny, he's not in a gang, he's not on drugs, he's not illiterate, he's not a dropout, he's not a teen father, will you hire him -- hopefully, will say, what can he do. (Laughter.) So problem-free isn't fully prepared. And academic confidence, while it is absolutely critical and far too elusive still in this country for many young people, academic confidence is not enough to ensure success. We have to make sure that young people have the social, emotional, vocational and civic confidence that they need, and that we expect of them.

At the International Youth Foundation, we talk about five Cs -- the fact that young people need to be competent, they need to be confident, they need to have character, connections, and we have added the fifth C -- they need to be contributors. Not just have opportunities to contribute, but have very clear expectations from us that is what they need to do, as a part of being teens and as a part of being adults.

If these are the outcomes that we want from young people, what

are the basic inputs? You've heard them today, but I'm going to repeat them anyhow, since I have a few minutes. What is it that communities must provide in order to fully expect that our young people, in school or out of school, affluent or low-income, have the mix of services, supports and opportunities that they need in order to stay engaged and be full participants?

They are some basic things. First of all -- and we can't underestimate this -- young people need the basic care and services that were just talked about, that are affordable, appropriate, and accessible, and if necessary, confidential. Those services range from health care to transportation. But services alone are not enough, and services alone, we have learned, will not draw young people in from the streets or from dangerous behaviors. They need supports and opportunities.

Young people -- and we've heard this -- need people in their lives. They need adults who will listen, who will guide, who will respect them, and who will help them navigate. They need places, safe, stimulating, structured places where they can live, they can learn, they can work, they can play.

They need possibilities. They need high-quality instruction and training, not just in the academics, but in anything else they're interested in. They need opportunities to work. They need opportunities to contribute through service. We can enlist teens to clean vacant lots; we'd have to also make sure that they're prepared and ready to advocate for making that lot stay clean through better zoning and other policies.

We can give young people chances to do job shadowing; but in the end, we have to make sure they have jobs. The list of inputs that young people need is not very complicated. But these lists are powerful, and when these inputs are provided, young people thrive. You've heard that. You'll hear later from Dr. Blum, who will talk about the fact that we have research that suggests that the more young people have these basic inputs, the better off they are, the more likely they are to succeed, the less likely they are to engage in risky behaviors.

And we know that these inputs cannot be overly-redundant. They have to be provided in as many settings as possible -- families, schools, youth organizations, the workplace. These inputs are sensible and they are simple. As mentioned, America's Promise struck a chord in many communities by offering a basic list of five fundamental resources: caring adults, safe places, a healthy start, marketable skills and opportunities to give back. And they challenged communities to provide all five. There are other lists. The Search Institute, public-private ventures. We know what young people need. But, still, these inputs are not available for every teen.

Families play a critical role in being the brokers, the monitors and the guides for their young people, to make sure they get those services, supports and opportunities. But there is a cruel irony in the fact that the parents who have the fewest personal resources live in the neighborhoods that have the fewest community resources. We have to address that, because too often the best that a parent can do, while saving the funds to move to a safer place, is to keep their young person indoors, because the dangerous people, places and possibilities in their neighborhoods far outweigh the safe ones -- not to even mention the stimulating ones. And this is a sad commentary on this country.

Saddest, perhaps, is the fact that we really, to date, have no way of knowing how bad or how good the situation is for individual young people. Common sense and research suggest that these inputs are cumulative, that the more teens have the better off they are. But,

currently, we have no way to track how many young people get how many of these resources. We've had lots of individual data, but we really can't add it up to give this.

And while we know that we have data -- often too much data -- on the problems that young people have, we have very few ways of knowing how well they are doing, beyond academic success.

And this really is unfortunate, because the teens and young adults of America and their families have goals beyond staying out of trouble, and beyond graduating from high school. Our trend data suggest that problems are going down. We applaud this; we want it to continue. But we will not see improvements in teen prospects unless we can ensure that they have a full array of the people, places, and possibilities that they need to thrive, and a strong sense that we expect every one of them to do so. Thank you. (Applause.)

MRS. CLINTON: Well, we started our program with a video that highlighted some of the young people who are with us, who did such a good job. Now I think it's time we heard from another young person. Emily McDonald, who is in our audience today, is 17. She grew up in Clarkrange, Tennessee, in Appalachia. As a young child, she was sponsored by Save the Children.

Now, all of us remember Save the Children asking that we sponsor children. Well, here is one of the children who was sponsored in our own country. She also benefited from the Head Start program. And today, she's a straight-A student, a cheerleader, and a dedicated volunteer with Save the Children, helping to renovate that old Head Start center she attended as a child so it can serve as an after-school center.

Emily, I'd like you to tell us a little bit about yourself and what you're trying to do for your community.

MS. MCDONALD: Thank you, Mrs. Clinton, and good morning, everyone. I'm from a community called Clarkrange, in Fentress County, Tennessee. Our county's population is approximately 16,000 residents. The annual income for a family of three is just over \$13,000, far below the national average of \$20,000. There are 386 students at my high school, grades 7 through 12. Our area does not have a lot of resources or activities for young people. And for this reason, I have seen a lot of youth in my community become involved in drugs and violence because they do not have good alternatives.

My community and I are very fortunate and thankful to the Save the Children organization. I have been a sponsored child since age seven. With their help and the help of my grandmother, Estelle Cooper, who has been an active Save the Children volunteer since 1968, we are able to offer numerous in-school and after-school tutoring and mentoring programs, as well as art and reading programs. We do countless hours of volunteer community service projects and are able to provide better choices for children from pre-school through high school.

While giving back to our community, I also have a strong family base and much love and support, which empowers me to take on large tasks. I am especially close to my mother and grandmother. They have instilled in me the values of honesty, responsibility and to always do my best. I feel these things are important in all areas of life. My family and I enjoy family time, going to the movies and talking at mealtime -- by supporting each other in all our individual activities.

After my high school graduation next year I plan to go to college in my home state of Tennessee and pursue a career in medicine, and also give back to my community and country. That's the least I

think I can do. Thank you. (Applause.)

MRS. CLINTON: Thank you so much, Emily. The way that you have described your connections between your family and your community is exactly what we've been hearing about today. I think you've got your mother with you today, don't you? And Mrs. McDonald, why don't you stand up and let us congratulate you on raising such a responsible and resourceful impressive young woman, as your daughter. (Applause.)

Now, our next speakers may not be scientists or researchers, but they are experts. They are the parents of three teenagers. They both used to be six feet tall before they became the parents of three teenagers. (Laughter.)

I know that everyone in this audience and all of the people who are following this on the satellite transmission and the different sites around the country are familiar with the many films and roles that Danny DeVito and Rhea Perlman have starred in; the television characters they've created on "Taxi" and "Cheers," and, increasingly, we're familiar with all of the movies that Danny has produced.

But you may not know about all of the work they do on behalf of children, most recently as spokespersons for the After School Alliance. And we've invited them here because they are two parents who have really focused a lot of energy and concern and love, despite their obviously busy schedules, not only on their own children, but on children in general, trying to provide better opportunities for them as well.

And, Danny and Rhea, why can't you give us a few hints, then, about raising responsible and resourceful teenagers.

MR. DEVITO: You want to go?

MS. PERLMAN: No, you go. Go ahead.

MR. DEVITO: It's negotiation, the whole thing. (Laughter.)

Wow, this is really exciting. First of all, thanks so much for this opportunity to be here and listen to everybody. I'm writing a lot of things down that I think I'm going to try to apply.

The one thing that you were saying, Doc, was about, you know, if you told teenagers, that if they do all these things they're going to lose brain matter, I think they wouldn't do it. (Laughter.) You know, just show them. Get a brain before and a brain after -- you see that stuff dwindling down? I wouldn't do anything. (Laughter.) I mean, that's key, right?

Anyway, I'm really a lucky guy, because I have -- you know, for 17 years I've been able to come home from work, really come home from work and hang out with my kids. Ninety percent of the time I'm successful at that. I mean, I try to do that, and Rhea is the same way. You know, it's like, hey, I eat dinner with them, and hang out, try to be there while they do their homework. I mean, I can't go near math or science or anything like that, you know what I'm saying? (Laughter.) But I can ask them the questions off of those note cards and things. You know, spell this, or something. As long as I've got the answer in front of me. (Laughter.)

But you know -- and as they grow older, they have all their own things that they start getting into. Now I come in the house, and I make sure they know I'm home, I yell into Lucy's room, I say, Lucy -- she's my 17-year-old, you know -- and I hear her go like this: hold on a second. Hi, Dad. I'm on the phone. Okay, all right. So, just want

you to know I'm here. And I go to Gracie's room, and she's on the computer, you know, and she's doing homework, and I hear the click-click-click-click, the typing going on and stuff. And I just say, I'm here, you know.

And then I ran out in the hallway, and Jake, who's 12, actually going to be 13 in October. He runs down the hallway -- this you'll appreciate -- he had a towel, a wet towel, it was all twisted up and wrapped around with rubber bands and string. And he said, you know, this is a brain -- now this is a brain, see? It looked like it was in the shape of a brain. He said, you know, Dad, that if you take the gray matter of a brain and you stretch it out, it would be the size of an office desk. Right? (Laughter.) Am I right? (Laughter.)

And he uptalks, my son. You know what uptalk is? You know, like, where they don't end a sentence and they keep talking like this, and they go like that. And if you take the arteries and capillaries and veins in your body and you stretch them all around you can go four times around the world? (Laughter.) I go, uh-huh, okay. Whew, down the block -- he's down the end of the hallway and I'm left there with a puddle from the dripping towel. (Laughter.)

But uptalk is really interesting. You've probably experienced it, like all the doctors and people who have studied it. I think it comes from people not -- you know, kids want to be heard, and they're afraid that if they stop, adults are going to cut them off and they're not going to talk to them.

So, anyway, I think -- in October, like I said, I'm going to have three teenagers in the house. I'm not looking for sympathy. (Laughter.) I'm bragging. I think it's really good. I like hanging out with them. And there are so many pressures -- teenagers have so many pressures. And a lot of times, the pressures come from the very people that they turn to for help -- counselors and teachers and parents.

There are so many things going through their head, all kinds of weird thoughts and whatever, and what do they do? And if they don't have anybody that they trust, that they can turn to, it's devastating. They're confused, or they're mad, or they're sad, or a combination of all that at once. It doesn't matter where a teenager is from, because they're susceptible and it's easy for them to get into trouble if they have a lot of free time on their hands, there's no guidance.

I think that's what we have to do -- we have to listen to our kids. And if we're there all the time, that's okay. And we have to tell them the truth. That's big. We have to really level with them. It's that seven years between -- the teenage years when they go from being a kid to being an adult. And I think it's also a key thing that you make sure you tell your kids that there was a time when you went through those seven years and you weren't so wise and so perfect like you are now. (Laughter.) Just tell them that you understand what they're going through.

This is really good. I am really happy to be here. Thank you. Rhea, you're probably going to jump in here now. (Laughter and applause.)

MS. PERLMAN: He's such a great dad, really. (Laughter.) We try to spend as much time with our kids as we possibly can. We're there a lot. We don't go to see Limp Bizkit concerts with them or anything, or hang around when they're on the phone. But it's just very important that we stay intimately and deeply involved with their lives, even though they may be bigger than us and can drive. (Laughter.)

But when we're not there, we try to know who they're with and what they're doing and make sure that they've got something valuable going on. But we're kind of lucky that way because we have excellent resources. And I think that most parents really want to be with their children a lot, but very few parents can physically be there for them as much as they would like to because they work.

And most parents do, and some have two jobs or three jobs, and they don't have any resources. So if their kid isn't in the school play or in the band or writing for the paper or on a team, then they have nothing and they don't know what their kids are doing. And there aren't even grandmas or neighbors around that much anymore to look in on their kids because they're out working, too.

So to address something that Ms. Pittman was talking about, I think that kids really need safe places to go after school. Places where they can do things that make them feel good about themselves -- work on stuff that they're interested in, get help with their homework, get something to eat if they're hungry, where they can have access to computers and music, art, sports, where they can just talk to an adult if they're having a problem, or chill out with some kids.

So for many years, Danny and I have been working with an organization -- it's a terrific organization called LA's Best. And they set up and run after-school programs in Los Angeles elementary schools. These programs are free, they're voluntary. And the sign-up rate is huge. I mean, there are waiting lists for this program. And the people who supervise the kids -- 90 percent of them are from the community. They're trained; some of them are salaried, some of them volunteer, and some of them are high school students who do it as part of their work-study programs, which is great for them as well.

And the kids in L.A.'s Best love it there. They love it. They feel safer. They like school more. They get better grades. And then, when they end up going to middle school, the absentee rate of these kids, compared to the kids who haven't been through the program, drops way down. This means that they're staying in school, and this is key, because -- this is a statistic that someone told me the other day. It says, the correlation between school dropouts and teen violence is greater than between smoking and lung cancer.

I mean, you know, there's a lot of talk about standards and testing and all that. I've been reading a lot in the newspaper about this. But if there's nobody in the classroom, all the standards and the testing in the world don't mean diddley-squat.

So L.A.'s Best, though, is not in every elementary school, it's in no high schools or junior highs. And that's only in Los Angeles. So Danny and I have joined the After-School Alliance, whose goal is to have every child in the United States have access to quality, affordable after-school care by the year 2010. (Applause.) And that's why the President and the First Lady's commitment to the 21st Century Community Learning Centers program, which is a federally funded program to make after-school activities available, is so important.

And I don't want to seem greedy, but -- I am. (Laughter.) We need more. It seems to me that the federal government, the states, the cities and the private sector should all pull together to make helping parents take care of our children a priority. Because parents constantly worry about their kids -- constantly. The period of highest juvenile violence is in the hour after school ends.

So to know that your kid isn't out on the street or, for that matter, home alone surfing the channels on the TV, watching who knows what, would bring a lot of peace. And teenagers are already under so

much pressure, as we've heard, from peer groups, from competition, from school, from their hormones -- to have a positive option, instead of the extra burden of having to fend for themselves as kids would mean a lot to a lot of kids.

So thank you. (Applause.)

MRS. CLINTON: I thank both Danny and Rhea for sharing those experiences. And, Danny, thank you for talking about how important it is just to hang out with your kids -- without an agenda, without a plan, without trying to make something happen, but just to be there for them and have a chance to learn about the brain as a wadded-up towel. That's something he wanted to tell you.

MR. DEVITO: That's right. That's right.

MRS. CLINTON: And, Rhea, thank you for yours and Danny's commitment to after school programs. And I especially appreciate your mentioning how, in some of the programs older kids, young teens, are among those who supervise the younger kids, which is such a critical way of giving young people some responsibility.

One of our problems is that there is not a lot for kids to do anymore. There aren't the chores that used to be part of daily growing up. And I think a lot of parents don't either feel they can or think it's kind of a waste of time to assign those sorts of chores. There's not the daily work that people had to do. And so we've got to create responsible roles for young people. And doing what you're doing is so critical to that.

I'm very grateful to this panel, and I'm going to ask the next panel to come up. And as they do, let's give another round of applause to this panel. (Applause.) Karen, thank you so much.

MRS. CLINTON: This second panel is focused on what parents can do to help teens, and what communities can do to help teens and parents. I was very struck by what Karen Pittman said about how it's often the parents with the fewest resources who live in the communities with the fewest resources -- the fewest private resources in the areas with the fewest public resources. And so we need to be focused on what tools we can give to parents and communities.

You know, David Hamburg, who was instrumental in planning this conference and who is one of our nation's leading experts on adolescent development, called our next speaker's recent book, a book that I am reading, which I recommend to everyone, a book called "Our Last Best Shot" -- Dr. Hamburg called it the best book on adolescents ever written for the general public. And that's quite a recommendation.

Laura Sessions Stepp is a Pulitzer prize-winning journalist from The Washington Post. But she's here today to share with us what she learned in researching her book, which is really a road map for parents navigating the challenging teen years.

And she will then introduce our two next speakers, who are aptly named Edd and Edwin Speaker, which is very appropriate, who are featured in a chapter in her book that is called "Am I Competent?" which echoes some of our earlier panelists' comments about the importance of teens feeling competent.

So let me now turn to Laura Sessions Stepp.

MS. STEPP: Thank you, Mrs. Clinton, for inviting me to speak in front of this most distinguished and caring group.

I'd like to start by telling two short anecdotes. One night, three years ago, in a small Kansas town called Ulysses, a 13-year-old named Shannon spent an hour complaining to me about her mom, Brenda. Mom got onto her about e-mail; Mom got onto her about her grades; her litany was as long as her face. And, yet, as soon as she got home, she headed straight for mom and gave her a big hug and said, mom, I love you.

In Durham, North Carolina, a 14-year-old named Mario had to sit out 8th grade because he had been suspended from school. When I asked him what was good about his life, he answered quickly, my parents, I be doing everything with them.

These stories illustrate a significant point: No matter how teenagers may criticize their mom and dad, parents matter to them a lot. Think about the poll Mrs. Clinton mentioned earlier: Three out of four teens wish they had more time with their parents -- three out of four. That doesn't surprise me.

When I began researching my book, I really wanted to look at kids' relationships with people other than parents -- coaches, teachers, mentors. The kids, themselves, kept leading me back to their families. And what I learned from following those 18 families over two years is that closeness with teens is earned, it's not a given.

The closeness is earned in three ways. I call these concepts the three R's of raising teens. Parents who raise healthy teens so respect for their kids' rapidly growing minds and bodies; they give their kids an increasing amount of responsibility; and they work at

keeping a close relationship with them. Respect, responsibility and relationship are what's important, all the rest is details.

For example, in Kansas, Jack Richardson's mom, Gay, agreed to let him rope bulls in rodeo arenas when he was 12. That's respect. Edwin Speaker, whom you will meet in a few minutes, was selling art and incense for his mom on California's Venice Beach, also by age 12. Can you imagine letting your child run a booth, by himself, among hundreds of hucksters and weirdos on Venice Beach? (Laughter.) More comical, can you imagine your face when he brings home \$300 for one day's work? Now, that's responsibility.

Libby Segal, a 7th grader in Los Angeles, was caught smoking marijuana and drinking at a party. When her mother, Rebecca, picked Libby up and took one whiff, she could easily have blasted her with accusations. Instead, she asked a pointed question. What does it mean to do this with your friends, she asked. She forced Libby to think, even in her altered state. Rebecca told Libby, your friends' actions affect you, but you affect them, too.

You see, she respected her daughter's thinking skills, even though she knew her judgment had failed temporarily. She reminded Libby that she was responsible for herself and for others. And most importantly, she kept that relationship going through what could have been a disaster by asking questions calmly.

I've developed a theory about successful parenting relationships from years of writing about teenagers. Parents who do almost anything for their young children continue to make tangible sacrifices to stay close to their kids in adolescence. Some work split shifts so that a parent is always home. Some volunteer in school on their lunch hour. They listen to their kids, the smallest details that their kids want to share, and they never, ever give up on them.

One last story. Shannon, the Kansas girl who complained first

and hugged second, continued to have a rocky relationship with her mother after I left that family. Two years after I left, she injured herself intentionally. Fortunately, she survived. Her mother, Brenda, hung in there, and a year later, after she had done that, Shannon gave her mom a cross-stitch wall hanging, and on it were the words, "If I didn't have you for a mother, I'd choose you for a friend."

Thank you very much. (Applause.)

And now it is my very great privilege to introduce Edd and Edwin Speaker, the father-son duo who fill the first chapter of "Our Last Best Shot." Edd grew up in Texas before moving to Los Angeles. He's an insurance claims consultant and has four children. Edwin, despite how big he is, he's his youngest. Edd and his ex-wife, Dorothy, split up when Edwin was seven. Edwin lives with his dad who, out of necessity, became a master at networking for his son.

Edwin, a high school freshman when I met him, and considerably shorter, is now a senior in high school. He's a talented drummer and disc jockey, and has plans -- at least, I think he has plans to become a sound engineer. Edd Speaker.

MR. SPEAKER: Thank you. It's an honor to be here, and to be among such great minds. You know, I sat and I listened to all the comments that have been made about the development of children. And you know, I kind of wondered, I said, well, who showed everybody what I was going to say? (Laughter.) Because most of the points that I intended to make have been touched on. And to me, that just kind of solidifies the thought that we all have a common goal, we all have a common caring about our kids.

And being a single parent, there have been a number of obstacles that I've faced as a single parent, and that I think all parents face, whether they be single parents or two-family parents. And the number one obstacle being to provide a safe environment -- to have an after-school program where you don't have to worry about what's happening to your kid, what type of influences that they're being exposed to, and that you can go about your daily job of earning a living for the family.

I think that in order to be a successful parent, in addition to being involved with your child on a daily basis, you have to start by networking. I've been asked a number of times, you know, tell us what you've done to be a successful parent. And I started by networking. And the question comes back, well, what does networking do?

Networking basically provides you with a base of resources. And when I say networking, I mean talking to other parents that have the same common sharing, that have the same goals, that may know about programs, that may know about resources that you don't know -- listening to these parents and taking advantage of them.

I started in the church. You know, Edwin and I are very religious people, and our entire moral basis is based on things that we've learned right and wrong, and we started in the church. In my church, I was talking with a church member who informed me about a sports clinic. I went to the sports clinic, I talked with a parent at the sports clinic who told me about Challengers Boys and Girls Club, which is a member of the Boys' and Girls' Club of America.

I went over to Challengers, and they said, oh, yes, we've got a transportation program, we can pick you kid up from school, bring him here, help him with his homework, and you come by after you get off from work. I said, gee, how in the world am I going to afford something like this. They said, well, it's \$25 a year. You may not be able to afford

it. And I was really excited about the fact that this wide array of services was available.

So I decided that I would become intensely involved with this organization, as well as with other community organizations, and that I would bring my son along, and try to show him rather than tell him. So I was constantly there with him. We were constantly involved. He's evolved into a quite a young man and I'm really proud of him.

One of the things I will say is that it would not be fair for me to try to take all the credit for Edwin's development. People come to me, they say, you've got such a great son, you did such an outstanding job. And while it's true he is a great son and a fine young man, I can't take all the credit for it. He has a strong relationship with his mom, he sees her on a regular basis. There are other people that obviously have influenced his life -- his teachers, there are other mentors. It takes a village to raise a kid; and while we all want to take all the credit, it's just not fair.

And I think, even more importantly so, is that a certain amount, if not a major part of it, goes to Edwin, because he's the one that makes the choice. I mean, you can present all these things, you can bring all the programs, you can have all the resources that you want -- but the kid still has to make a conscious decision: Yes, I want to be this way; yes, I want to be the kind of person that adults respect, that my peers like me. And I think he's made a conscious decision to be this kind of person.

I could go on and on naming all the things that he's done and the things that I've been concerned about, but I think that I can sum it up by saying that as a parent, we all constantly reach for the kind of positive personality components and character elements that we want our kid to have. But it's up to the kid to make these choices. And the one thing that we can do is that we have to embrace our children, we have to love them and just never, ever stop pushing them to be the best that they can be. (Applause.)

And it's also quite an honor to be here and to be able to share this with my son. We started out as a father and son team, about 10 years ago, he was six years old, and we had no idea that we would ever be in such an audience and such a place. And I'd like to introduce him and have him say a few things. Edwin, stand up. (Applause.)

EDWIN SPEAKER: It's truly an honor to be here, to speak in front of the First Lady, and even to see the President is a real honor. And me and my dad, we're like a normal family. We don't see it as doing different things, we just do it as normal. Like me being involved in the Boys and Girls Club helped a lot. I have a lot of mentors, they taught me a lot of different things. I was in a lot of different programs.

And I think if it wasn't for my dad, where would I be? Because like I said, it takes a man to raise a man. (Applause.) I mean, I give credit to my mom, too, but I owe it most to my dad. He took me fishing. We used to go out to the ball game. He was involved in a lot of programs in the club. It's because of that, that I think I'm here today. I just owe most of the credit to him. That's all I have to say. (Applause.)

MRS. CLINTON: Laura Stepps' book talks a lot about the question that she poses: Am I competent? -- is a child competent to do something and feel good about himself. And, certainly, Edd and Edwin are examples for all of us who know that there are challenges that have to be overcome in everyone's life.

But seeking that commitment to overcome them and create that competence -- and I like Laura's three R's of respect, responsibility and relationship -- but I think you summed it very well, Mr. Speaker, when you talked about show me, not tell me. And there really is not any substitute for that.

And I think partly because of time pressures and because we are living in such a non-stop, talky culture where people are just talking at us and sometimes you turn on TV, they're yelling at us -- people think that talk substitutes for action, and that as long as you're a good talker, it doesn't really matter what else you do. And that has permeated our culture.

So the idea, the slogan, "show me, don't tell me," that's the way you build competence. You can tell somebody something over and over again, but only by showing them and exemplifying the characteristics you want do you really have a chance of creating the sort of person that you hope to have.

Now, our next speaker, Dr. Robert Blum, is the Director of the Division of General Pediatrics and Adolescent Health at the University of Minnesota, and is a co-investigator for the seminal national longitudinal study on adolescent health known as ADD Health.

This important research holds very significant information about the influence of social factors and connections to the health of teenagers. And I think it's important that we know what this research is demonstrating, because sometimes your experience may not be enough; you may feel somewhat doubtful about your own experience, or even about what somebody else tells you. But backing up that experience with the research may help to, I hope, change some people's minds about what we need to do. Dr. Blum?

DR. BLUM: Thank you very much. Mrs. Clinton, I wasn't going to comment, but you raised the issue before about chores. And there actually has been research, and we've done some of the work with kids with disabilities. And what we found is that chores, having responsibilities, is a non-verbal message that you matter in my family. And kids who don't have chores get the message, you don't count.

I'd like to structure my comments, based on ADD Health, around four myths. Myth number one: Families don't matter. By the time we reach adolescence, it's all in the genes -- spell it whichever way -- (laughter) -- or peers.

What do we know? We know that families in fact do matter, and continue to matter throughout the teenage years. In the original analyses of ADD Health, family connectedness was associated with delay in sexual debut, less cigarette smoking, less alcohol use, less emotional distress and suicidality, and less violence. We have also found that adolescent perceptions, what kids believe -- particularly about maternal disapproval of sex -- are associated with delay of first intercourse. Parents' perceptions, on the other hand -- what mom says she believes -- has no such association with delay of first intercourse.

What influences perception? Perceptions don't seem to be influenced by the amount of talk. They seem to be influenced, as we have seen this morning, by the interaction of caring and connectedness, on the one hand, and clear and consistent messages.

Myth number two: parents need to be home after school to monitor their kids more. There's value to being home after school. But what we know is that monitoring without connectedness has little associated protective effect. Where it does, it's mostly with older teenagers, and it's limited to certain substance abuse.

Likewise, while there are less health-risk behaviors found in teenagers whose parents are home more times during the day -- at breakfast, after school, dinner, and at bedtime -- there are no magical times of the day. And after school is no more magical than any other time.

Myth number three: Do things with your kids. You know, take your kid hunting and you won't have to go hunting for you kid. And Edwin, as much as your dad took you to ball games, I don't think that was the answer.

Doing activities with parents by itself is associated with very little risk reduction. Going shopping, tossing a football, does not create connectedness. Psychological availability does. The key is giving a young person the consistent message that they're crazy about them. Yuri Bronfman-Brenner said, every kid needs someone who's crazy about them.

Myth number four: The real issue is family divorce. I was in the House Ways and Means Committee office antechamber, and there was a big poster. With a red light, it said, "Stop juvenile violence." And a green light, it said, "Start two-parent families." Would that we could.

But underlying this is the assumption that the answer is two-parent families, and the problem is single parents. What do we know? Well, young people who come from single-parent families are more likely than others to be involved in every risk behavior. The vast majority of these young people are not involved. Additionally, and importantly, coming from a single-parent family explains less than two percent of alcohol use; less than two percent of weapon-related violence; very little suicide risk at all; very little difference between those who have had early sexual involvement. Clearly, things other than the family is going on.

What matters? For violence risk, what we see from ADD Health: school failure, victimization -- and Dr. Diaz spoke to that -- future plans, friends drinking, friends' suicide or suicide attempts, and access to weapons at home all are associated with violence risk.

For substance abuse: temperament, early physical maturation, peer drug use, parent smoking, parent drug use.

For suicide attempts, factors that increase risk include poor school performance, sexual victimization and low self-esteem. For every group, when we looked at suicide attempt, family connectedness clearly reduced suicide risk, no matter what else was going on.

For sexual relations, whether you're male or female, black, white, Hispanic, being in a relationship greatly increases your risk of early sexual intercourse. As opportunities increase, not surprisingly, so does the likelihood of sexual intercourse. On the other hand, those young people who see pregnancy as having a high personal cost -- for their reputation, for themselves, for their future -- are much more likely to delay intercourse.

What can we conclude? When we look at the factors that place young people at risk for a range of what Lee Shore (pho.) calls "crummy outcomes," we consistently see school failure as part of the picture. School failure is a public health problem for youth. (Applause.)

It is influenced in part by parental attitudes towards school. Parents who highly value school have kids who are much more connected with school, and it is very protective. So, too, family connectedness is strongly associated with school connectedness. And these, family and

school, are the two major institutions in the lives of young people.

Families matter. But only in connection with school, with church, with other community institutions can they be successful. Parents can't do it alone, and we should stop expecting them to. (Applause.)

MRS. CLINTON: You know, clearly from Dr. Blum's comments, the whole issue of connectedness, and the psychological availability that parents have to their children, is becoming a theme of today's conference. But I think it's often difficult for parents to translate that into what they're supposed to do every day, because each of us inherits, both perhaps biological and environmental, our own ability to be psychologically available, our own openness, our upbringing influences, how we relate to our children.

So are there ways that we can help parents know what that means? Because for the people who might be watching this or reading about it, Laura writes about all these parents, and I'm reading her book. You know, every one of them wakes up in the morning trying to do what she or he thinks is best for the child or children in that family.

There are very few parents -- I mean, there are some -- but there are very few parents who deliberately set out to undermine their child's competence, destroy the connectivity, and create a child who is at risk of failure or who has one of the problems we're talking about. So before we go on to the next speaker, I'd like to ask three panelists who have already spoken, perhaps, to just say a word: how do you become better connected? How do you become psychologically available?

And Dr. Blum, what I basically heard you say is that -- and Mr. Speaker said the same thing -- that one of the reasons you network and you find other adults who are responsible to be part of your children's lives is to make up for your own deficits. You may recognize things about yourself that you may try to work on, but you're not going to be the best, most available parent there is. So you try to find a Challengers Boys and Girls Club. You encourage your child to be active in a religious activity, or something like that. Is that one of the answers? Laura?

MS. SESSIONS STEPP: It certainly is. Another thing is that I think you can plug into their world. Ms. Perlman mentioned not going to Limp Bizkit concerts, so I'm not saying we all have to listen to, God help us, Limp Bizkit. But it is important to know who Limp Bizkit is, and to have listened to some of those Cds, so that you know what it is your child is listening to, and you have that basis for conversation when they're ready to talk to you about it. So there are ways to sort of be on the edge of your child's life, but still be connected to the center.

DR. BLUM: We went and spoke with young people and said, how do you know when your parents are connected? And they had wonderful and clear examples. A note on the refrigerator that says, Jimmy, I'm going to be home late from work today. There's a sandwich in the refrigerator for you. I'll be back at 5:00 p.m. A phone call from work after school to say, how did your day go? I'm going to be tied up. Being there when I come home at night.

My father, who knows the name of the guy that I went out with, and doesn't say, how was the date that you had with What's-his-name? My mother who remembers that I had a math test last Thursday and said, how did you do on that math test, and didn't forget about it. All of those things say, you count.

MRS. CLINTON: Mr. Speaker?

MR. SPEAKER: Well, just to kind of piggyback on what Dr. Blum is saying, I think that certainly these are things that give an indication that you do count. And they are things that I, as a parent, try to practice, by being involved and knowing exactly where Edwin is and what he's doing, and knowing times -- there are times, again, it looks like he's reading my mind, because there are times when I'm not going to be home that I'll leave some money on the table and say, you know, get you something to eat. I'll be a little late, and then I'll call and make sure where he is. And I'll try to keep track of his social development, where he goes, who he's with, who he's seeing.

And I think that he probably thinks that I'm kind of overprotective, but there are just so many things that are happening out there. And I've tried to stay on top of it at all times. I think it's important in the development of our kids that we're there and we know -- we've got to know what's going on, whether they like it or not. And it can be done from a positive stance, by just saying, yes, I care. I want to know. I want to know who this guy is. Who are his parents? What do they do? It's just a thing that you have to do.

MRS. CLINTON: I really appreciate that, because I think we want to send some strong messages today, but we don't want people to feel sort of helpless about how they can translate all of this experience and advice into sort of day-by-day activities. And as I was listening, I was remembering a conversation that I once had with a friend of mine, Janet Hill, who is the mother of Grant Hill and the wife of Calvin Hill. And they led very busy lives, but they just had hard and fast rules about staying in contact.

And Janet used to tell me that she had a set time every day, if she wasn't going to be available physically, to call and talk with Grant. So even if she was on the other side of the world, at 3:00 p.m. or 4:00 p.m. -- I can't remember what time it was exactly -- she'd set the alarm clock, she'd wake herself up, she'd call. She would make sure he knew she was thinking about him, so that the psychological availability, which creates the psychological space, which is really where we conduct most of our lives together, was always available. And I think that that's something that anyone, even a busy parent, if they're constantly thinking about their child and reaching out, can try to manage to do.

Our next speaker who is in the audience today is one of our nation's leading authorities on work and family issues. Ellen Galinsky is the cofounder and president of the Families and Work Institute, which conducts pioneering studies on the ways that job and home life inter-relate. And her recent book, "Ask The Children," challenged some of the conventional wisdom about children's views of their parents' work.

And Ellen has really been a pioneer in making all of us stop and think about some of those issues. And I remember so well when I was a young lawyer working how there were rules in a lot of the places, not only that I represented and visited, that you could not make personal phone calls.

And around 2:30 p.m., 3:00 p.m., 3:30 p.m., every afternoon, you'd see all the women who worked in those offices sneaking around to call their children, to make sure that their children got picked up, that they got home, that they were taken care of. How much better it would be if offices said, look, we need you to be a good employee and one of the ways we're going to do that is by supporting you in being a good parent; so for goodness' sake, you've got permission to call and find out whether your child is home safely.

It's those little things that make a big difference, because they undermine this psychological availability. And I think there are a lot of parents who are caught in a double-bind, who feel that they can't express at work what they need to in terms of staying in touch with and connected with their children. So, Ellen, will you tell us what employers can do to help their employees who parent teenage children to be better at that important job.

MS. GALINSKY: I'd like to point out a trend in this conference that we haven't talked very much about, before I address your question. And that is, we've all talked about the fact that this conference is bringing us a new view of parenting a teenager; it's not just the problems, but we're looking at the promise, the potential of young people.

But the other thing that we're doing that is unusual and I do think is a part of a trend, is that we're listening to children. We're not just talking about children and communicating within families; but we as a society have brought children here and we're listening to children -- it changed the book that you've written, it has changed the way you parented, and so forth.

So I did the same thing in thinking about how to answer your question. I looked at what children say they need. And the answers won't be particularly surprising, but -- I think, actually, they are surprising -- but I think that they're very important.

The first is, and we've talked about it, the importance of flexibility of time, that the amount of time is not necessarily so important as having flexibility in time. And it's not just little children who need that. When I looked at whether children felt that they had enough time with their parents, it was older children, more so than younger children, who were yearning for time with their parents. One in four companies provide flexibility on a daily basis for parents.

The second issue is -- and I think Mrs. Clinton just talked about this -- is having support that's without jeopardy, that you don't have to sneak around to make a phone call. And it's important that be true for mothers as well as for fathers. I found when I asked the children, for example, what was important to them, they were particularly yearning for more time with their dads, even a bit more so than their moms. So we need to make sure that when we think of employer supports at the workplace that we're thinking of fathers, as well as thinking of mothers.

We've been talking about the importance of networks and support. And the workplace is a very important place to have that happen. A recent study that I just did of kids, I found that 80 percent of them said that their mothers worked most of the time that they were growing up; and 86 percent of them said that their fathers worked most of the time when they were growing up, so the workplace is an important place that can provide support for families and to help parents navigate, as you say, those tough moments in being a parent.

I asked kids, for example, what are some of the most important things that they can do, and they talked about the importance of being able to talk to them. They said -- one 14-year-old, don't be afraid to talk to your kids. They may act like they don't want to, but talking to them is great, and they want you to whether you think they want to or not. So help at the workplace with how do you talk to kids. And in fact, I once did a seminar when I brought in a group of teenagers to talk to the corporate audience about when does it work in talking to your kids, and when is it a disaster, and what differentiates those two things.

The other thing we've been talking about all morning, too, which is that the small moments make a big difference. When I asked children what they would most remember from this period in their childhood, it was those small moments, those everyday moments -- the song that you sing when you wake up your kid; the note on the refrigerator that you're coming home -- that make the biggest difference. And we can get that kind of support and we can learn those little tricks from each other at the workplace, particularly since so much of us spend so much time there.

The fourth suggestion that I have also comes from kids. When I ask children if they had one wish and I just gave them one wish for what they would change to change the way their mother's or their father's work affects their lives, children said that they wished that their parents were less stressed and less tired. And that's an issue that we've skirted around the edges of all day. It's a surprise -- only two percent of parents guessed that their kids would say that, by the way.

Work is becoming more demanding. But interestingly enough, I also found that when parents have good jobs -- and that means that they're reasonably demanding, that means that they have some autonomy in their job, that means that they don't have to pretend that they don't have a life outside of work at the workplace, that their supervisors are supportive, things like that, they not only come home less stressed, which I think has health repercussions, but they also have more energy for their kids. But, I think importantly, they go back to work ready to invest that in the workplace. So it's not a win-lose, it's not an either/or situation the way we think it is. A good workplace can lead to better parenting and lead to better workers at the workplace.

Now, unfortunately, only 12 percent of employers are doing something specifically to help parents of teenagers. So I hope that this conference will be the clarion call that helps this be the next frontier for the workplace. Thank you. (Applause.)

MRS. CLINTON: You know, Ellen's contribution to this is so important, because for a long time, our national dialogue about work and family has focused mostly on young children -- how do we provide child care for the preschooler, how do we take care of the third- and fourth-grader who is going to get out of school and has nowhere to go.

But we now know how important it is that parents have these flexible times and these moments and this support in parenting their teenagers as well. And I really appreciate Ellen's leadership in this effort.

Another area where parents are asking for help is monitoring their teens' television and Internet and video game and music usage. And as I said earlier, I really think we need a voluntary, uniform rating system that will tell all parents in a simple and consistent way whether the material their children wish to view is appropriate.

But until we have such a system in place, we at least have a variety of ratings that we can rely on, but a lot of parents don't even know about those ratings and find them confusing and, therefore, unhelpful, and in addition, don't know how to use the V-chip, either.

Now, as we know from the poll that was released this morning, parents think they are supervising their children's Internet usage. But I don't think it will surprise any of us that their teenage children tell a very different story. They don't think they're being supervised at all, and if they have parents like me, they don't think that their parents could supervise what they're doing, so they feel pretty much unsupervised. I'm hopeful that the Task Force on Tools for Parents and

Teens in the Media Age will help address this important point.

Our next speaker from the audience will speak about the responsibility of the media and entertainment industry to develop these tools for parents so that parents can better understand and monitor the new media.

Judith McHale is the President and Chief Operating Officer of Discovery Communications and Chair of the Board of The National Campaign to End Youth Violence. She has been a terrific bridge between the world of family and work, between the public and the private sectors. I can't thank her enough for the leadership she's given on so many important issues.

And we've asked her to share her views regarding the role of the media. Judith?

MS. MCHALE: Thank you, Mrs. Clinton, and thank you for hosting this amazing conference. As a mother of a teenager, I'm taking copious notes as we go through it. You speak about the role of media and the responsibility of the media. One of the sort of trends I hear through this is communication and the importance of communication with your teenagers.

At the same time, when we are being bombarded with changes in media, the technological changes around the world are absolutely stunning, and the choices that our children have to make every day, the images all of us are constantly being hit with I think are creating huge, huge obstacles to those moments of communication. And what should we and what should our role in the media be as we look at it.

I think one of the things that I sort of tried to, as I've stepped back and looked at it is this question of -- you probably can't shield them from everything that's going on; that would be an impossible task. But why not take steps to harness the incredible potential power of all of this sort of information that's going around and use it in good and positive ways.

Now, that's easier said than done for most parents. Mrs. Clinton, you alluded to how difficult it is to monitor your kids' behavior, and I would say there's nothing more -- no more humbling experience than I had this morning, standing behind my 11-year-old, helping me to -- my way through a computer. I think we have a different kind of digital divide going on between techno-savvy kids and their parents. So it makes it very, very difficult for you to understand all that's going on. And, frankly, I think it's frightening for a lot of us.

When you sort of see that your 11-year-old or your 17-year-old is far more sophisticated than you are in wending and navigating their way through this new world, how, indeed, are you going to be able to help them out. And I think we in the media have a responsibility to help develop tools and communicate tools to parents and to others to do that, to parents to provide them with the resources that they need to understand the information that is flowing into their homes or into their schools that their kids are dealing with.

I think someone -- Mrs. Clinton, you might have mentioned earlier, to get that wise site on the Internet with helps parents understand the kinds of resources that are out there and guides for the kids. I think tools for families to help them share some of these experiences together -- we've -- Discovery launched our Internet site and we kept in mind families and tried to develop a tool that would allow families together to explore the net.

But most importantly, I think we need to develop tools for kids, with kids, to help them understand the messages that they are receiving in all these new ways. We spend hundreds of hours in schools, year after year, helping kids interpret the written word, but we've done very little to this point to help them interpret electronic media and the messages that they're getting from a variety of other ways.

One of the things that I've been trying to do -- and we've developed a program at Discovery which, last week, I announced we were going to take into every school in the state of Maryland, a media literacy program, which is absolutely designed to help kids understand the messages that they're getting over television, through the net, what have you.

And last year, when we launched -- started looking into this program, I took it into some schools in Maryland myself and went around to see them, and at every level, it was one of the things that the kids really wanted. And it was amazing -- we went to a high school in Bethesda and it was with a sort of fear and intrepidation, launching a new program there in front of 500 kids in high school. And we went through the whole program, it's highly interactive, where they can really see the news, see sports events, how they are portrayed on television, and begin to interpret it. And at the end of it -- we ended early -- one of my favorite anecdotes was, the principal at the school said, okay, why don't you guys give us your feedback. I was totally terrified that when you're dealing with kids this age, what were they going to say about this boring message.

And I always remember one kid stood up and I would say he was about 16 or 17, and sort of had a scarf on his head. And he looked at me and he said, you know -- he goes, this was really cool. And which, obviously, as the mother of a teenager, knew this was high praise -- and he goes, of course, you've ruined television for me, but that's okay, this is really cool. And you found the kids wanting to be totally engaged in this process, to really understand. When you are able to explain to them the impact of violence on them -- I go back to your brain research -- when they understood the impact of some of the football images that they received, or baseball, or the more violent images or even sitcoms, the editorial choices that people were making, they felt empowered. And I think in the media, we have a responsibility to take those steps to empower kids, to understand the messages that we're receiving, to understand what's real, what's make-believe, and in the end, to understand what's right and wrong. Thank you. (Applause.)

I think Judith's point is especially important, because one of the challenges that we face is helping our children understand what the media messages are and what the advertising messages are, and to sort of deconstruct that, if you will, so that they are less influenced by them. You know, to see sort of what the motives behind a lot of advertising are, and not to be taken in or taken advantage of.

Because one of the concerns we hear a lot about is the way young people are both depicted in the media and the way young people are increasingly viewed not as future citizens, not as individual human beings with promise and potential, but as consumers, and therefore, as manipulable objects that can be driven in one direction or another to achieve certain commercial ends.

And we see how the unrealistic images of women and girls inspire unhealthy dieting and eating disorders, we see the racial and ethnic stereotypes that are still such a part of our media, we see how common, gratuitous sex and violence are and we know that this steady diet of media images, even if we believe we are strong enough to sort them out and stand against them, send messages and affect the way people view themselves and others.

Now, our next speaker, also in our audience, has studied these issues and drawn some interesting conclusions about the implications of media's depiction of teens.

Susan Bales is the President of Frameworks Institute, a project of the College-University Resource Institute, which conducts communications research on social issues. And I'd like to ask if Susan Bales would tell us: Is there a danger in the media's portrayal of young people today and what we can do about that.

MS. BALES: Thank you, Mrs. Clinton, friends and colleagues. I think there is a serious distortion in the way that the media presents youth today. And while we talk a lot about its consequences on youth, I think we're less aware about its consequences upon us as adults -- first, as parents in the way that we view our child's peer group and teens in general, but secondarily -- and I think even as important -- is in the way that we view ourselves as citizens and make decisions about priorities for public spending.

So I want to talk just a little bit about the research we've conducted for the last year with funding from the W.T. Grant Foundation. Looking at survey research, we see that adults believe that teens today are different than they were in the past. Only one in six adults will tell you that teens today share their moral and ethical values.

When asked what descriptors they would use to describe teens today, they're more likely to talk about materialistic and selfish teens. If you ask what they would have described teens 20 years ago, those words were more like patriotic and idealistic.

The reality, as we know, is the reality that we've talked about here today. When you ask kids what values they hold to be important, they will tell you that it's honesty and hard work, it's performance in school, and it's giving and helping others. And yet, if you present adults, parents with information about what kids are actually doing in the world, that they're volunteering, that they are attending cultural events, that they are succeeding in school, it is the rare parent that will believe these statistics.

What accounts, then, for something so powerful that it trumps our own view of reality? My friend, Catherine Hinds Knowles (pho.), who is here in the audience, says that television is a great cultural storyteller, and that we get a lot of the information that we have about the other from television.

In a review that she just did for us of the fall evening entertainment lineup and its presentation of youth, Catie found a world that sounds entirely disconnected from the world that we've described here today. She found that TV teens are entirely disconnected from their communities. In fact, they're disconnected from their parents. Parents are often shown as -- if they're shown -- uninvolved, ineffective, often they cause problems that teens must solve. The teens solve those problems in conjunction with their peer group, and the problems that they solve are often trivial and social in nature.

On the news side, a recent study from the Berkeley Media Studies Group showed that there are two issues that dominate in television news as it affects youth: Crime and education. And those have equal prominence in print coverage. So if you think about it, we are showing violence as a presence in our children's lives to the same degree that we are showing violence and crime.

The writer, Richard Rodriguez has said that the stories invent us. I think what we are seeing in the way that we view both television,

news and entertainment, is that we're making some false risk assessments. We are being told that a good parent is one who protects his or her adolescent from the community at exactly the time that experts in this room would tell us that our adolescents need to be acculturated into the community.

That also has consequences for us in that the more that teenagers are removed from the community, the less actual contact we have with them, and the more likely we are to believe these false images of today's youth.

I think we need a different kind of television, news and entertainment. We need to see more kids working in soup kitchens, doing performance arts, on track for achievement, and we need to see them in ways that allow us to believe the regularity of their lives, not the dissimilarities.

I think that we need to tell ourselves a new story about youth in America today, and that unless we are able to tell ourselves a new story, we are more likely to make very bad public pronouncements and public judgments. And those judgments are more likely to go in the direction of incarceration, metal detectors and remedial decisions about children's lives, instead of positive promotion. Thank you.
(Applause.)

MRS. CLINTON: Susan, before you sit down, could I ask you to respond? As I travel around and meet with a lot of parents and others, I cannot tell you how many adults, and particularly parents, are so emotionally disturbed by this constant diet of youth violence that the news feeds. And of course, we've had some terrible, tragic incidents that have broken through national consciousness, and they are living in such a state of fear about their own children.

And because their sense of perception is at variance with their everyday reality, how does one in my position, your position, any of our positions, how do you respond? Because if you say, but you know, the statistics are that youth homicide and suicide are going down, thankfully, that the vast majority of kids are really doing a good job with their lives, that is so at variance with the story we've been told that people don't believe it. How do you move us from the story we are currently being told and, therefore, telling, to a more realistic story that will give people more of a sense of hope and empowerment over their own lives?

MS. BALES: I think it's a really important question and I think as researchers -- our innate tendency is to confront people with the facts, and what we know from the cognitive sciences is that if the facts don't fit the frame of references, it's the facts that are going to go, not the frame of reference.

Karen Pittman and I were talking about this before we walked in. We have to tell a complete story to the American public and to each other. It's not a little fact here, a little fact there. It's a narrative. It's a story about children's lives. And you can't do a focus group with Americans today without them telling you we want to see solutions and we want to see programs that work.

Everyone in this audience knows hundreds of programs that work. They are absolutely invisible in news, and the notion that kids are involved in programs is invisible on entertainment. So those are the stories I think that we have to surface that allow us to make sense of these positive statistics.

MRS. CLINTON: I'm really glad you have sort of put that on our agenda for the conference because I think it may be one of the most

important -- in addition to giving parents hope and tools and ideas about connectivity, in a very practical way, this creation of a new, more accurate story that runs counter to the hysteria and the images and the stereotypes, which really paralyzes people -- because if you think nothing works, then why do you invest in anything, because it won't work anyway, so why go to the trouble of putting that after-school program in your school, or lowering class size to make the school experience more intimate, and all the things that could make a difference in the lives of kids.

And it's one of the biggest problems those of us who are in the public arena face because you come forward with solutions like this, and so often the louder voices are the punitive, anti-kid, don't invest because it won't work, kind of stories. And it's difficult to find a way to make it a more realistic view, as you're advocating. So I hope you'll write out that narrative with your colleagues and share it with us.

One of the reasons that the media can have such a great influence on how adults think about young people is that many adults no longer have any contact with a young person. A majority of adults have no personal interaction with teenagers whatsoever. We have disconnected the lives of teenagers from the lives of the majority of adults in our society.

If you live in a retirement community, part of the reason you live there is so you never have to see anybody who is below a certain age. If you live in a gated community, if you go the same way to work every day and you're in the same environment, and you don't have teenagers, you're not involved in your community, and you don't even have sidewalks anymore in your towns or cities to walk down, or you think it's too dangerous to walk down the ones that are there -- you're not going to have that kind of interaction, and you, therefore, are prone to believe the stories that paint the worst possible picture of our young people.

Now, in contrast, our next speaker has given his life over to helping the children in his community succeed. Geoff Canada is the President and CEO of the Rheedlan Centers for Children and Families, and the author of *Fist, Stick, Knife, Gun*, a personal history of violence in America. You know, Geoff is also a hero to many for his groundbreaking work in Harlem, and he's here to tell us about what we can do to create more of those connections, and especially how we can use community organizations to help children who live in destitute and particularly disadvantaged circumstances.

Please welcome Geoff Canada. (Applause.)

MR. CANADA: Thank you very much. I think that we have to come to grips that in America right now we have communities that some of us wouldn't drive through. We have communities where people literally fear for their lives when they go into those communities and it's the kind of places we tell our children they can't go to.

There are people living in those communities; there are families raising their children. They are struggling. When I talk to families in those communities about their hopes for their children, their first hope is that their child will be alive and will stay safe. And this is a very concrete thing. Even with the good message that things are better for lots of children and lots of communities, there are still targeted communities in this country where things are not really good for their children.

I think that we have to really figure out how we begin to work with communities that are failing. When the community itself is a

threat, and a parent has real reasons to doubt that their child can move safely from home to school, from school to anyplace after school -- the playgrounds aren't working, the institutions of faith aren't working in those communities. The civic organizations, the block associations, the tenant associations -- they're not functioning. You don't have adults involved in Little Leagues. How do we expect children to flourish in those kinds of conditions. And those are the kinds of conditions lots of our children are growing up in and our families are struggling with.

We think -- and one of the things we started to do at the Rheedlan Centers for Children and Families is really just carve out an area for us. And it's the right size for us; it's 23 blocks in central Harlem, and we started something called the Harlem Children's Zone. And the idea is to work with all of the children and institutions in that community to really bring everybody together around a consensus that children are first. No matter what else you do, let's figure out how we put children first.

So we start with what we know that works. And this is not rocket science. We know all of the brain development work from zero to 3, and so we have something called a baby college where we make it accessible to all of the children and all of the infants in that area. We know about good nutrition and well-baby check-ups for expecting parents, and we make sure our parents get those. We're in the public schools. We have a terrific AmeriCorps program.

We believe in bringing these young people -- what energy, what creativity -- the very young people who are doing terrific in these environments are the ones who can give a message of hope to these other elementary school young people in a way that none of us, with this salt-and-pepper hair -- could ever do for young people. It matters tremendously that young people feel they are part of the solution.

You know, what happens is young people get such a sense of despair. Here they have all this youth and vitality, and everything suggests that you're not going to make it. Well, don't they want to get out there and show folks we are going to make it and we're going to lead this charge. One of the things that AmeriCorps does for us is it allows us to get these volunteers, get them well-trained, place them in those public schools, teach young people how to stay safe, how to deal with conflict. Young people want to remain safe. Their parents want to get involved. We think that's a critical part of this work.

Then we go right into the adolescence. You know, the one thing we do in our adolescent program is to make sure our young people can tell their own stories. We have a newspaper called Harlem Overheard that young people produce. It has a 25,000 person circulation, and it really tells it from their point of view what they're dealing with.

We have a radio show and a TV show called The Real Deal, where young people are the ones who actually put on -- they produce the show and they put on the show, and again, it tells their story. We find so many of our young people are filled with such a rage that no one knows what's going on, no one understands their condition, and they have no one to tell their side of things. When they hear about what's going on, they can't figure out a way to say, no, this is how we really feel. Giving young people a voice is absolutely critical. And especially in those teen years, when they have a real view on -- you know, young people are very sophisticated, and often we don't give them a means to sort of tell us in their very sophisticated ways what they think, with enough time. You give a young person 700-800 words to tell a story, they've got enough time to really give a point of view. And we think that's absolutely critical.

The idea is to rebuild a sense of community. And we're not

the only ones doing this. People are doing this across the country. Some of the folks in this room are doing that. We think that we've got to really put a new emphasis on building community and making sure our young people know that we, as the elders in that community, are part of a community-building venture, with them as partners, that respect their talent and their energy, but really gives them the kinds of resources that we think young people need in order to do it.

And let me just say the last thing, which is I think the young people are watching us very closely for signals about whether or not we're serious about their development and their care. And I had this whole conversation with young people around summer youth employment. Boy, was that a whole issue. And they kept asking me, why doesn't this nation want us to work? What is wrong with young people having jobs in the summer? Why, if we've got billions and billions of dollars of surplus -- (applause) -- you know, this is, I think, our nation at its most cynical. And I just think that we've got to watch the messages we give to young people.

They're watching us. Sometimes people think things happen here and no one is really paying attention. And young people are saying, well, we don't understand, if they're really serious about us working and being productive and staying out of trouble this summer, how come they're not supporting us. I think we've got to really think about how we give young people messages.

This is particularly a time -- you know, the only bad thing about having such a surplus in this nation is everybody is trying to figure out what are your priorities, and where do we fit in. And we've done some terrific things in moving toward health care for young people. And I know the role that you and the President have paid in that. And also looking at after-school, and there are lots of folks who supported that. But there's lots of unfinished business in this country that I think we need to give young people a message about how we feel about them that allows them to say, you know what, they really are with us and they're rooting for us and they're giving us what we need to succeed. (Applause.)

MRS. CLINTON: I really hope even more people will find out what Geoff and his colleagues are doing because it's really a comprehensive effort to make sure that young people have both the services they need, but also the support -- the personal support, so that they feel that they are partners in this venture of community building.

And I commend you for using AmeriCorps so creatively. AmeriCorps, as the President said in the very beginning, was created just five years ago, but more than 150,000 Americans have served in AmeriCorps. And I hope that we'll be increasing those numbers, because most of them are involved in serving young people -- in mentoring, in tutoring, in organizing.

And Geoff mentioned a particularly important issue, and that's after-school and summer jobs -- to go back to Laura's point about respect, responsibility and relationship. Responsibility is a key to that. And, in fact, four out of five young people do hold a job at one time or another while they are in school. And we need to do more to provide those kinds of opportunities.

And I'd like to ask Harvard anthropologist Katherine Newman, who has studied the experience of low-wage workers in low-income communities, to talk with us for a minute on this. Her book is entitled, No Shame In My Game. And I think all of us can look more at what can be done by employers and levels of government to provide those opportunities so that kids have more sense of success for their future.

Dr. Newman.

DR. NEWMAN: Thank you, Mrs. Clinton. I want to thank Geoff Canada for raising the crucial issue of work. It's not something we talk about very much when we think about teenagers. We think about parents, we think about communities, religious institutions, but we don't talk about the world of work because we think that's what adults do, not what teenagers do.

But I want to argue in this conference that that's a big mistake. The nation's teenagers are at work, and we need to devote some attention to what they get out of it, because the sheer size of the teenage labor force really commends us to think about it. Over half of the nation's teenagers, 16-19, are in the United States labor force. The proportion of American teens who work has increased over the last decade. About a third of the nation's teenagers work more than 35 hours a week. And their wages have risen steadily over the last 20 years.

About one in six teenage workers earned the minimum wage in 1999, but less than 2 percent of those teenage workers received the earned income tax credit, which is primarily targeted at families, and most 16-19-year-olds don't have families yet.

Work opportunity is crucial for the well-being of teenagers, especially in the neighborhoods that Geoff Canada was talking about. Their parents need them to help provide support for the households they live in. We're not talking about gold chains and sneakers here. We're talking about central contributions that teenagers make, especially to the support of poor households. They are expected to help provide for their own school expenses, for their transportation, for their books, for the tuition they pay at junior colleges in communities like Harlem. They help their parents pay for the phone bill, for the furniture they sit on, for the utilities they consume.

This pattern of teenage contribution to family well-being will not surprise anyone who either lived through, remembers, or read about the Great Depression. Because that's what teenagers did during the Great Depression, and that's what they still do in the nation's poor communities.

Now, some researchers have suggested that working is bad for teenagers because it distracts their attention from schooling. And of course, this can be the case if teenagers work too many hours. And for middle class kids, like my children, who have many, many resources, the choice to focus exclusively on school is probably quite sensible, but it's also a luxury. It's a luxury my children have to focus just on school.

Teenagers from Mr. Canada's neighborhood often find that that choice is foreclosed to them. But are these teens harmed by working? My research in central Harlem also suggests not. The structure, the discipline, the mentoring that they receive in the workplace spilled back into the schoolyard and the classroom and helps them perform better in school. It's in the workplace that employers teach them how to manage their time, how to be responsible to others, how to display and perform motivation. Those workplace lessons surface in the classroom. And the Harlem teenagers that I studied report consistently that their school performance went up when they got a job, not down.

Kids who were poised to drop out didn't, and they didn't because there were employers and managers and older workers looking over their shoulders, paying attention to how they were doing in school. And sometimes in communities that have a lot of disorganized lives around them, those adults, those employers are the only adults who are paying

attention to the performance of poor teenagers who work in school. They keep after those teens, they monitor their report cards, they give them financial bonuses when they get good grades, they help them pay for their junior college tuition.

And I might add, this is a contribution employers make that goes largely unrecognized, and we should never discount the importance of civic recognition in helping employers to do the right thing by their teenagers. So if we are looking for a supply of mentors in the United States, we might think about employers as a very good source. They're not social workers, they're not charity workers, but they do an enormous amount to help youth over developmental hurdles in the course of making a living. And we ought to thank them for it.

And while we're at it -- and this is the last point I'd like to make -- I think we should recognize that it's in the work world that teenagers from all kinds of backgrounds in the United States learn about core American values. That great American mainstream out there values work and employment above any other source of honor and civic identity. And it's in the workplace that teenagers, especially those from poor and disadvantaged communities, learn the great value of being part of that mainstream. So to deny them that opportunity is to deny them access to that very central mainstream identity that they achieve in the workplace.

Thank you. (Applause.)

MRS. CLINTON: In a few minutes we're going to be saying good-bye to all of the people who are participating in this conference by the satellite link. And I'm very grateful to all of them who have taken place. I hope that they will continue these discussions, and I hope that they will look for ways that they can improve the lives of their teens and their local communities.

One of the people that we want to hear from is a young woman who knows firsthand how service and being actively involved in her community has made a difference. Gabriella Contreras is only 14, but she's been setting examples for others since she was a tiny child. She came to us through Secretary Donna Shalala's Girl Power Project, which is a national campaign to encourage girls, age 9-14, to make the most of their lives.

And, Gabriella, I hope you will tell us what young people can do to help themselves and their peers.

MS. CONTRERAS: Okay. Well, I bet you're all wondering what kind of girl power a 14-year-old has. My attitude is to motivate. Relating my personal experiences, you may realize kids don't have to be limited by their age. Allowing youth to volunteer at a young age, as we get older, we learn to be concerned, solve problems in our community.

At the age of five, I began volunteering at the elderly care home my mom, Grace Contreras, owned and managed at that time. I visited and played my violin, and I was accepted by these people there.

Recently I asked myself a very important question -- these years of our youth, are they a curse or a blessing? (Laughter.) It may be funny, but in my opinion, as youth we have the opportunities to have fun going to the movies, shopping, hanging out with our friends, and also taking on the role of questioning how things are done, searching deep within ourselves, stepping beyond the demands of homework, after-school activities with our free time, get involved, take a stand and speak up as a positive peer.

I admit it is not easy being a youth if the negative peer pressure is very evident. At the age of 9, in the 3rd grade, I moved to a new school, Ross Ridge (phonetic) Elementary Middle Magnet School. There were a lot of riots at the high school across the street, and also high schools around the city at the time. The police and the SWAT team blocked off the street and they had to break up the gang fights that were happening there.

Seeing what was happening from our classroom windows, we were frightened, we were scared. I gathered my friends during our lunchtime and our lunch hour, and we made posters saying, Stop The Violence; Give Hugs, Not Drugs -- simple sayings.

Shouting as we marched along our school fence, facing the high school, I created a club that year, Club BAD, the Bealor Don't Do Drugs Club. I met with the school principal, Dr. Congroda (pho.) Gomez, he listened to my ideas, approved the club, and annual schoolwide peace marches, to kick off the school year in a positive way.

Today, the club members include K through 8th graders who are involved in volunteering and educational projects. The club is going strong into its sixth year now. As my mom, Grace Contreres (pho.) and my dad, Richard Contreres, even though they're divorced, continue to supervise the club, enabling youth to mentor youth.

I realize what a great amount of faith, belief, respect they have for us, even at our young age. In '97, I was invited as the Arizona youth delegate to the national summit called "America's Promise," it was alliance for youth pointing kids in the right direction. I met the co-chair, which I was very grateful I got to meet, General Colin Powell. I gave a speech on creative youth volunteerism.

My mom and I attended the breakout sessions. I learned the importance of the community youth-based organizations mentoring us youth. I asked my mom to help me organize a Tucson citywide youth summit. I called it "Great Resources for Youth." Tucson and all the students, the parents, businesspeople, city and state officials attended. Everyone valued and shared this information that we brought to them.

I'm currently on the National 4H, American Lung, Mayor's Council and Library of Congress youth boards, thanks to finding out there are such youth boards out there for us. Otherwise, I wouldn't have even known. Recently, a total of 33 youth were being arrested throughout Tucson for copycat Columbine threats. I'm sure we all remember that happening. I conducted a citywide peace march, like the annual schoolwide peace marches we have at our school. The entire city came together, supporting the school, holding banners saying, "Tucson stands for peace, si se puede por la paz," yes, we can have peace, safe schools, safe streets.

Well, I created a motto I share with my club and I leave with you now. And I hold it dearly to my heart as well: Even as youth, we can make a positive difference in our home, neighborhood, school and community.

In conclusion, I challenge adults to include us, encourage us, have faith in youth of all ages in our nation. How can we as youth make a difference? One important easy way: Volunteer with us to make a difference in our communities, enable us to have a voice by organizing schoolwide and citywide peace marches, or at the little, just get involved with our daily lives. Thank you. (Applause.)

MRS. CLINTON: I'd love for Gabriela's mother to stand up, and we can -- (applause) -- acknowledge you. Well, our final speaker is

someone who spends all day every day with young people. We were talking before about how the majority of adults don't have any interconnection with young people. But Jay Engeln, who is a principal, in fact, the principal of the year, really is part of the adult community that cares deeply about young people.

I think it's important that we hear from someone such as he who is the Met Life National Association of Secondary Schools Principals Principal of the Year at the William J. Palmer High School in Colorado Springs. The high school has a slogan: Together, we can make a difference. And so, if you would, Mr. Engeln, if you would tell us what you recommend to schools so that they can make a difference.

MR. ENGELN: Thank you, Mrs. Clinton. I would like to begin with just a very brief story. In Washington last October, I had to give a speech to a large banquet, and it was supposed to be about 20 minutes. You can wing five minutes, but 20 minutes, you have to do a little bit of preparation, and things were not falling in place.

Until I took a tour of the President Roosevelt Memorial. And inscribed on the wall was a quote: "No country, however rich, can afford the waste of its human resources." Relevant in the Depression, but in the context of our young people, it's right on target today. And at that point, all the remarks that I was going to make just fell into place.

Youth are 24 percent of our population, but they are 100 percent of our future. They are our most valuable resource, an asset that we cannot afford to waste.

We do have a challenge in education, and that's to meet the educational needs of all students to prepare them to be successful in a rapidly changing world. But as Dr. Blum said earlier, parents can't do it alone, the schools can't do it alone, either. But working together, we can have an impact on the youth of this country.

As Mrs. Clinton stated, our motto at Palmer High School is, "Together, we can make a difference." And I truly feel this motto is the main reason for the renaissance of our school. Not too long ago, Palmer High School was discussed quite openly about being closed -- declining enrollment, test scores that were not where they should be, very transient population and decaying facilities.

But with all entities of the community coming together, parents, students, staff, community members and businesses, we have seen a major renaissance in this downtown school. Keep in mind, it's four buildings on three city blocks that are not adjacent to each other with major city streets intersecting our campus. So it's a unique location for a school.

Developing partnerships with families and parents is a concept whose time has come. Actively involving parents in their children's learning is essential. And as building administrators, teachers, we must be proactive in this endeavor. A lot of parents come to the schools for conferences, a lot of parents come to open houses, but there is a significant number of parents that do not come to the schools, for whatever reason. Maybe their last experience was not a good one. Maybe the last time they were at the school was because of a suspension. Or, maybe, when they were in school they were suspended. And we must connect with these parents if we're going to be successful and meet the needs of all kids.

I'd like to share with you four examples at Palmer High School that we have found that have worked for us to connect with this population of parents that we were not reaching out to before.

First of all, student recognition dinners. I'm not talking about the traditional team banquets or anything of that type. But, instead, finding small successes -- maybe it's just a student going from an F grade to the D; maybe it was a student that had fewer absences one month than the previous month; or maybe it is a student that did something kind for another individual in the building.

We've developed partnerships with restaurants in the community where these kids live and have the dinners there. And we've gotten sponsors for these dinners. And we've had tremendous response from parents coming to these informal sessions, and then it's been a chance to open those lines of communication and to facilitate further involvement of those parents in our school community.

A second example is connected with an outreach, community service outreach that our school does. And that's every year we work -- our human anatomy and physiology students work to increase the minority numbers on the national blood donor register -- I'm sorry, bone marrow register. There are not enough minorities represented as far as bone marrow donors. So they take that upon themselves to solicit more members.

They go to churches in communities where the congregation is predominantly minority -- and I go with the students to support them in their endeavor, but also to use that as an opportunity to dialogue with parents, with community members and, again, to facilitate those lines of communication. I'll also go and speak at Sunday school classes and meet with other local community groups.

A third program that has worked well for us is a presence in the community. And I've heard a number of people talk about community service. I think that is a very, very important aspect to incorporate into schools, because what happens is, community service is a two-way street. If we can demonstrate to the community what we are doing for them, they are more willing to come back and do for us. And it has been a win-win relationship within our communities.

And, finally, assets for youth. I know there is going to be a speaker later today in one of the panel sessions on developmental assets. We have incorporated those assets for youth that we can support within our school -- we have incorporated them into our school goals, into our school objectives and made that a part of our life at Palmer High School.

The results we've seen: decreased dropout rate, increased graduation rate, a significant decline in discipline referrals, test scores that are among the highest of any public or private school in southern Colorado, a waiting list now to come into our school almost doubling the enrollment from where it was seven years ago, and absolutely no discussion of wanting to close the school down again.

Together, we have made a difference at Palmer High School and I am convinced, together, we can make a difference as a nation.

Thank you. (Applause.)

MRS. CLINTON: Well, I think we've heard not only an overview of issues affecting young people, but some very positive, practical solutions that can be put to work in the lives of our young people through service and jobs and outreach and mentoring, through the parents and our families trying to be given more support to do what parents want to do -- and that is play a positive, productive role in their children's lives. The recommendations about what schools can do and community groups -- all of that together really adds up to a very

positive agenda that gives each one of us something to not only think about, but actually to do.

I was struck as Mr. Engeln was making his remarks that at the very beginning our keynote speaker, Mr. Ben Casey, talked about how the Y was changing to adapt to the needs of families and young people today, providing shopping services and dry cleaning services as a way of getting the parents involved.

And I'm not at all convinced that children are any different today than they ever were; but I am absolutely convinced that our society and its institutions have changed. So I think rather than putting so much attention on trying to make our kids somehow adapt, we should be thinking of ways that our institutions can change to be more supportive of our kids and provide what our children have always needed and the kind of connectedness and support and love and discipline that every young person really wants and needs from us.

Many of the projects that the administration has tried to do over the last seven years come from research that has been done over the last 10 to 15 years. I remember being involved with the W.T. Grant Foundation some years ago, talking about what we needed to do to provide more school-to-work help and more support for teens in the work place, to make a better connection between education and work, and to provide service opportunities. We haven't done enough to implement all that we know needs to be done, but we certainly, I think now, are aware of what we should be doing.

I'm sorry that we're not going to have more time right now for discussion. But we have been running late and we need to be sure we go on to provide the opportunity in the breakout sessions that all of you are looking forward to for more debates and dialogue and more suggestions.

We've already, I think, said goodbye to our friends who were participating via satellite. But now I want to offer you a chance to break for lunch. I hope that the conversation continues at the lunch tables. And please proceed through these doors to the State Dining Room for lunch. And thank you all so much for being part of this conference. (Applause.)

END 1:30 P.M. EDT

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

May 2, 2000

REMARKS BY THE PRESIDENT AND THE FIRST LADY
AT

THE WHITE HOUSE CONFERENCE ON TEENAGERS:
RAISING RESPONSIBLE AND RESOURCEFUL YOUTH

The East Room

10:45 A.M. EDT

MRS. CLINTON: Good morning, and please be seated, and welcome to the White House. We have been looking forward to this conference for nearly a year now as we have talked with and explored all the ways that we can raise resourceful and responsible young people. And many people have asked me why a conference on teenagers. Why make teenagers the focus of a fully day's discussion at the White House.

Well, I think that as we just saw in the video -- and I want to thank and applaud the families that participated in that video -- many of us are concerned about what we can do as parents and as citizens, as employers or educators, as public officials or community leaders, to give more support to teenagers and their families.

The President and I speak, of course, with great authority -- (laughter) -- having just graduated from being the parents of a teenager to being the parents of a 20-year-old and having survived it. But, believe me, this conference is more than just a trip down memory lane or an exercise in nostalgia for us. We believe strongly that our young people deserve our very best efforts.

I want to thank many of the people who are here today who have been part of putting this conference together, but more than that, for the work that they have done over so many decades. First, let me thank David and Betty Hamburg who are here. (Applause.) David and Betty, in many ways, inspired this conference.

I began working with them more than 20 years ago now, and I can think of no people who are more dedicated to helping all young people, whether they're in the forgotten or not forgotten half, whether they are going through great transitions or turning points in their lives. And I think many of us in this room owe both David and Betty a great deal of gratitude. I would like to ask them to stand so we could thank them both. (Applause.)

Also with us today is Congresswoman Stephanie Tubbs Jones and Secretary Donna Shalala, Deputy Attorney General Eric Holder, Secretary Alexis Herman, National Service Corps CEO Harris Wofford, the Director of Personnel Management Janice LaChance, the Deputy Drug Czar Vereen, Annie E. Casey Foundation, the W.T. Grant Foundation and the YMCA of the USA are all sponsors and supporters of this conference.

Now, all of us are here because we believe there is no group of Americans more full of promise or potential. But we also believe there is no group of Americans more in need of the support, guidance and committed efforts of all of us than today's teenagers.

Ask any teen -- and I do -- I've been privileged to speak to

so many in sort of personal and informal ways and in more formal settings. Just last week at a high school town hall in Watkins Glen, New York, where the teens lined up and asked all kinds of questions. If you ask teens and you listen to teens, you can hear, directly and indirectly, their voices telling us that growing up today feels tougher than ever before. I happen to think that's right. I think it's harder being a teen today than it was, certainly, when I was one so many years ago.

But I also think that the wonder and hope and exciting choices that teenagers face in their lives are too often becoming times of great stress, alienation, and confusion. And that, too, has always been part of the teen experience, but the environment and context in which that occurs is more dangerous than ever before.

And if it's tough to be a teenager today, it's probably even tougher to be a parent. More and more parents are working outside our homes; they're struggling to do right by their families and their jobs. And I have met so many mothers and fathers who tell me that they just feel inadequate and anxious about navigating those teenage years -- more so than they certainly felt when their kids were younger.

We're all worried about the choices our teenagers make, about how the best-laid plans for a bright future can disintegrate with a single bad decision to drink, to try drugs, to drive too fast, to trust the wrong person. Parents are worried about the movies their children are seeing, the web sites they're visiting, the music they're listening to. And there's a lot of worry that all those heart-to-heart talks and those efforts to communicate, which are sometimes so awkward and difficult, about values and good behavior are getting drowned out by a popular culture filled with gratuitous sex and violence.

In our two panels this morning, and in the breakout sessions this afternoon, we will tackle the challenges facing today's teenagers and their parents. But it won't just be a session for everyone to share their worries. More importantly, we're going to be highlighting some of the latest research about teen years and the innovative ways that Americans can work together to ensure that every teenager has a safe passage to adulthood.

Three years ago, in this room, we held the first White House Conference on Early Learning and Childhood Development. We sought to raise awareness about the critical growth that takes place in the brain during the first three years of life, and to explore the implications of this knowledge on parenting, education and child care. In many ways, that conference and today's conference can be viewed as bookends, because now we're beginning to learn that the brain goes through yet another, and equally critical, growth spurt during the early teenage years. Though the research is still preliminary, scientists now believe that this is the time when all the hard-wiring of the brain takes place, when a teenager's intellectual, emotional and physical capacities are developed for a lifetime.

Now, I remember the very wise advice I got from a friend of mine, when my daughter was very small and she was raising three teenagers. And she said, you know, the two times in a child's life that seem most similar to me are those toddler years and the teenage years. It's when we need to give so much more attention to our children. And now, we didn't know, back when I heard this advice about 19 or so years ago, that there would be brain research to support that anecdotal experience that parents had. But I remembered that so often during the times when our own daughter was growing up -- that even if your teenager or your preteen doesn't want you following her or him around, in many ways -- think of that toddler metaphor -- they need you around. And it's hard for a lot of parents to figure out exactly how to do that.

This research has, therefore, important implications for parents, because teenagers need the guidance and support of their parents more than ever. It is still difficult for many of us to remember that teenagers want our attention. After all, this is the time when the real or the imaginary "keep out" signs start appearing on closed bedroom doors, when many of our children would rather spend two hours talking to a friend on the phone than 10 minutes talking to their mother or father in person. But what we are learning is that for all their declarations of independence, America's teenagers still want and need the everyday love, involvement and discipline of their parents.

Today, we are releasing a new poll, commissioned by the YMCA, which found that parents are still the most important adults in their teenagers' lives. More than three out of four teens say they still turn to their parents in times of trouble. In fact, while parents -- and this is so interesting -- while parents list the threat of drugs and alcohol as their top concerns about their teens, teens, themselves, list education and "not having enough time" with their parents as their top concern.

So it's time that we respond to these concerns, and many of us have been struggling with ways to do that. I believe one of the biggest casualties of modern life has been family time, especially time during meals, when parents and children can check out of their busy schedules and check in with each other. Before our daughter left for college, the three of us made it a priority to share at least one meal together a day.

With our hectic schedules, it wasn't always easily and, occasionally, wasn't possible. But we sure tried. And when we were able to, that hour or half-hour in the small kitchen of the private quarters upstairs in the White House was truly my favorite part of the day, because Bill and I were very convinced that we wanted to convey to our daughter a simple message, one that we hoped she would carry away to college: that whenever she does need someone to talk to or ask for advice, or just wants to say hello, we will be available and eager to listen.

I also know, though, the experience of hanging around, waiting for a sighting. (Laughter.) You know, when we were first in Washington, in the first term, a lot of people -- some of the pundits and others -- would say, well, the Clintons don't go out, they don't socialize enough, you know, why aren't they going to Camp David enough. And those are people who had forgotten or never had a teenager. And when you have one in your home, you want to hang around with the hope that just maybe they'll deign to say something to you. Occasionally, that works, but not always. And we hope this conference will inspire even more parents to stay involved in their teenagers' lives and to open new lines of communication.

I'm very pleased to announce the National Partnership for Women and Families, along with the Families and Work Institute, will lead a new campaign to promote the importance of spending time with your teenagers.

Now, there are some lessons we parents have to learn about this. That is not the time when you unload every piece of worldly advice you have stored up for your entire lifetime, it is not the time when you lecture and fill up the space with all the words that you want to fill. These are things that I've learned from experience.

It is, instead, a time when you hopefully are there to inspire the communication that is two-way and principally coming from your teen. The Time With Teens campaign will challenge parents to take stock of

their own lives and work habits and look for ways to make more time for their children.

It will challenge businesses to offer more flexible work schedules and policies for parents, and it will challenge churches and synagogues, and mosques and schools, and health care agencies and all community organizations to create more opportunities for families to spend time together.

But we have to do more than just raise awareness among parents. We have to give parents the tools we all need to stay involved in our children's lives. That's why we're also launching a new White House Task Force on Navigating the New Media Age. Comprised of members from both the public and private sectors, this task force will find ways to transform the tools of the media age, namely the Internet, into tools for parents. The task force will develop two new Internet portals -- one that will link parents to information and advice on raising teens, from health and safety to child care and education; and a second to link teens to a variety of age-appropriate resources on the Internet.

We also recognize it is more difficult for parents to keep track of what teens are watching and learning on TV or on their home computer. The YMCA poll you'll hear about found that six out of 10 teenagers are watching television without parental supervision, while 45 percent of all teens say they surf the Internet on their own.

You know, when we only had one TV in the home, and you had to fight with your parents and your brothers and sisters to figure out which one of the three stations you were going to watch, it was a lot easier for parents to supervise what their children were watching. Now we have so many opportunities for kids to see things without any parental supervision, or even without an older brother or sister around saying, that's stupid, or how dumb that is, trying to interject some reality into the world that the media conveys to our kids.

We also know that the V-chip is now in effect, and I strongly urge parents -- particularly of young kids, but also of teenagers -- to learn how to program that V-chip and to use it.

There are several media rating systems in place to help parents determine the appropriateness of the shows their children watch. But with so many different systems, parents must hunt for the information needed to decode these various ratings. That's why we will ask the task force to work with the entertainment and media industries to create a single web site to help parents make sense of all the various rating systems, and use them to monitor their children's interactions with the media. I hope eventually, we will get to a uniform system of ratings, so that what is used on the video shows, is used on the movies, is used on the TV, is used across the board.

This is only a temporary step, the web site. But I renew, therefore, my challenge to the entertainment industry. Let's create a voluntary, uniform rating system so that all parents can better decide what's appropriate and what is not appropriate for their children to see.

The challenges before us are great, and the time between childhood and adulthood, as Bill and I can attest, is all too short. But if there is one message we hope all Americans will take away from this conference, it is that each of us has the power to make a difference in every teenager's life. And it is not just a task for parents. The research and our own experience shows that oftentimes, it is a teacher or a coach, a minister or an employer, a neighbor or another relative who can provide the mentoring and the stability that every young person needs. And sometimes during a rocky period in a

teen's life, it may be somebody outside of a parent who can be turned to with good advice and suggestions.

So it is not just a conference aimed at teens and their parents, it's really a conference for our entire country; to be committed; to make what is biologically a disorienting time for our teens and a time of exploration, a confusing time -- to make it more of an opportunity and a real journey to self-discovery; to take a time of peril and turn it into a time of promise.

We have a lot of experts and, certainly, we have teens and parents, as well -- we're going to be talking about what has worked for them. And it will be a challenge to us. But when I speak to groups of teenagers, I always start by telling them how proud I am of the way that they are coping with their lives, because the great, vast majority of our kids are good kids.

That is not the message that we often receive on the media, where we only see the stereotypes and the negative depictions. And a lot of these kids are doing the very best they can. In fact, the flip side of our concern is that some of them take their lives so seriously and strive for such perfection that the teen years are a time of even heightened misery and anxiety because they don't think they're measuring up.

So we have got to do a better job in sending a message to our kids that we value them, we love them, we care about them, and that's why we want to be as involved in their lives as possible. So let me now introduce my co-parent -- (laughter) -- and someone who has been deeply committed to the young people of our country, the President of the United States. (Applause.)

THE PRESIDENT: Thank you very much. Thank you and good morning. I want to join with Hillary in welcoming you to the White House, and thanking all of you for coming. I thank the foundations that have helped us. And thank you, David Hamburg. I still remember when we worked on a report about the developmental needs of young adolescents back in the late '80s, in which we recommended, among other things, that there ought to be community service in all of our schools -- something that we're finally getting around to.

I thank all of those who are here. I see so many people out here in this audience who have done so much to help our young people, our teenagers, live better lives. I see one of the founders of the City Year program in Boston. I see a man who has adopted a huge number of children, along with his wife, and personally made sure that they got through their teenage years. There are many, many stories here. I'm grateful to all of you.

I'm very grateful to Secretary Shalala and Secretary Herman, and our National Service Chairman, Senator Harris Wofford; and Deputy Attorney General Holder, and Janice LaChance, and all the others who are here from the administration -- the Deputy Director of our Drug Office, Donald Vereen. And thank you, Representative Stephanie Tubbs Jones. I thank you all for what you are doing.

I want to thank the panelists, and those who will come on afterward. And I think we ought to give one more hand to the families that were in the film, that walked in with Hillary and me. They did a great job. (Applause.)

You know, we've worked very hard on these family issues for a long time, and Hillary has done so for 30 years. But the way I see this as President, as well as a parent, looking ahead to the kind of America we're trying to build in the new century -- when I became President, we

had to worry about whether everybody who wanted or needed a job could get one. And that was very important. And the dignity of work is very important to families. It helps to define the shape of family life in ways that are by and large positive.

I'll never forget once when I was governor, I had a panel of former welfare recipients that were in the work force, and one of my colleagues asked the lady from my state, said, well, what's the best thing about having a job. And she said, the best thing about it is when my boy goes to school and they say, what does your mama do for a living, he can give an answer.

But, by the same token, we live in a country that's very good at creating jobs, but is not as good at providing family supports; in which people are busier and busier and busier; and in which virtually everybody has some trouble balancing work and family during the period of the child's life. Even parents who are staying at home have trouble doing it.

And it is a problem that is more severe for single parents and people that have more than one job or people that have trouble getting around. It's a problem that's more severe for people that work for very modest incomes. But I don't think I know any parents who are working who have not had some periods in their lives when they worried whether they were letting their kids down because they weren't spending enough time with them; or whether there were too many forces out there that were kind of undermining that.

And one of the things that I have learned, in ways large and small over an unfortunately increasingly elderly existence -- (laughter) -- is that everybody has got a story, everybody. And every child has a spark inside. And I believe that everyone has a role to play and ought to be given a chance. And as important as work is -- and I say that coming from a family of workaholics -- the most important work that society does is still to raise children. And if that work is done well, the rest of it pretty well takes care of itself.

And so we're here, basically, to do all the things that Hillary said. I think when a tragedy befalls a child, or a child is involved in a tragedy -- a school shooting, or this terrible incident at the Washington Zoo -- it throws it up in large relief. But I think that one of the things we ought to do in beginning this conference is to take a more balanced view. And I want to be very brief because I want you to have the maximum amount of time with the keynote speaker and with the panelists. But I think it's important that we have a balanced view of what teenage life is like today.

And I asked the Council of Economic Advisors to actually get me a statistical portrait of teenage America. And here is a brief summary. The good news is that the teenagers are far healthier, more prosperous, and look forward to more promising lives than ever before in our history. The economic rewards of education are at an all-time high. Teens have responded by completing high school and enrolling college at record rates.

Last year, for the first time in the history of the country, the high school graduation of African Americans and the white majority was almost statistically identical. The dropout rate among Hispanic young people is still too high, but that's largely explained, I think, by the fact that we have still a very large number of Hispanic children in our schools who are first-generation immigrants whose first language is not English, and they come from families that are struggling to make ends meet, and very often they drop out to go to work still. But we're making progress there, as well.

More teenagers than ever before volunteering to serve through community service. Many harmful behaviors are actually on the decline, including youth violence, homicide, suicide, teen pregnancy, and, in the last couple of years, drug use. That's the good news.

The report also highlights some significant challenges. There are still significant opportunity gaps between white students and students of color. Teen smoking, drug use and pregnancy are still far too high. And despite a marked decline in teen homicide over the past few years, still far too many communities are scarred by gun violence.

Interestingly enough, statistically the Council of Economic Advisers found that gun-related teen deaths from deliberate acts and from accidents are highly correlated with gun ownership and possession rates. In states with fewer guns in fewer households, there are fewer gun deaths.

Perhaps the most empowering finding in the new report is the extent to which parents have the opportunity to guide their teenagers properly. Sitting down to dinner can have an enormously positive impact. The report found that teenagers who had dinner with -- listen to this: The report found that teenagers that had dinner with their parents five nights a week are far more likely to avoid smoking, drinking, violence, suicide and drugs. This holds true for single-parent, as well as two-parent families, across all income and racial groups. Now, obviously if that is not possible, and sometimes it's not possible, then it's really important to find some way to fill that gap, but it's a stunning statistical finding.

For the past seven years, the First Lady and I have worked with our administration to try to support parents' efforts to raise healthy, hopeful and responsible children. I'd also like to acknowledge the invaluable efforts of Vice President and Mrs. Gore, who have had -- even before he joined me, they were sponsoring a family conference every year in Tennessee to deal with these issues. It's really one of the most astonishing, consistent commitments I believe in the country. And they've done a world of good and I'm very grateful to them.

I'll always be proud that the first bill I signed as President was the Family and Medical Leave Act, a law that now has given more than 20 million Americans the opportunity to take up to 12 weeks of unpaid leave without losing their jobs. And I remember when I signed it, it had previously been vetoed on the theory that it would hurt the economic growth of the country. If that's what it was designed to do, it's been a very poor failure. (Laughter.)

What it has done is to prove that it's good economics to balance work and family; that the more parents can succeed at home, the more free they are, psychologically, to be productive at work; and we ought to do more.

I have asked the Congress to include more firms in the Family and Medical Leave law and to expand the purposes for which people can take family leave. We have also tried to give states the flexibility to use funds in federal accounts to help to finance paid leave. We've worked hard on this, and I think it's very important that we recognize that the United States has done a great job at creating jobs, but we still give far less support to the responsibility of balancing work and family than virtually every other industrialized country in the world. And it is very important to do that.

We've also worked hard to turn teenagers away from unhealthy lives, toward healthy futures. The rate of drug use has been cut, in part by the powerful antidrug messages that have been broadcast; and some of you here have helped us with that. We have done our best to

engage the tobacco industry in what has been a fairly epic and sometimes frustrating struggle to reduce teen smoking. We made the single largest investment in children's health care since Medicaid was created. And we're working to get more of our kids -- and increasingly, I hope, this year, their parents -- enrolled in the Children's Health Insurance Program. And we're working to make our schools safer.

I think that we also need comprehensive strategies to stem violence both in and out of schools. Our program would dramatically expand quality after-school programs. When I started, we had \$1 million dollars for after-school programs; then we went to \$20 million; then we went to \$200 million. This year we've got \$400 million in after-school programs. And I've proposed \$1 billion, and if we pass it, we'll be able to say that every child, at least in every troubled neighborhood in the United States of America, can be in an after-school program. This is a big deal, and I hope you will support it. (Applause.)

I also want to say a word of thanks to all those who have supported AmeriCorps, including City Year and its other components. We've now had more than 150,000 young people earning money for college while serving in their communities. And we're trying to get more and more people to start earlier, to get high school kids, junior high school kids, involved in community service.

Maryland has become the first state in America to require community service as a condition of a high school diploma. And listen to this: The study found that teens who participate in service projects in their communities are 75 percent less likely to drop out of school -- because they're connected in a way that I think is profoundly important.

Hillary talked about the work we're doing with the industry to give parents the tools to protect their children in the new media age. I do think we need a voluntary system that goes across TV, movies and video games. If we can find some way to develop that, it would make a lot of sense. There's a lot of information coming at parents -- you know, I try to sort it all out when I see it. And I think it would be better if there were -- it's almost like you need a dictionary to explain the differences in the TV ratings and movie ratings and the video game ratings, so we have to find some way this can be made more usable.

And today, I want to just mention two things that we're trying to do to help parents and their teenagers. First, I'm signing an Executive Order to prohibit discrimination against parents in the work force of the federal government. (Applause.) Believe it or not, there are still some employers who are reluctant to hire or to promote employees who have children at home. Some of you may have experienced this yourselves. The goal of this order simply says, no glass ceiling for parents. The job they're doing at home is more important, anyway, and if they can do your job, you ought not to stop them.

Second, I am pleased to announce that our National Campaign Against Youth Violence, the National Campaign to Prevent Teen Pregnancy and Tobacco-Free Kids, and the national government have teamed up to produce a comprehensive guide to help parents support their teenagers through this crucial and often difficult developmental period.

Now, I want to introduce our keynote speaker now, and say I'm sorry that I can't stay for the rest of the day, but after he speaks I'll have to leave. But let me say that I want to thank you for coming, again. I want to thank so many of you here for a lifetime of commitment. People ask me all the time, why are we focusing on these things when all the indicators are good and things are going better. This is the time to be thinking about -- I will say again -- how we can deal with the significant challenges of this country. And anybody that

thinks that we've done everything we need to do to help the parents with teenagers, hasn't had teenagers and hasn't been around lately.

It seems to me that if we can't deal with these big social issues now, when we're prosperous, when we're doing well; if we can't strengthen the bonds of our community now, when will we ever get around to doing it. That's why we're here. (Applause.)

I want to introduce a person who embodies much of the good that's going on to help parents through having the village do its part -- in the First Lady's words -- to raise our children. Ben Casey is the President of the YMCA of Metropolitan Dallas. He has degrees in psychology and counseling from UCLA and Chapman College. He currently oversees programs -- listen to this -- 145 program centers that serve a quarter of all the families in the greater Dallas region. We've asked him to speak to us today about his extensive experience with teens, the wise new poll which also has some important findings about the way teens and parents view their communication and time together.

And let me just finally say, Mr. Casey, as I bring you up, every minute I have ever spent with young people, as President and before, but especially as President, has reaffirmed to me how special they are, what enormous potential they have. Even the ones that can't make it, really want to and wish they could. And what a profound responsibility we have. And I want to honor you, sir, because you spend every day trying to make sure we don't lose a single one. Thank you. (Applause.)

END 11:05 A.M. EDT

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QUOTES

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PRESIDENTIAL QUOTES ABOUT CHILDREN

Franklin D. Roosevelt:

Beyond this, democracy must inculcate in its children capacities for living and assure opportunities for the fulfillment of those capacities.

We must look at our civilization through the eyes of children. If we can state in simple language some of the basic necessities of childhood, we shall see more clearly the issues which challenge our intelligence today.

John F. Kennedy

The future promise of any nation can be directly measured by the present prospects of its youth.



Such attributes as energy, a readiness to question, imagination and creativity are all attributes of youth that are also essential to our total national character.

This is still the greatest nation in the world in which a child can be born and raised. His freedom, his security, his opportunity, his prospects for a full and happy life are greater here than any place on earth.



Children are the dreams we send to a future that we will never see."

Source Unknown

"The solution to adult problems tomorrow depends on large measure upon the how our children grow up today. There is no greater insight into the future than recognizing when we save our children, we save ourselves."

Margaret Mead

I have heard it said that the first ingredient of success - the earliest spark in the dreaming youth - is this; dream a great dream."

John A. Appleman

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Draft 09/05/00 7pm
Josh Gottheimer

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR COURT TV
October 17, 2000

1. What was your experience with bullying and name-calling when you were in middle school? What can parents, students, and teachers really do about it?

[This question allows the President to personalize the discussion.]

6018
sub
Like most young people, when I was growing up, I was mocked and bullied ~~for what I wore to school...~~ for joining a particular organization, or for befriending what others saw as the 'wrong' group of people. But let me tell you: there's something I realize now that I didn't back then: the kids that bullied me – they weren't so tough themselves. And they had no right to interfere with my schooling~~education~~, or pass judgement on me, my friends, or family, or the groups I joined. The activities I participated in as a student, and the friends I made, have helped me get where I am today.

If there's anything I learned from that experience, it's that all of us – parents, teachers and students alike – ~~must take bullying seriously~~ can't downplay or ignore bullying. ~~It interferes with a child's education and development, and often instills a sense of fear and insecurity in its victims. And the~~ Chances are that if you are being bullied, others in your school are also being bullied, too. No one should have to put up with it. But, if you are, tell someone who might be able to help you, like your parents, a teacher or even a counselor. Our Department of Education ~~Education of Department~~ has a lot of info available for your teachers and counselors, to help them ~~prevent bullying before it escalates into violence~~ stop bullies, and keep you, and other students in your school, safe.

~~Only when everyone works together, can we put bullies where they belong—in the principal's office.~~

2. When I was in elementary school, all the teachers knew me and I had lots of people I could talk to. But my middle school is so big; none of the teachers seem to know me. Who can I talk to if I have a problem? *[This question allows the President to address school and classroom size, the importance of 'connectiveness' to school safety and to talk about the various resources in schools that kids may rely on.]*

I know from own childhood, that school can be an overwhelming and often intimidating place. You sometimes feel like you're just another face in the crowd. I also know that many of you attend classes that are much too large, and that makes it hard to get know your teachers. That's why I have been working to lower class size and break up some of our largest high schools into smaller schools so that students and teachers can know each other well. That's no

sub

surprise today, when there's now more students in America's schools than any other time in history. That's why we're trying to create smaller classes. But, if you think about it, there's so many ways to make school a more intimate experience. I encourage all of you to take the time to speak with and get to know your teachers; ask them questions, and, when you build up the nerve, participate in class discussions. Believe me, it's worth it – I still talk to some of my teachers when I really need advice. Outside the classroom, you might want to get involved in extracurricular activities, like the school newspaper, the basketball team, or even the band. I know that's where I enjoyed some of my most memorable experiences.

Just remember, though it may not seem like it now, your school years will be some of your best years. Take advantage of them, get involved, and when you need to, reach out to friends, family, and teachers for support. No matter what the size, your school is a wonderful community that will keep giving to you for years to come. ~~{Do we want the President to make a reference to reducing class size?}~~

3. We always hear about school violence on the news, and even though my middle school has put in metal detectors, my friends and I still worry about our safety. Are our schools as unsafe as the media makes them seem?

First and foremost, I want to reiterate that our schools are safe – and getting safer every day. But as you and I know, one incident of school violence is still one too many. That's why it's so important that you talk to your parents and teachers if you're troubled by a friend's behavior, or if you're upset yourself. Our Administration has put more teachers in your classrooms and more counselors in your schools. We've set up conflict resolution programs to help students resolve conflict peacefully, with words and not with weapons. We've also helped to hire and train school resource officers to work in schools to prevent crime and keep our classrooms safe. But if your school doesn't have any of these things, you can take the initiative to do something about it. Start a peer mediation program, or ask a teacher to help set up a conflict resolution class. ~~Our administration has also worked to keep violence out of the classroom, with a zero tolerance policy for guns and drugs ... new community police officers in our schools ... more funds for after-school programs, and more support for counselors, mentoring, and conflict resolution programs.~~ It is critical to me, and to the nation, that our young people you feel safe – and are safe – at school. We'll keep working toward that goal together.

ble effort to conquer the industrial jungle for democratic life.

WALTER LIPPMANN, *Drift and Mastery*, 1914.

The working class is loyal to friends, not ideas.

NORMAN MAILER, *The Armies of the Night*, 1968.

Anyone who possesses a natural right may make use of all legitimate means to protect it, and to safeguard it from violation.

WILLIAM CARDINAL O'CONNELL, pastoral letter, November 23, 1912.

The worker has the right to refuse to work, that is, to strike, and to induce by peaceful and lawful methods others to strike with him.

WILLIAM CARDINAL O'CONNELL, pastoral letter, November 23, 1912.

When I get thinking about this dangerous union thing, this empire of the irresponsible which President Roosevelt has set up in this country, I find that I am more afraid of that than of Hitler.

WESTBROOK PEGLER, column, "Fair Enough," ca. 1943.

55 HOURS OR NOTHING!

SIGN CARRIED BY STRIKING CHILDREN, Philadelphia textile mills, 1903.

If the great laboring masses of people, black and white, are kept forever snarling over the question as to who is superior or inferior, they will... take a long time to combine for achievement of a common benefit.

ASA PHILIP RANDOLPH, "Segregation in Public Schools," *The Messenger*, June, 1924.

No labor leader can deliver the vote. If any labor leader says he can deliver the vote he is kidding you or himself. He can influence and try to mobilize his people around issues, and they will deliver the vote.

WALTER REUTHER, *The Nation*, December 3, 1952.

A living wage includes not merely decent maintenance for the present but also a reasonable provision for such future needs as sickness, invalidity, and old age.

ROMAN CATHOLIC ARCHBISHOPS AND BISHOPS OF UNITED STATES, pastoral letter, February 22, 1920.

I see an America where the workers are really free and through their great unions, undominated by any outside force or any dictator within, can take their proper place in the council tables with the owners and managers of business.

FRANKLIN D. ROOSEVELT, speech, Democratic National Convention, June 27, 1936.

It is essential that there should be organization of labor. This is an era of organization. Capital organizes and therefore labor must organize.

THEODORE ROOSEVELT, speech, Milwaukee, Wisconsin, October 14, 1912.

Where the employer and the union enjoy equal bargaining power a mediator is more often able to arrange an equitable settlement.

IRWIN ROSS, "Labor Mediators," *Harper's*, May, 1941.

I do not believe that a shorter work year will be achieved through a four-day week for most people—I am not sure that wives want their husbands underfoot that much.

GEORGE P. SHULTZ, *American Way*, 1970.

The story of women's work in gainful employments is a story of constant changes or shiftings of work and workshops, accompanied by long hours, low wages, unsanitary conditions, overwork, and the want on the part of the woman of training, skill, and vital interest in her work.

HELEN L. SUMNER, Senate report, "History of Women in Industry in the United States," 1911.

There is no difference, ethically, between killing a man instantly or slowly over-working or starving him to death.

HERBERT A. THORPE, "A Defense of Assassination," *The Woman Rebel*, July, 1914.

If you become a defender of labor, you become an enemy of capital.

MELVIN B. TOLSON, "Portrait of Jesus, the Young Radical," *Washington Tribune*, July 4, 1938.

Courtesy and respectful treatment of labor is now routine, is expected, and there is trouble if it doesn't come.

JACOB VINER, in Arthur Goodfriend, *What Is America?*, 1954.

Unemployed purchasing power means unemployed labor and unemployed labor means human want in the midst of plenty. This is the most challenging paradox of modern times.

HENRY A. WALLACE, speech, 1934.

The great struggling unknown masses of the men who are at the base of everything are the dynamic force that is lifting the levels of society. A nation is as great, and only as great, as her rank and file.

WOODROW WILSON, in W.B. Hale, comp., *The New Freedom*, 1913.

154 • LABOR UNIONS

nizes no aristocracy save those who work. The badge of service is the sole requirement for admission to the ranks of our nobility.

CALVIN COOLIDGE

Address to labor leaders, Washington, D.C., Sept. 1, 1924;
Foundations, p. 76

See also Education 9, Idleness, Property 7, Slavery 8, 14, 25, 27, Wealth 8, Work

Labor Unions

1. It is one of the characteristics of a free and democratic nation that it have free and independent labor unions. In country after country in other lands, labor unions have disappeared as the iron hand of the dictator has taken command. Only in free lands have free labor unions survived. When union workers assemble with freedom and independence in a convention . . . it is proof that American democracy has remained unimpaired; it is a symbol of our determination to keep it free.

FRANKLIN DELANO ROOSEVELT

Speech to the Teamsters Union, Washington, D.C., Sept. 11, 1940; *Public Papers*, IX, 408

Language

1. I am of opinion, that till the age of about sixteen, we are best employed on languages: Latin, Greek, French, and Spanish. . . . I think Greek the least useful.

THOMAS JEFFERSON

To John Wayles Eppes, July 28, 1787; *Works*, II, 192

2. The new circumstances under which we are placed call for new words, new phrases, and for the transfer of old words to new objects. An American dialect will therefore be formed.

THOMAS JEFFERSON

To John Waldo, Aug. 16, 1813; *Writings*, XIII, 340

Latin America

1. [These Latin American States] lying to the south of us, which have always been our neighbors, will now be drawn closer to us by innumerable ties, and, I hope, chief of all, by the tie of a common understanding of each other. Interest does not tie nations together; it sometimes separates them. But sympathy and understanding does unite them, and I believe that by the new route [the Panama Canal] that is just about to be opened, while we physically cut two continents asunder, we spiritually unite them.

WOODROW WILSON

Speech at Mobile, Ala., Oct. 27, 1913; *State Papers*, p. 32

2. As a result of . . . policies, carried on throughout my administration . . . we established a good will in Latin America not hitherto known for many years, under the specific term "good neighbors."

HERBERT HOOVER

1933; *Memoirs*, II, 334

See also Monroe Doctrine

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122 PRESIDENTIAL QUOTATIONS

Now, "every man has a right if he sees fit to quarrel with his own bread and butter, but he has no right to quarrel with the bread and butter of other people." Every man has a right to determine for himself the value of his own labor, but he has no right to determine for other men the value of their labor.

Rutherford B. Hayes
Diary
August 5, 1877

May that God who has so long blessed us as a Nation . . . long preserve to us that intelligent, thrifty and cheerful body of workmen that was our strength in war and is our guarantee of social order in time of peace.

Benjamin Harrison
Speech, Indianapolis, Indiana
October 6, 1888

We cannot afford in America to have any discontented classes, and if fair wages are paid for fair work we will have none.

Benjamin Harrison
Speech, Massillon, Ohio
October 13, 1890

For labor a short day is better than a short dollar.

William McKinley
Letter, Henry Cabot Lodge
September 8, 1900

No man should receive a dollar unless that dollar has been fairly earned. Every dollar received should represent a dollar's worth of service rendered—not gambling in stocks, but service rendered.

Theodore Roosevelt
Speech, Milwaukee, Wisconsin
October 14, 1912

We cannot afford to let any group of citizens, any individual citizens, live or labor under conditions which are injurious to the common welfare. Industry must submit to such public regulation as will make it a means of life and health, not of death or inefficiency.

Theodore Roosevelt
Speech, Chicago, Illinois
August 8, 1912

There is no right to strike against the public peace by anybody, anywhere, any time.

Calvin Coolidge
Reply to Samuel Gompers's request that the Boston Police Commissioner be removed by Coolidge, then Governor of Massachusetts, for requesting State Troops to break the Boston Police Strike
1919

Nothing will contribute so much to American industrial stability and add so much to American industrial happiness as the abolition of the twelve-hour working day and the seven-day working week.

Warren G. Harding
Speech, steel leaders, White House
May 1923

Nothing has been further from the purpose of the present Administration than any thought of destroying the right of either labor or capital to organize.

Warren G. Harding
Speech, Helena, Montana
June 29, 1923

No business which depends for its existence on paying less than living wages to its workers has any right to continue in this country.

Franklin D. Roosevelt
Statement
June 16, 1933

Unemployment is not a chronic disease of a free system. It is a disease of governmental interference with that system.

Herbert Hoover
Republican Convention
1940

It's like the old Kipling saying about "Judy O'Grady an' the Colonel's Lady." They [business and labor] are both under the same thing.

Franklin D. Roosevelt
Speech, Business Advisory Council and Labor Representatives, White House
December 1941

Production for war is based on the strength of women—the human hand which we collectively call.

Franklin D. Roosevelt
State of the union address
January 6, 1942

Labor is the best customer that management has: and management is labor's livelihood. Both are dependent on each other; each in turn is dependent on the other.

Harry S. Truman
Radio address
October 30, 1945

Today too many Americans are like parrots, repeating the phrase "labor's livelihood" without realizing that the laborer is side by side with the farmer, and not against him.

Harry S. Truman
Labor Day address, Detroit, Michigan
September 6, 1948

[I am] disturbed by what is coming habit in this country. I am certain theories that Marxism is that there is inevitable and placable warfare between the works and the man that works.

Dwight Eisenhower
News conference
1959

Our society cannot tolerate a man who is somebody else dies.

Lyndon B. Johnson
Speech, Knoxville, Tennessee
May 7, 1964

We are not interested in the rights of the citizen, regardless of religion or color, or the right to have a job.

Lyndon B. Johnson
News conference, LBJ Ranch
July 5, 1966

Work is the meaning of what this country is all about. We need it as individuals, we need to sense it in our fellow citizens, and we need it as a society and as a people.

--Robert F. Kennedy

There are no problems we cannot solve together, and very few that we can solve by ourselves.

--Lyndon B. Johnson

Let us now join reason to faith and action to experience, to transform our unity of interest into a unity of purpose.

--Lyndon B. Johnson

There is no problem we now face which will not yield more easily to common and united action.

--John F. Kennedy

ABC News polls can be found at ABCNEWS.com on the Internet at:
<http://www.abcnews.com/sections/us/PollVault/PollVault.html>

75. Imagine that Clinton could run for a third term. If the election for president in November 2000 were being held today, and the candidates were Bill Clinton, the Democrat, and George W. Bush, the Republican, for whom would you vote?

	Bush	Clinton	Other	None	Would not vote	No opin.
10/1/00	40	45	2	8	2	3
1/26/00	51	42	1	3	1	2

END

Saturday, October 7, 2000

**SCHEDULE OF THE PRESIDENT
FOR
SATURDAY, OCTOBER 7, 2000
*Draft Schedule***

Note: The following events are Business Attire.
--

8:45	am	THE PRESIDENT departs The White House via motorcade en route The Reflecting Pool [drive time: 5 minutes]
8:50	am	THE PRESIDENT arrives The Reflecting Pool
9:00	am	THE PRESIDENT departs The Reflecting Pool via Marine One en route Andrews Air Force Base [flight time: 10 minutes]
9:10	am	THE PRESIDENT arrives Andrews Air Force Base
9:25	am	THE PRESIDENT departs Andrews Air Force Base via Air Force One en route Port Columbus International Airport, Columbus, Ohio [flight time: 1 hour, 15 minutes]
10:40	am	THE PRESIDENT arrives Port Columbus International Airport

Greeters:

- David Leland, Chair, Ohio Democratic Party
- Daniel Metelsky, Democratic Whip, Ohio House of Representatives
- Elizabeth Metelsky
- Michael Mentel, City Council Member
- Charleta Tavares, City Council Member
- Doug MacLean
- Stacey Segal
- Timothy Burke
- John Ferrero, Jr.
- Russel Pry
- David Ditzler
- Sandra Kames
- Timothy Steineman
- Cathy Chaffin
- Steven Chaffin
- John Cranley
- Mark Mallory

October 7, 2000 (7:24 AM)

Saturday, October 7, 2000

10:55 am **THE PRESIDENT** departs Port Columbus International Airport via motorcade en route Aladdin Shriner's Temple
[drive time: 10 minutes]

11:05 am **THE PRESIDENT** arrives Aladdin Shriner's Temple

Greeters: Senator John Glenn
 Annie Glenn
 Joe Andrew, National Chairman, Democratic National
 Committee
 Ronald Alexander
 Louis Beck
 Patty Beck
 Michael Billinakis, President, Ohio Education Association
 Christine Billinakis
 Macy Block
 William Burga, President, Ohio AFL-CIO
 Geneva Burga
 John J. Cafaro
 Capri Cafaro
 Stan Chesley
 Julia Fishelson
 Richard Lawrence
 Paul Tipps
 Harry Veaggy

11:20 am- **PHOTO RECEIVING LINE**

11:50 am **ALADDIN ROOM**

Aladdin Shriner's Temple

Staff Contact: Minyon Moore

Event Coordinator: Timothy Emrich

CLOSED PRESS

Note: There will be approximately 100 guests in attendance.

October 7, 2000 (7:24 AM)

CONGRESSWOMAN JULIA CARSON

- **Julia Carson was elected to represent Indiana's 10th Congressional District in November 1996. She made history by being the first woman and the first African American elected to Congress by the people of Indianapolis.**

ATTN: JOSH

FR: Linda
(Hm Bridge)

Talking points for
10/7 Indianapolis -
Julia Carson events

- **As State Representative and State Senator, Ms. Carson sponsored legislation to encourage in-home health care and ease the collection of child support. She also served as a no-nonsense, fiscal watchdog member of the Senate Finance Committee.**

- **Her legislative priorities are centered on the most pressing needs of her community. She sponsored legislation that would increase funding for schools, balance the federal budget, corral the abuses of managed health care, protect consumers, improve food safety, restore jobs for Americans, fight violence against women, block children's access to handguns, and promote responsible fatherhood.**

- **Despite her humble beginnings, facing insurmountable odds and overcoming barriers of racism, sexism, and classism, Congresswoman Carson is an outstanding leader -- not only for the citizens of Indianapolis, but for our entire nation -- and a shining example of what can be achieved in America.**

Air Line Pilots Association International



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Mission Statement

The mission of the Air Line Pilots Association is to promote and champion all aspects of aviation safety throughout all segments of the aviation community; to represent, in both specific and general respects, the collective interests of all pilots in commercial aviation; to assist in collective bargaining activities on behalf of all pilots represented by the Association; to promote the health and welfare of the members of the Association before all governmental agencies; to be a strong, forceful advocate of the airline piloting profession, through all forms of media, and with the public at large; and to be the ultimate guardian and defender of the rights and privileges of the professional pilots who are members of the Association.

--ALPA Board of Directors, October 1992

About ALPA

The Air Line Pilots Association is a union representing 58,000 airline pilots at 50 U.S. and Canadian airlines. Founded in 1931, it is chartered by the AFL-CIO.

ALPA provides all of the traditional union representation services for its members. This includes the lobbying of airline pilot views to Congress and government agencies. In addition, it devotes more than 20 percent of its dues income to support aviation safety. A network of more than 600 working airline pilots serve on local and national safety committees to carry out the Association's safety work. They are assisted by a staff of professional aeronautics engineers and safety experts. ALPA is usually granted "interested party" status in most major airline accidents, which means that ALPA accident investigators assist National Transportation Safety Board staff at the on-site investigations and participate in the ensuing public hearings. ALPA has initiated or participated in most of the numerous safety improvements over the years that have made U.S. airline travel the safest mode of transportation.

Organizationally, ALPA is divided into "pilot groups." Each pilot group consists of all the pilots at a given airline. Pilot groups exercise considerable autonomy in governing their own internal affairs, such as negotiating contracts. Each pilot group is governed by its Master Executive Council, composed of the two or three elected representatives from each of the pilot group's Local Councils (which are located in the airline's major domiciles). The Local Council representatives from all the groups also comprise the Board of Directors, which sets major policies. An Executive Board and Executive Council provide interim guidance between the biennial meetings of the Board of Directors. The four national officers (president, vice president, vice president of administration, vice president of finance) administer these policies from the Association's offices in Washington, D.C., and nearby Herndon, Va.

To learn more about the standards by which an ALPA pilot conducts himself, read ALPA's code of ethics.

ALPA's Communications Department provides information and support for news media inquiries. An ALPA communications representative can be reached in the Herndon, Va. office at (703) 689-2270.



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ALPA-Represented Airlines

Air Alliance	DHL
Air BC	Emery
Air Nova	Express Airlines I
Air Ontario	Hawaiian Airlines
Air Transat	Kelowna Flightcraft Air Charter
Air Wisconsin	Mesa Airlines
Alaska Airlines	Mesaba Aviation
Allegheny Commuter Airlines	Midway Airlines
Aloha Airlines	Midwest Express
Aloha Island Air	Northwest Airlines
American Trans Air	Pan American Airways
America West	Piedmont Airlines
American Eagle	PSA Airlines
Atlantic Coast Airlines	Polar Air Cargo Airlines
Atlantic Southeast Airlines	Reeve Aleutian Airways
Atlas Air	Ross Aviation
Bearskin Airlines	Ryan International Airlines
CCAair	Skyway Airlines
Calm Air	Spirit Airlines
Canada 3000	Sun Country Airlines
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AIR LINE PILOT

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 9, October 2000 Feature Articles

ALPA Annual Air Safety Awards Banquet ALPA honors members who advance aviation safety while flying the line or in volunteer work on their days off.

TWA 800: Design, Certification Shortcomings Led to 1996 Accident The NTSB, after the most expensive and difficult investigation in its history, makes recommendations on fuel tanks, aircraft wiring, and aircraft certification.

The Global Airline Market Heats Up Open skies, cabotage, and wet-leasing are among the concerns ALPA is dealing with as the airline industry goes global.

Oshkosh 2000 Thousands of aviation enthusiasts showed up for the Experimental Aircraft Association's annual airshow and fly-in.

ALPA PAC—An Investment in Our Profession ALPA's Political Action Committee, funded by voluntary contributions, works to ensure the election of U.S. legislators who are sympathetic to pilots' problems and needs.

Hello, Captain, This Is Your Copilot, God. Can We Talk? A pilot relives his two heart attacks and gives pointers on how to survive.

Aeromedical Report: T2, N1, MO

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 8, September 2000 Feature Articles

Freight Dogs The working conditions of ALPA members who fly for cargo carriers are in some ways similar to those of pilots from the union's earliest day.

DHL Airways Named after its three founders, this growing cargo carrier has a complex global reach.

Balancing Capacity with Safety—We Have a Part to Play An ALPA ATC activist calls on pilots to stay informed and be active in ensuring aviation safety.

Air Rage In our increasingly violent world, airline pilots need training for encounters with enraged passengers.

Professional Standards Committees: Peer Mediators These ALPA committees work confidentially to resolve personality conflicts and other human problems among pilots.

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 7, August 2000 Feature Articles

ALPA Restructures, Sets Goals ALPA's Executive Board renovates the union's Operating Contingency Fund and resolves other issues at its May meeting.

Capt. Ray Brice, Directing the Chorus This United Airlines pilot and 1999 ALPA Air Safety Award recipient has a well-deserved reputation as a tireless champion of safety issues.

Remembering Tenerife A former NTSB investigator looks again at the runway incursions that killed 583 people.

Something New in TCAS The traffic-alert and collision-avoidance system is being changed, and improved, again.

American Trans Air One of ALPA's newest pilot groups flies and unusual variety of trips.

Preserving the Cradle of Aviation The airport at College Park, MD., now has a museum that celebrates the airport's history, including its many "firsts."

Aeromedical Update High-Altitude Rapid Decompression

New Titles

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 6, June/July 2000 Feature Articles

Special VFR in Southeast Asia During the war in Vietnam, pilots who had the airport in sight could expect novel landing requirements.

Video Recorder Arguments on 'Rewind' ALPA and the NTSB do not agree on the value of cockpit video recordings, as shown in testimony during a House hearing.

Cockpit Video Recorders: Lawyers, Camera, & Money Another group opposing ALPA on video recordings is plaintiffs' lawyers, who spoke up at an NTSB symposium.

Emily Warner: The First Female Pilot Member of the Airline Pilots Association When Frontier Airlines hired Emily Howell in 1973, they both made history.

Air Safety Link: No Shortcut Here

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 5, May 2000 Feature Articles

Rewriting the 'Rules of Engagement' ALPA hosts an international symposium on global changes in the airline industry.

The Hazards of Hurrying Not taking enough time to do a job right can lead to errors, even disaster.

Strengthening the MEL ALPA volunteers work tirelessly to improve the rules that specify when an

airplane can still fly safely with one or more systems or other items inoperable.

Dailey—New Head of NASM Gen. John R. Dailey (USMC, Ret.) is now in charge of the Smithsonian Institution's National Air and Space Museum in Washington, D.C.

Guest Commentary Restoring Our Collective Bargaining Power

Aeromedical Update Frequently Asked Questions

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 4, April 2000 Feature Articles

Lessons in Leadership ALPA provides instruction for newly elected local leaders on legal issues, Association resources, and ALPA history.

SOIA: Boon or Bust? Drawing up simultaneous offset instrument approach procedures for San Francisco has been frustrating.

Runway Incursions—Awareness and Prevention, Part II ALPA's Airport & Ground Environment Group chairman presents an overview of currently proposed ways to prevent runway incursions.

My Story The Wright brothers' mechanic tells how he made their first airplane engine and otherwise helped the two famous aviators.

A Visit with Ideal Airline's Flight Safety Department A fictional account of how an airline could implement the new FAA guidance on flight safety departments.

Health Watch: Stop Procrastinating

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 3, March 2000 Feature Articles

Enhancing Aviation Safety, ASAP! Ten years after ALPA's pioneering work at USAir, the FAA has published guidelines for Aviation Safety Action Programs.

Runway Incursions—12 Very Serious Runway Incursions in 1999 Crowded skies, miscommunications, poor signage, low visibility, and other problems led airplanes to come too close to each other.

Runway Incursions—Awareness and Prevention, Part I ALPA's Airport & Ground Environment Group chairman helps pilots be more conscious of the risks of runway incursions.

Flying the B-717-200 ALPA pilots check out a new 100-seat airliner.

Marble Windowsills and ALPA's Future A historian mulls over one point of solidarity among ALPA's diverse membership.

Commentary: How to Get What You Want

New Titles

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 2, February 2000 Feature Articles

Update on FAA Aeromedical Certification Improved information technology should result in speedier certification and improved service to U.S. pilots.

Fly-by-Wire: A Primer for Aviation Accident Investigators An ALPA local air safety chairman discusses how fly-by-wire works and defines some of its jargon.

The First Successful Pacific Flight Southern Cross flew from Oakland, Calif., to Sydney, Australia, in four legs, from May 31 to June 10, 1928, and earned a place in aviation history.

Bird Strike Doesn't Mean No Baseball in Baltimore ALPA pilots are among the experts trying to reduce the risks of wildlife hazards to aircraft.

ALPA Archives: So, You Want to Become a Transport Pilot...

Air Safety Link: Study Urges Major Changes for NTSB

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 69, Number 1, January 2000 Feature Articles

Focus on Finance ALPA's MEC chairmen, meeting as the Executive Board, tackle serious issues and prepare ALPA for a new century.

The New Pilot-Pushing: Institutionalized Safety Abuses in the U.S. Airline Industry Federal aviation regulations are minimum standards, and even those have loopholes that managements sometimes exploit.

Sometimes the "Good Guys" Wear the Black Hats Crew schedulers can sometimes take advantage of pilots "can do" nature.

Kiwis, CLOP, and the CVR Criminal liability of pilots is still a real issue, as New Zealand pilots differ in their philosophies on how to handle aircraft upsets.

Inflight Occupational Exposures to Cosmic Radiation and Magnetic Fields ALPA co-sponsors research into the workplace dangers pilots may face from radiation.

Copilot A copilot muses on the relationship between the captain and the first officer.

Air Safety Link: Is This a "NoPT" Arrival?

JOURNAL OF THE AIR LINE PILOTS ASSOCIATION
Volume 68, Number 10, November/December 1999 Feature Articles

Talking Union to Your Kids Getting children involved in your union activities is good for the union and for your family.

Medications and Flying The FAA bans some drugs for use while flying, but its real concern is whether you are well enough to fly.

Goodbye to an Old Aluminum Friend An ALPA pilot helps a venerable DC-9 take its final flight.

Follow the Exhaust Jet contrails could contribute to less clear skies.

Preferential Bidding: Unraveling the Mystery When properly introduced to an educated pilot group, preferential bidding can bring many benefits to airline pilots.

Air Safety Link: Uncharted Holding

Commentary: A Bad Day Flying the B-737-300

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Last Modified on Wednesday, October 04, 2000 14:07:42
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ALPA-PAC--An Investment In Our Profession

Air Line Pilot, October 2000, page 28
By F/O Carlos J. Rodriguez (United)

Are you aware that our profession faces the greatest threat in our history? ALPA's Political Action Committee (PAC) was established in 1975, after the Association recognized the imperative need to influence Congress on issues that directly affect our profession.

ALPA-PAC's mission is to support, in a bipartisan fashion, "pro pilot" candidates for the U.S. Senate and House of Representatives. ALPA-PAC is the only way our Association participates in the federal election process. Under U.S. law, using union member dues dollars to make campaign contributions to federal candidates is illegal. The PAC commits pilots' voluntary donations as financial contributions to a political candidate's campaign.

The ALPA-PAC Steering Committee's seven members (five line pilot volunteers and two ALPA-wide officers) ensure that contributions are made to those candidates who best represent our professional interests. Most importantly, the candidate's record on ALPA issues dictates ALPA-PAC funding.

During the 1997-98 elections, the PAC contributed to the campaigns of 234 congressional candidates. Of these, 216 candidates were successful. This gives ALPA-PAC a 92 percent success rate in its strategy to fund campaigns that benefit our profession's goals.

Pressures are building to weaken laws protecting our jobs. Recently, the Department of Transportation asked the National Research Council to conduct a study on airline competition. As a result of this study, the Council recommended to the DOT that the federal government end the 25 percent limit to foreign ownership of U.S. carriers. The Dec. 6-7, 1999, meeting of the Chicago Aviation Conference, which gave birth to the International Civil Aviation Organization in 1944, hosted more than 90 nations, their respective transportation ministers, and the CEOs of major U.S. and foreign airlines. Foremost on their agenda was removing national barriers, i.e., cabotage law, foreign investment restrictions, unrestricted transfer of capital, etc. The World Economic Forum, held in Davos, Switzerland, hosted countries that had only one item on their agenda: "to reduce the barriers of protectionism in an effort to open our markets globally." The Air Transport Association is a strong proponent of open skies and cabotage.

The evolution of global economics has been of much excitement and interest lately. Many have profited handsomely from our domestic economy and from international economics as well. Our industry, and our profession, as we know it, is in great danger! We cannot wait until our profession, our livelihood, and our lifestyles are eroded before we become proactive in the political process. The external forces surrounding us are powerful and unscrupulous.

Corporate America outspends ALPA-PAC by a ratio of 20 to 1. In 1997, the PAC raised approximately \$530,000. In 1998, the PAC raised \$550,000. In 1999, the PAC raised \$770,000. This election year, the offices of all 435 members of the House of Representatives, 33 senators, and the president are up for election. We must keep up the momentum of the last few years and vigorously fund our PAC's war chest! ALPA's voice must be heard in the political arena, and the PAC is a very cost-effective way of doing so. The PAC spends about 7 percent of total donations on administrative costs. This is undisputedly smart spending. Our issues are important to members of Congress; and in many cases, they are sympathetic to our plight. However, without campaign contributions, being right on issues will not guarantee a voice in our political system.

Whether this is philosophically correct is not the issue. The issue is whether we need a PAC. I submit to you that we need it more than anything else in our Association. ALPA-PAC is our professional insurance, an investment in our profession. ALPA-PAC works to protect our jobs, our industry, our profession, and our lifestyle.

We are willing to pay thousands of dollars a year in auto, home, life, product, and liability

insurance—on the outside chance we may need it. I assure you that danger and liability to our profession are imminent. We must fund our PAC and see it as very inexpensive insurance with a clear return on our policy. If every ALPA pilot would contribute \$50 each year—a nominal contribution, compared to what one might spend on one layover—ALPA-PAC would raise well over \$2.5 million annually! For those who cannot afford \$50 a year, I am certain that many of us will make up the difference.

Why should we support ALPA-PAC? Because our careers depend on it! Do not compromise our profession. Become involved, let your voice be heard, make a contribution to your ALPA-PAC. Now is the time to up the ante!

How can you participate in ALPA-PAC? You can send a donation of any amount in the envelope included in this magazine.

If your airline participates in the ALPA-PAC checkoff program, which is a voluntary payroll deduction plan similar to your ALPA dues checkoff, you could participate in that—you would not miss a few dollars per paycheck.

For more information on ALPA-PAC, write to the Air Line Pilots Association, Political Action Committee, 1625 Massachusetts Avenue, N.W., Washington, DC 20036. Or call 202-797-4033. The ALPA-PAC e-mail address is governmentaffairs@alpa.org

In closing, I would like to quote a member of the ALPA-PAC Steering Committee: "It's like baseball—if you don't step up to the plate, you can't get a hit. Our PAC contributions ensure that ALPA gets a time at bat and an opportunity to influence the outcome of the game."

Let's not sit in the stands anymore. Grab your bat, and back the PAC!

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Aviation Daily, September 19, 2000

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Aviation Daily

September 19, 2000

SECTION: Vol. 341, No. 54; Pg. 2

LENGTH: 415 words

HEADLINE: McCain Attack On Pilots A Warning, **ALPA** Says

BODY:

Air Line Pilots Association President Duane Woerth told the ALPA board recently that he "flatly rejected" recent statements by Sen. John McCain (R-Ariz.) blaming airline delays on pilots and insinuating that pilots, many of them former military flyers, behaved in an unpatriotic manner. McCain at a hearing last week accused pilots at United of conducting work stoppages "to satisfy their personal greed" and lashed out at American pilots who he alleged "engaged in similar tactics...a large number of these pilots are former military, whose code is supposed to be duty, honor and country."

"For months now, airline managements and their lobbying firms have been prowling the halls of Congress and working the media to blame the pilots for everything," Woerth told the board. "The real issue is not delays, of course. It's that ALPA is finally succeeding once again in restoring pattern bargaining and winning significant wage gains, and they want the government's help to stop us, to put us back in our place. It's really that simple." Woerth said that after a meeting with DOT Secretary Rodney Slater and airline CEOs several weeks ago to discuss short-term solutions to air traffic delays, the CEOs "begged Secretary Slater to bash labor and make it a point" at the news conference that followed the meeting. Slater "adamantly refused to do so," he said. "In 53 days the electorate of this country will decide who will lead the nation and who will make its laws in Congress," Woerth said, referring back to the "nightmare of Reagan and Bush, pilot furloughs, leveraged buyouts, bankruptcies and deep concessions by pilots. He asked pilots to support ALPA's political action committee, stating, "We are fighting for your family and for your future and for politicians who do not carry management" water and butt-bash us as being greedy when we are simply trying to restore our concessions and trying to keep up with inflation."

The International Association of Continental Pilots had no immediate response to McCain's speech, said spokesman Jim Moody. American's Allied Pilots Association spokesman Gregg Overman, in a recorded message to pilots, said the union had received calls from members "who are justifiably irate" over McCain's "derogatory" remarks. APA President Rich LaVoy will respond directly to McCain to express the union's objections, Overman said. LaVoy was out of the country last week and had not responded to McCain's comments as of yesterday.

URL: <http://www.awgnews.com>

LANGUAGE: ENGLISH

COMPANY: ASSOCIATION OF FLIGHT ATTENDANTS (95%); ALLIED PILOTS ASSOCIATION (76%);

LOAD-DATE: September 28, 2000

Source: [All Sources](#) : / . . . / : **News Group File, All** 

Terms: **headline (alpa) and date geq (10/06/1999)** ([Edit Search](#))

View: Full

Date/Time: Friday, October 6, 2000 - 12:52 PM EDT

Los Angeles Times September 23, 2000, Saturday,

Copyright 2000 / Los Angeles Times
Los Angeles Times

September 23, 2000, Saturday, Home Edition

SECTION: Business; Part C; Page 2; Financial Desk

LENGTH: 143 words

HEADLINE: BRIEFLY / **AIRLINES;**
PILOTS UNION MUST PAY AMR \$45.5 MILLION

BYLINE: Bloomberg News

BODY:

The pilots union for AMR Corp.'s American Airlines and the union's leaders were ordered to pay the company \$ 45.5 million in damages for ignoring a judge's order to end a February 1999 work stoppage. The ruling by the U.S. 5th Circuit Court of Appeals came a day after the Allied Pilots Assn. rejected a one-year contract extension that included a provision to settle the issue. The decision helps the airline keep pressure on pilots to raise the number of regional jetliners it can fly, one of the ways American could have been repaid for losses from the job action. Pilots called in sick to protest American's acquisition of Reno Airlines Inc., which they saw as a threat to pay and jobs. The stoppage snarled U.S. airports, forced American to cancel 6,600 flights and cost AMR about \$ 250 million. AMR closed up \$ 1.06 at \$ 34.69 on the NYSE.

LANGUAGE: English

LOAD-DATE: September 23, 2000

Source: [All Sources](#) : / . . . / : **Major Newspapers** 

Terms: **headline (airline pilots)** ([Edit Search](#))

View: Full

Date/Time: Friday, October 6, 2000 - 12:47 PM EDT

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Orlando Sentinel Tribune, September 14, 2000

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THE ORLANDO SENTINEL

September 14, 2000 Thursday, FLORIDA

SECTION: MONEY; Pg. C1

LENGTH: 373 words

HEADLINE: AIRLINES TO FIGHT FATIGUE

BYLINE: From staff and wire reports

BODY:

The nation's major airlines launched an anti-fatigue campaign Wednesday, which includes educational materials for workers and a new advisory panel to research ways to reduce tiredness on the job. "This is a key safety-enhancing initiative," Carol Hallett, president of the Air Transport Association, said in announcing the project. The plan was quickly criticized as a "delaying tactic" by Capt. Duane Woerth, president of the **Air Line Pilots Association**, International, a union representing 58,000 pilots.

U.S. CARRIERS SLASH FARES

Touching off an air-fare war among U.S. carriers, United Airlines has reduced some fares substantially in an effort to win back business after a summer of labor strife, delays and cancellations. At least seven other U.S. carriers had matched the sale by Wednesday, although some imposed more restrictions than United, which announced its cuts Tuesday. United said fares on many of its domestic round-trip flights through Dec. 14 will be reduced by about half. Long-distance U.S. and international flights will be cut less sharply.

TRADE DEFICIT BALLOONS

Americans' hearty appetite for foreign goods helped catapult the nation's trade deficit to a record \$106.1 billion in the second quarter based on the broadest measure of trade. In the April-June quarter the current account deficit widened 4.6 percent from an imbalance of \$101.5 billion recorded in the previous quarter, the Commerce Department said Wednesday.

NBA, INTEL TEAM UP

Seeking to expand its Internet presence without harming its relationship with TV networks, the NBA said Wednesday it will team with chip giant Intel Corp. to expand the basketball video offerings on its Web sites. Initially, fans can expect simple video highlights packages and "tidbits" of archival footage on the National Basketball Association's network of Web sites. Later, the venture will sell Web surfers deeper access to video archives and statistics.

J.C. PENNEY CUTS DIVIDEND

Retailer J.C. Penney Co. Inc., suffering from weak sales and falling profits, on Wednesday said its board of directors cut its quarterly dividend to \$0.1250 per share from \$0.2875. Shares of J.C. Penney closed off 44 cents at \$14.13 on the New York Stock Exchange.

GRAPHIC: PHOTO: (United logo)

THE DALLAS MORNING NEWS, August 26, 2000

Copyright 2000 The Dallas Morning News
The Dallas Morning News

August 26, 2000, Saturday THIRD EDITION

SECTION: BUSINESS; Pg. 2F; MORNING BRIEFCASE

LENGTH: 346 words

HEADLINE: United **Airlines, pilots** step up contract talks

DATELINE: CHICAGO

BODY:

CHICAGO - Contract negotiations between United Airlines and its pilots are intensifying as the two sides push for an agreement within the next few days that both hope will end months of turmoil at the world's largest airline.

A pilots' spokesman said Friday that the two sides would meet "late into the night" for a fourth straight day as they try to settle the dispute by Labor Day or sooner.

But spokesman Herb Hunter said it didn't appear they would be able to bridge their final differences by day's end Friday, as federal officials had urged them earlier this month.

U.S. Transportation Secretary Rodney Slater, who spoke to both sides earlier in the week, said Thursday that talks are "progressing well" and appear on track to be settled by Labor Day - Sept. 4.

Daylong talks were held Friday at a suburban Chicago hotel under the guidance of the chief of staff of the National Mediation Board. United refused to discuss the status of negotiations but confirmed that chief executive officer James Goodwin and three other top executives of UAL, United's parent firm, had joined the talks this week.

The main issues left are job security and pay.

Mr. Hunter said the pilots were cautiously optimistic about reaching a settlement but the talks "could blow up at a moment's notice."

United is anxious to end the turmoil after a disastrous summer that has resulted in thousands of flight cancellations and an abysmal on-time record, sullyng its reputation with passengers and dragging its stock lower.

On Friday, shares of UAL rose \$ 2.19, or 5 percent, to close at \$ 50.38 on the New York Stock Exchange.

United's labor problems began causing serious disruptions this spring after the contract with its 10,000 pilots came up for renewal. Pilots began refusing to fly overtime, which they are entitled to do, and that caused chaos with United's already-tight schedule in busy U.S. skies.

The pilots say the airline has long failed to hire enough pilots to carry out a packed schedule.

United separately is negotiating with its 15,000 mechanics.

LANGUAGE: ENGLISH

St. Louis Post-Dispatch, July 29, 2000

Copyright 2000 St. Louis Post-Dispatch, Inc.
St. Louis Post-Dispatch

July 29, 2000, Saturday, FIVE STAR LIFT EDITION

SECTION: NEWS, Pg. 15

LENGTH: 832 words

HEADLINE: NEW CONTRACT AVERTS STRIKE BY COMMUTER **AIRLINE'S PILOTS**

BYLINE: Al; Stamborski,; Ken Leiser

BODY:

* About 500 pilots of Trans States Airlines had been prepared to go on strike at 3 p.m., but a contract was reached in negotiations with a federal mediator and quickly given final approval by the union.

Travelers at Lambert Field breathed a sigh of relief Friday afternoon when a strike by Trans States Airlines pilots was averted at the last minute.

As passengers all around him continued to moan about delays caused by the strike uncertainty, as well as the bad weather, Raymond Habib waited patiently Friday night for his flight to Joplin, Mo.

"I'm glad I'm going home," he said.

The 500 Trans States pilots - most of whom work out of St. Louis - had threatened to go on strike at 3 p.m. if they didn't have a contract to replace one that expired almost two years ago. But shortly before the deadline, a tentative contract was reached in negotiations in Washington with a federal mediator.

Later, a committee of the pilots union, the Air Line Pilots Association, gave final approval to the pact. The rank-and-file will not vote.

Some pilots refused to talk to a reporter, saying they feared repercussions from their employer. But at strike headquarters, set up at the Howard Johnson St. Louis Airport Hotel near Lambert Field, many were vocal whenever an airline spokesman appeared on TV. The pilots booed loudly.

St. Louis-based Trans States Airlines serves about 3,000 people a day at Lambert Field. That's a small fraction of the 80,000 people who go through the airport every day.

The airline flies 90 flights in and 90 flights out of Lambert a day. It provides service from small towns in the Midwest to Lambert, where passengers make connections on TWA and other major airlines.

Trans States' planes here wear the Trans World Express, or TWE, logo and look like TWA planes. But TWA has no ownership of Trans States. Some other regional airlines also operate TWE flights in and out of St. Louis. Trans States also operates flights elsewhere for other airlines, including Delta and United.

TWE customers here had not only the bad weather, but the uncertainty of a strike to deal with Friday.

Dee Harris was initially booked on a 4:55 p.m. flight from Champaign, Ill., to Lambert Friday, but

caught an earlier plane after hearing about the possible strike.

"It was pretty chaotic," she said. "I think a lot of people there were trying to get on earlier flights."

Trans States was prepared to bring in other airlines to fly its passengers. Bus companies were also being asked to provide as many vehicles as possible to transport customers.

Some of Trans States' flights didn't take off, but because of the thunderstorms, not the strike threat, said Bill Mishk, a Trans State spokesman. All flights should be running normally today, weather permitting.

TWA said any TWE passengers who are concerned about their flights should call 1-800-221-2000.

Contract is for four years

Few details of the pilots' pact were available from either the company or union. But Mishk said the contract would bring pilots' pay and benefits in line with the industry average.

In the past, pilots said they had been making 30 percent less than the average. Some said they were making as little as \$ 15,000 a year; Mishk said the average was above \$ 20,000.

The pilots had also sought major improvements in benefits. They complained about not getting any pay when flights were canceled and of having to make 67 percent co-pays on their health insurance. Improvements in both of those areas are in the new contract, said Madison Walton, a spokesman for the pilots.

"There was some improvement in the contract" that had been rejected by 85 percent of the pilots earlier this month, said Walton.

Mishk, the Trans States spokesman, said the contract was for four years. The length had been an issue. At one point, the union had said the company wanted a 14-year pact.

Mishk would not say how much the new pact would cost the privately held airline.

"We can now put labor issues behind us and focus on rebuilding our service," he said.

That won't come soon enough for businessman Roger Arnold, who lives in the Peoria, Ill., area. His TWE flight from Lambert to his home earlier Friday was canceled. He called that just the latest example of the "terrible" service he said he has endured on the regional carrier.

When Trans World Airlines was in charge of limited jet service in and out of the airport, he said there were very few delays. When Trans States took over, it went back to the "garbage it was before."

Trans States was founded in 1982. Until 1989, it was known as Resort Air. The pilots have never struck, said Mishk.

Trans States also provides commuter service for TWA, Delta and United out of JFK Airport in New York City.

In all, Trans States has 32 turbo prop planes and nine jets. They seat anywhere from 30 to 68 people.

Trans States has its headquarters at Lambert, across the runways from the passenger terminals.

GRAPHIC: PHOTO (1) Photo by ROBERT COHEN / POST-DISPATCH - Trans States pilots Axel Arder (left) and Tom Mistretta (center) join colleagues at the pilots union's strike center at a hotel near the airport Friday to watch TV coverage of an accord between the union and the airline.

USA TODAY, July 24, 2000

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USA TODAY

July 24, 2000, Monday, FIRST EDITION

SECTION: MONEY; Pg. 1B

LENGTH: 298 words

HEADLINE: American **Airlines, pilots** agree on contract

BYLINE: Sara Nathan; From staff and wire reports

BODY:

American Airlines said Sunday that it had reached a tentative agreement with its pilots union to extend the pilots' current contract past August 2001, a move the airline had sought in order to smooth rocky labor relations. American and the Allied Pilots Association declined to release any details. The deal must be ratified by the APA's 10,500 members, who last year staged a damaging 10-day "sickout" in a dispute over the acquisition of regional carrier Reno Air.

Computer sales growth slows in the USA

U.S. sales growth of desktop computers has subsided in the past three months as corporate customers debate whether to upgrade and consumers ponder the need for expensive replacements. Dataquest will report today that worldwide shipments rose 18% to 31.6 million units amid strong sales in Asia-Pacific and Japan. U.S. sales rose 11.7 million units, up 11.5%, the smallest quarterly gain in more than two years. PC makers also are having trouble getting enough parts.

Toys R Us to sell baby products online

Toysrus.com announced the official launch of Babiesrus.com, an e-commerce site for the Babies R Us specialty store chain. The new site will offer baby and infant products, a gift registry and the ability to return items at stores. It will compete with BabyCenter, which was acquired by eToys.

Energizer battery to stop using bunny in ads

There'll be no pink bunny in ads for the newest Energizer battery. Eveready Battery will introduce a \$ 70 million advertising campaign today for the Energizer e2 super-premium battery that relies on the power of the human spirit for inspiration. Energizer said the "my batteries last longer than yours" ads that featured the mechanical pink bunny aren't motivating consumers anymore.

The Rocky Mountain News (Denver, Co.), April 22, 2000

Copyright 2000 Denver Publishing Company
DENVER ROCKY MOUNTAIN NEWS

April 22, 2000, Saturday

SECTION: Business; Ed. Final; Pg. 2B

LENGTH: 491 words

HEADLINE: FRONTIER, UNION AGREE ON CONTRACT
PACT AWAITS APPROVAL OF AIRLINE'S PILOTS

BYLINE: By Richard Williamson, News Staff Writer

BODY:

Frontier Airlines pilots won their first union contract Friday as their employer broke ground on a headquarters near Denver International Airport.

After eight months of negotiation, the airline and the 18-month-old Frontier **Airline Pilots Association** came to terms on a five-year contract that must be ratified by the membership. Terms of the contract, covering Frontier's 228 pilots, were not disclosed.

Capt. Ron Stock, president of the association, said scheduling, pay and benefits were the major issues.

"The negotiating committee and the company worked very hard to arrive at an agreement that the association leadership believes will bring significant improvement to the working conditions of our pilot group while ensuring the company's ability to grow," Stock said.

Frontier President Sam Addoms called the contract "a significant milestone in our six-year history."

"All members of the negotiating team set positive and realistic growth goals that encompassed producing value for shareholders, while maintaining a strong and viable value proposition for our customers and employees," Addoms said.

Addoms chatted with Stock and members of the pilots bargaining team at groundbreaking ceremonies for the company's headquarters Friday. Frontier will be the major tenant of the \$7 million building at Tower Road and Pena Boulevard that is part of a development by L.C. Fulenweider, Inc. Frontier's current headquarters is in Denver's Montbello neighborhood, near the old Stapleton Airport. The new building represents not only a move toward greater permanence for Frontier, but a big step in developing DIA real estate.

"This is the first office building," developer Cal Fulenweider said. "It's literally at the front door of DIA and that's why they want to be here."

Fulenweider said he is in negotiations with a major corporate tenant who wants to buy 50 to 70 acres for a business campus. Fulenweider said the deal could be announced in months or days.

Fulenweider expects the DIA business park to rival Interlocken in Broomfield when it is fully built.

Of the 71,000 square feet of the new building, Frontier will occupy 51,000 square feet.

Frontier, which started business with one leased Boeing 737 in 1994, now has a fleet of 23 jets and

serves 21 cities from its hub at DIA. The company has more than 1,500 employees and is preparing to buy its first planes and convert its Boeing 737 fleet to jets from Europe's Airbus Industrie.

The pilots' contract comes less than a month after flight attendants failed for the second time to organize under the Association of Flight Attendants.

Stock, who has been flying for Frontier since November 1994, said the pilots do not want to hinder the airline's growth but do want to establish rules that protect seniority rights.

"We've built quite a team here," Stock said. "We came pretty close to not making it a few years ago."

NOTES:

Contact Richard Williamson at (303) 892-5269 or williamson@RockyMountainNews.com.

GRAPHIC: Photo

Drawing shows the complex that will be headquarters for Frontier Airlines. Groundbreaking ceremonies were Friday. FILE: MISSING - UNAVAILABLE.

LANGUAGE: ENGLISH**LOAD-DATE:** April 24, 2000

Source: [All Sources](#) : / . . . / : **Major Newspapers** 

Terms: **atl 3 (airline pilots association)** ([Edit Search](#))

View: Full

Date/Time: Friday, October 6, 2000 - 12:33 PM EDT

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Milwaukee Journal Sentinel October 10, 1997 Friday

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October 10, 1997 Friday Final

SECTION: Business Pg. 1

LENGTH: 926 words

HEADLINE: Pilots get choice in vote

Air Line Pilots Association, Teamsters to compete for right to represent Midwest Express fliers

BYLINE: AVRUM D. LANK

SOURCE: Journal Sentinel staff

BODY:

The Air Line Pilots Association will compete with the Teamsters Union for the right to represent pilots at Midwest Express Airlines, Ron Rindfleisch, a pilots union organizer, said Thursday.

The Teamsters last month filed a petition with federal authorities asking for an election for the purpose of designating the union as the representative of Midwest Express pilots.

The Teamsters asked for the election after collecting signatures from more than half of the approximately 250 pilots, said Ray Benning Jr., director of the airline division of the Teamsters.

The Air Line Pilots Association twice failed in attempts to organize the Midwest Express pilots. Rindfleisch said that while the association, too, had collected signature cards from more than half the pilots in recent months, "we did not feel the time was right" to turn them in and ask for an election.

But he said that since the Teamsters' request was made "we have received calls from Midwest Express pilots asking if we would represent them." For that reason, the pilots association decided to contest the election, he said.

The National Mediation Board is considering the Teamsters' request. Later this month, it will begin to compare the signatures on Teamsters' cards with a roster of pilots' signatures submitted by Midwest Express.

If the Teamsters are found to have valid signatures from at least 35% of the airline's pilots, then an election will be called, probably before the end of the year, said John Kane, a mediator with the board.

Under the rules of the election, ballots will be sent to all eligible pilots.

The ballot will give the pilots the choice of voting for the Teamsters or writing in the name of another representative. Rindfleisch said the pilots association will make a mailing to the pilots asking for a write-in vote.

If valid ballots are returned from more than half the eligible pilots, then the organization with the most votes will become the union for all the pilots. Pilots not returning a ballot or returning an invalid ballot will have been assumed to have voted for no union, Kane said.

Told Thursday of the pilots association action, Benning said "it would be a violation of AFL-CIO rules if ALPA interfered in any fashion whatsoever" with the Teamsters' organizing effort.

Both the pilots association and the Teamsters belong to the AFL-CIO, the national umbrella labor organization.

He added that he was reluctant to believe the pilots association would take any such action. "I have a good working relationship with ALPA," he said.

But John Bradley, assistant director of representation for the Air Line Pilots Association, said: "This is not a raid. We have been working with the Midwest pilots for a long time."

Asked if giving the pilots a second choice might increase the chances of having more than half of the ballots being returned, Rindfleisch said: "Not necessarily. It is a tough call."

He said that is because there might be strong supporters of either union afraid the other would win if enough ballots were returned, and that they therefore might decide not to vote at all.

Lisa Bailey, a spokeswoman for Midwest Express, said the airline was not aware of the pilots association's campaign, and would have no comment on it.

In related matters:

Bradley said the pilots association plans to post informational pickets at Mitchell International Airport on Oct. 17 and 20 to protest the lack of progress in talks involving pilots at Skyway Airlines.

Skyway is a commuter carrier that feeds Midwest Express jet flights. Both airlines are owned by Midwest Express Holdings Inc., Oak Creek. The pilots association last year won an election to represent the approximately 120 Skyway pilots but has yet to sign its first contract.

Asked for reaction, Skyway spokeswoman Anne Siegel said: "Let's wait and see what happens."

A mediated bargain session between Skyway and the pilots association is scheduled for Washington, D.C., at the end of the month.

Both Midwest Express and Skyway announced passenger numbers for September, the third quarter and first nine months of 1997.

At Midwest Express, the number of passengers flown and the percentage of seats filled increased in September compared with the same month a year ago.

For the most recent month, Midwest Express flew 138,873 passengers, 13.3% more than the same month a year earlier.

In September 1997 62.1% of available seats were filled, vs. 59.3% a year earlier.

For the third quarter, Midwest Express flew 441,248 passengers on planes 65.6% full, 10.8% more than the 398,144 passengers it flew on planes 64% full in the third quarter of 1996.

For the first nine months of 1997, the carrier flew 1.2 million passengers, 10.1% more than in the same period of 1996, but because it offered more flights, it filled 64% of its seats, down from 64.4% in the first nine months of 1996.

At Skyway, 27,268 passengers were boarded in September, down 2.3% from the 27,899 who flew Skyway in September 1996. Skyway's planes were 44.9% full in September, down from 45% a year earlier.

In the third quarter, Skyway flew 82,403 passengers, down 5% from the 86,720 it flew in the third quarter of 1996. The airline filled 44.8% of its seats in the most recent quarter, down from 45.4% in the same period of 1996.

For the first nine months of 1997, Skyway flew 235,199 passengers, down 4.9% from the same period of 1996. The percentage of seats filled also fell, from 45% in the 1996 period to 43.7% in 1997.

LOAD-DATE: October 11, 1997

Source: [All Sources](#) : / . . . / : **Major Newspapers** 

Terms: **headline (airline pilot's association)** ([Edit Search](#))

View: Full

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Orlando Sentinel Tribune, January 8, 1994

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THE ORLANDO SENTINEL

January 8, 1994 Saturday, 3 STAR

SECTION: BUSINESS; Pg. C10

LENGTH: 336 words

HEADLINE: DISSIDENT PILOTS CRITICAL OF DELTA UNION;
ALLIANCE WANTS TO REPLACE THE **AIR LINE PILOTS ASSOCIATION** WITH A MORE
MEMBER-FRIENDLY UNION.

BYLINE: Cox News Service

DATELINE: ATLANTA

BODY:

Emboldened by a string of divisive issues within Delta Air Lines' pilot union, a dissident pilots group says its campaign to replace the union as bargaining agent is slowly gaining altitude.

The Professional Pilots Alliance, formed a little more than a year ago to challenge Delta's Air Line Pilots Association group, says about 3,500 of the Atlanta-based carrier's 9,400 pilots have signed cards calling for an election between the two groups.

Under government rules for representation elections at airlines, 50 percent - or about 4,700 - would have to sign cards during a 12-month period to force a vote. The National Mediation Board would have to certify the cards and then oversee an election.

"We are very much in range now," said Peter Martin, a Delta captain based in New England who heads the dissident group, adding that he hopes to reach 50 percent by next spring.

ALPA leaders dismiss the challenge.

"As far as the support they claim to have, only they know," said Steve Johnson, a spokesman for Delta's ALPA group.

The alliance's primary charge against ALPA is that it does not allow enough rank-and-file input into major decisions.

Two examples, they say, are ALPA's rejection of Delta's demands for unconditional temporary pay cuts and the use of union money to help the former chairman of Delta's ALPA group defend himself against charges that he failed to pay Georgia state income taxes.

Robert Shelton pleaded no contest in December to the state tax charges, which arose from his claim to be a Florida resident despite working at the union's Atlanta office. ALPA paid \$33,000 of his back taxes and an undisclosed portion of his legal fees.

ALPA is structured so that policy decisions at Delta or other airlines where it is the bargaining agent are made by a Master Executive Council, whose members are elected by pilots.

Alliance leaders say they would institute electronic polling and switch to simple-majority rule on major issues such as contract terms and changes.

1. What was your experience with bullying and name calling when you were in middle school?

[This question allows the President to personalize the discussion.]

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2. Adults always say that I should tell my parents and teachers if I am being bullied. But if I do tell, people might think I'm a tattletale and anyway what can parents or teachers really do about bullying? *[This question allows the President to explain that bullying is an area that parents, student, and teachers must address (collaboratively) and that it is not always just kids being kids.]*

adult input

- As a country, concerned with our children, we must take bullying seriously. Bullying can interfere with learning; the reason you are in school in the first place. We have learned from some of the recent tragedies in our schools that children who are victimized by bullies sometimes end up carrying weapons or becoming violent. You should not have to put up with bullying and telling someone, such as a parent, teacher, or counselor might help end it.

intervention - double →

If you are being bullied, you are not alone. A recent study indicated that nearly 1 in 10 students in grades 6 through 12 have been bullied in the past year. And the chances are that if you are being bullied, others in your school are also being bullied. We must also stop bullying in order to help the bullies themselves. Did you know that a child who bullies others has a one in four chance of having a criminal record before age 30, compared with a one in 20 chance for children who do not bully their peers?

- You, your parents, your teachers, your principals, even your school nurses and counselors, all have a roll in stopping bullying. In fact, it is only when everyone works together, that we can put an end to the harassment. *[If we want policy . . .]* Here in Washington, we have tried to stop bullying by creating a program called Safe Schools Healthy Students which helps communities, like yours, create collaborative responses to violence bringing together school nurses, counselors, teachers and police. My Education Department created a manual to combat bullying. The manual contains innovative strategies, and resources to help teachers, school staff, students, parents and other community members to prevent and intervene with bullying problems before they escalate into violent outbreaks.

3. When I was in elementary school, all the teachers knew me and I had lots of people I could talk to. But my middle school is so big; none of the teachers seem to know me. Who can I talk to if I have a problem? *[This question allows the President to address school and classroom size, the importance of 'connectiveness' to school safety and to talk about the various resources in schools that kids may rely on.]*

*new
or learn
school
disrupt*

- Schools can be big, often too big, and sometimes this means that students can get lost in them. In fact, this fall our schools opened their doors to the largest number of students in history. While it's great that we have so many children in our nation's schools, it also means that many schools have many more students than they should. For example, I visited a school in Queens where there were 400 more students than the school was built for.
 - We know how important it is that all students have connections with people in their school. This means that your teachers should know you and that you should know your teachers. Are you a member of the band? The Spanish club? The football team? Could you talk to your coach or advisor? You could also go to your guidance counselor or maybe to your favorite teacher. If you have a problem and are able to tell someone in your school they should be able to direct you to someone who can help.
4. We always hear about school violence on the news, and even though my middle school has put in metal detectors, my friends and I still worry about our safety. Are our schools as unsafe as the media makes them seem? *[This question allows the President to discuss the mistaken impression that schools are unsafe, the media's role in creating this impression, and to address effective measures to promote school safety.]*
- It is important to me, and to the nation, that our young people feel safe at school and it is one of my priorities to ensure that schools are safe. However, and this is important, so I want to say it clearly: our schools are safe. In fact 99% of children who – tragically – are murdered, die outside of school. This does not mean that school violence is not a problem. It is. We all need to work for the day when all of you can feel safe, and be safe in your schools.
 - Metal detectors may be one step in making schools safer, but safety is more than metal detectors. Schools need to encourage programs that teach children how to resolve conflict without resorting to violence. As I talked about before, your schools need to collaborate with your parents and communities and together everyone can make schools safer.

SCHEDULING PROPOSAL

TODAY'S DATE 7/12/00

____ ACCEPT

____ REGRET

____ ☒ PENDING

TO: Stephanie Street
Assistant to the President and Director of Presidential
Scheduling

FROM: Lynn G. Cutler
Senior Advisor to the Chief of Staff for Indian Affairs

REQUEST: Presidential Video for Indian Telecom Training Initiative,
ITTI 2000

PURPOSE: Welcoming remarks of all conference attendees and a brief
message about the significance of the conference. Working
on these issues is very important to the President and doing
a video would be a perfect way for him to make a statement
without having to travel to the conference.

BACKGROUND: The Federal Communications Commission in cooperation
with the National Exchange Carrier Association, Inc.
(NECA) will present a comprehensive educational seminar
September 24—28, 2000 in St. Paul, Minnesota. The
Indian Telecom Training Initiative, ITTI 2000, will provide
information to help tribal governments make decisions
regarding telecommunications services for tribal residents
and to increase their options for finding
telecommunications service solutions.

PREVIOUS PARTICIPATION: None.

DATE AND TIME: Videotaped remarks to be aired in the morning of the first
day of the conference- September 25th, 2000.

BRIEFING TIME: 10 minutes.

DURATION: 3-5 minutes of videotaped remarks.

LOCATION: Conference to be held in St. Paul, Minnesota.

PARTICIPANTS: The FCC will bring together it's own experts, along with
representatives from federal government agencies, service
providers, marketing consultants, and technology experts to
educate tribal governments on all facets of

ROUTING SLIP

DATE	7/6/00
FROM	Stephanie Street Assistant to the President and Director of Presidential Scheduling

File Accept

Comments _____

SUBJECT: Presidential Video for Indian Telecom
Training Initiative, ITT 2000

Kris Balderston	_____	Joe Lockhart	_____
Elizabeth Cotham	_____	Lisel Loy	_____
Samuel Berger	_____	Capricia Marshall	_____
Sidney Blumenthal	_____	Thurgood Marshall Jr.	_____
Chuck Brain	_____	Minyon Moore	_____
Charles Burson	_____	Bob Nash	_____
Mary Beth Cahill	_____	Beth Nolan	_____
Maria Echaveste	_____	John Podesta	_____
Terry Edmonds	✓	Steve Ricchetti	_____
George Frampton	_____	Bruce Reed	_____
Sarah Gegenheimer	✓	Rob Rosen	_____
Laura Graham	✓	Rozensky/Valentino	✓
Nancy Hernreich	_____	Kim Tilley	_____
Mickey Ibarra	_____	Gene Sperling	_____
Ben Johnson	_____	Carrie Street	✓
Joel Johnson	_____	Karen Tramontano	_____
Neal Lane	_____	Loretta Ucelli	✓
Mark Lindsay	_____	Melanne Verveer	_____
Bruce Lindsey	_____	Lynn Cutler	✓
		Megan Moloney	✓

telecommunications service provisioning, and related economic business opportunities. The FCC has invited over 500 American Indian tribal government leaders to attend ITTI.

OUTLINE OF EVENT:

The President's video will open the conference.

REMARKS REQUIRED:

Yes. FCC will provide remarks.

MEDIA COVERAGE:

Unknown.

RECOMMENDED BY:

Lynn G. Cutler

Mike Thompson

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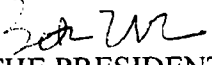
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THE WHITE HOUSE
WASHINGTON

September 29, 2000

MEMORANDUM FOR: ALL EXECUTIVE OFFICE OF THE PRESIDENT STAFF

FROM: BETH NOLAN 
COUNSEL TO THE PRESIDENT

RE: RETENTION OF E-MAIL

The White House has been informed by its computer contractor of a new anomaly that appears to affect electronic mail ("e-mail") searches using our Automated Records Management System ("ARMS"). Until this problem is resolved, it will be necessary for all EOP staff to save on their computers, and not delete, all e-mail messages (except for purely personal e-mail messages). We have been advised that e-mail can be retained temporarily in this manner with no adverse effect on our computer system.

Thus, until further notice, all EOP employees must save (and not delete) all non-personal e-mail messages presently on your computer, as well as all non-personal e-mail messages that may be sent from or received on your computer from this point forward. In other words, do not delete any e-mail messages except for purely personal e-mail messages, until further notice.

Our computer contractor is working on this matter, and we hope that it will be resolved soon.

Untitled**1**

Here are a few possibilities about respecting elders:

"Look to your grandfathers and grandmothers for they are the teachers" Seneca Proverb

"This teaching of the first Midewiwin ceremony established the relationship that should exist between elders and youth among all people. This relationship provides a link between the knowledge that must flow between generations. It provides the links for an unbroken string of lives all the way back to our origin as a people....

Through these ways the people were able to develop a rapport with all the other beings of the Earth who shared the same space and time. They were able to communicate with all the other things of the 'Ish-pi-ming' (universe). They understood that they belonged to the Four Levels of the Earth: The Mother Earth, the plant life, the animal life, and the human beings. In this chain, the human beings were the last to come. It was understood that human life could not survive without any of the preceding levels, while the other levels could survive very easily without the human beings"

(Edward Benton-Banai, The Mishomis Book: The Voice of the Ojibway [St. Paul, MN: The Red School House, 1998], pp. 72-73.

HEALING -- THE LACK OF BALANCE

The old people surveying a landscape had such a familiarity with the world that they could immediately see what was not in its place. And if they discerned anything that seemed to be out of its natural order (a nocturnal animal in the daytime, unusual clouds or weather conditions, or a change of plants), they went to work immediately to discover what this change meant. Many observers have said this ability to perceive anomalies meant that the people say nature was out of balance, and I certainly could not quarrel with this characterization. Presented with the natural order of cosmic energies, when the people say an imbalance they knew that their responsibility was to initiate ceremonies that would help bring about balance again."

Eddie Webb Generations Our People Say... (Sacramento, CA: California Department of Education, 2000).

"The grandfathers and grandmothers are in the children; teach them well." Ojibway Proverb

"I met tribal elders, who took me in and began to teach me about being a whole person. They introduced me to ceremonies and at last I felt a fulfillment in my heart. I have been privileged to sit at many drums. The songs I have learned have been healing to me. It is through these traditional teachings that I have been blessed with a good companion and beautiful children.... We have learned that those values have kept us whole and will keep our culture and communities strong. We have learned this truth from the knowledge gained from many of our elders.... Our young people carry a great burden. For them to live in balance, they must know respect. Our youth will need to honor the forces of life: the sun, the earth, the four winds, and the ceremonies that keep this knowledge.

Timoteo Ikoshy Montoay (Chicano/Mescalero Apache) Eddie Webb Generations Our People Say... (Sacramento, CA: California Department of Education, 2000). p. 258.

Gibson; 10/5/00;5:30 pm

Videotaped Remarks for President Clinton
5th Anniversary of the Assassination of Yitzhak Rabin
October 6, 2000

One of the great privileges of my time as President – indeed, one of the great blessings of my life – was knowing and working alongside Yitzhak Rabin, *alav ha-shalom* [ah-LAV HA-shal-ohm] [may he rest in peace].

The profile he etched into the pages of history will inspire generations yet to come. The impact he had on those who knew him – as general, Prime Minister, statesman, husband, friend, and father – will stir our hearts for as long as we shall live.

If you listen hard you can hear his deep, resonant voice echoing through the air, reminding us – as he did at the White House just weeks before his death – that “We all love the same children, weep the same tears, hate the same enmity, and pray for reconciliation. Peace has no borders.” Much good has come to pass in the five years since God took Yitzhak from us. Much pain, too, has befallen Israel’s people and all those who pray for the peace he gave his life defending.

Five years later, the world understands better than ever that a secure homeland for the Jewish people is not moral nicety, but a strategic necessity.

Five years later, we are thankful for the countless willing hearts – and new organizations, such as the Rabin Center – that are promoting Yitzhak’s vision for a Middle East where peace is something that people can actually live and enjoy.

Five years later, we know better than ever that his vision is neither for the soft-headed nor the faint-hearted. We know too that peace takes courage and partnership and compromise.

Finally, five years later, all of us who were his friends still mourn his death. We feel his absence. The passage of time has done little to assuage the ache in our hearts. But we know that we must not wallow in cynicism or sorrow for our loss. Our goal, as Yitzhak taught us, is not to perpetuate the sorrow, but to end it.

As Yitzhak’s friends, our charge in the days and months and years ahead, is to persevere, until “violence shall no longer be heard in thy land.” These past five years have seen triumphs – and tragedies. We have seen difficult days – no doubt still more lay ahead. If we can meet them with just a fraction of his vision and resolve, then we will surely do right by his memory.

Chaver, l’olam lo neeshkach otcha.

[ha-VEHR, le-o-LAM lo neesh-KAH ot-HA]

[Friend, we will never forget you.]

Final 10/06/00 6:00 pm
Mara Silver

**PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR
MAKE-A-WISH FOUNDATION
PHOENIX, ARIZONA
October 20, 2000**

Good evening. I am pleased to join the Make-A-Wish foundation in celebrating its 20 years of serving children with life-threatening illnesses and to congratulate you for the 80,000 wishes you've granted to young people around the world.

For the past eight years, I have been honored to take part in the important work you do. My experiences with Make-A-Wish children stand as some of the most moving and memorable of my time at the White House. I have been truly inspired by every child I have met.

Children like Yoni who came all the way from his home in Israel to meet with me – and whom I saw again a year later when I traveled to his country. Children like Sharleen who came from California to our White House Easter Egg Roll and played me a beautiful song on her saxophone. And children like Fred Sanger who joined me for the lighting of our National Christmas tree.

I'm proud that Hillary and I have had so many opportunities to work with organizations like yours on behalf of America's children and children's health. Like you, I believe that children are America's greatest resource and our most precious gift. That's why your work is so important and why I will continue to support research efforts to prevent as many of these horrible illnesses as we can. That's my wish for America; to build a place where every child can live a full, happy and healthy life.

I thank the Make-A-Wish Foundation for giving help and hope to the thousands of children whose lives you have touched and for giving me the opportunity to contribute to your noble cause. God bless you.

President William Jefferson Clinton
Videotaped Remarks for Africare Dinner
October 6, 2000

00 OCT 15 AM 10:15

I want to thank all the distinguished participants in Africare's Bishop John T. Walker Memorial Dinner for your efforts to promote the partnership between America and Africa. And I want to say a special word of thanks to C. Payne Lucas, your exceptional President.

Today, we all benefit from the triumphs of Africa's democracies, the advance of Africa's economies, the fruits of Africa's intellectual and artistic achievements. But we also bear witness to the slaughter of innocents in Sierra Leone, the ravages of AIDS, and the painful coexistence of growth and poverty in so many countries. As we grow more interdependent, we can choose to be indifferent. Or we can choose to make a difference. For America, that choice is clear.

We need to work with Africa to broaden global prosperity and our own. That is why I am proud that we have not only enacted but are implementing the Africa Growth and Opportunity Act. This month 34 Sub-Saharan African countries became eligible to benefit from the law. Once it is fully implemented, Africa will enjoy better access to our markets than any region outside of North America.

We must work with Africa to make sure its people benefit from open markets. That's why we've developed a plan to relieve the debts of poor nations so they can meet their people's needs. Already, Uganda has used debt relief savings to double its primary school enrollment. Mozambique is buying medicines for clinics. Congress must fully fund America's commitment to debt relief so we can finish the job.

And we must, all of us, continue our work with Africa to fight the plagues of AIDS, malaria, tuberculosis, and other infectious diseases whose burden falls disproportionately on the poorest nations. We have done much, but as Jim Wolfensohn, the recipient of this year's Bishop Walker Humanitarian Award knows, we must do more. I want to thank him for putting the struggle against infectious disease and abject poverty at the heart of the World Bank's mission – and for recognizing that neither struggle can be won unless both are won. That achievement honors the memory of Bishop Walker and is in the best traditions of Africare itself.

Finally, we must work with Africa to promote peace, and support those African nations taking risks for peace. That is why America is helping to train West African troops preparing to join the UN mission in Sierra Leone. Africa is doing its part, and we must do ours.

For all these reasons, I was proud to be able to say in August what no American President has said before: it was good to be back in Africa, for a second time. I hope every American President who comes after me will put Africa in the mainstream of American foreign policy. And I know that our partnership with Africa will continue to be nurtured by you: by organizations, businesses, and citizens on both sides of the Atlantic who care passionately about our common future. Thanks to all of you, thanks to all who understand the common destiny of Africa and America, I know the partnership among our people will more than endure; it will thrive. For that, you have my enduring thanks.

Final 09/6/00 6pm
Josh Gottheimer

**PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR NATIONAL BREAST
CANCER AWARENESS MONTH
[DATE TBD]**

I am glad to have this opportunity to join the Early Show and Women.com in recognizing National Breast Cancer Awareness Month.

Breast cancer is the most commonly diagnosed cancer among women. This year alone, 180,000 women will be newly diagnosed with this tragic disease, and it will claim the lives of 40,000 more.

Breast cancer has touched the lives of nearly every family in America, including my own. Just a few years ago, I lost my mother to it -- and not one day goes by when I don't think about her courage, and the courage of so many women struggling to survive.

But courage alone will not find us a cure for breast cancer. Only a sustained commitment to research will win the war against breast cancer once and for all.

For eight years now, Vice President Gore and I have made fighting breast cancer one of our top priorities. We've nearly doubled funding for cancer research and treatment, and accelerated the approval of cancer drugs while maintaining safe standards. We've strengthened Medicare to make the screening, prevention, and detection of cancer more available and more affordable. We've made sure cancer patients can keep their health coverage when they change jobs. Under the First Lady's leadership, we've educated more women about the vital importance of mammography. And my budget this year includes funding to give low-income, uninsured women access to critical treatment for breast and cervical cancer.

When breast cancer is detected at an early stage, the chances of survival are nearly 95 percent. That's why we must keep working to educate more women about the importance of early detection and annual physicals, and the practice of self-examination. That's also why we have to keep fighting for increased investment for breast cancer research.

We may not have a cure yet -- but I have no doubt, that with efforts like yours, we are well on our way to conquering this devastating disease, making breast cancer a thing of the past. But until that day, let us pray for the thousands of women and men who are living with the disease. Thank you.

Final 10/6/00 6pm
Paul Glastris

**PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED TRIBUTE TO
MARGRET WHILLOCK AND
FAYETTEVILLE PUBLIC EDUCATION FOUNDATION
October 19, 2000**

Good evening. I am delighted to be able to add my good wishes to all the honorees of the Fayetteville Public Education Foundation, and especially to Margaret Whillock. She and Carl have been good friends to Hillary and me for over 25 years NOW. I remember their wonderful kids making us peanut butter sandwiches in their big yellow house near the Old Main, and helping them haul furniture the day they moved to Little Rock. Margaret has repaid that favor a thousand times.

She served tirelessly on commissions when I was governor, and has deployed her considerable gifts of hospitality here at the White House as liaison to the people of my home state. Margaret's probably shaken hands with more Arkansans here in Washington than I did when I was governor, and I know she's made every one of them feel at home.

So, on behalf of Hillary, I want to say to Margaret, thank you for your friendship, your amazing talents, and your boundless warmth. We love you. God bless you, and enjoy the evening.

Final 10/06/00 6:10pm
Josh Gottheimer

**PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR ALPA
MIAMI, FL
October 16-20, 2000**

I am glad to have this opportunity to thank the men and women of the Airline Pilots Association for all your support, and to congratulate you on seven decades of commitment and dedication to making our skies safer. I'd also like to salute your president, Duane Woerth for unwavering leadership and service.

Since 1970, ALPA has been at the controls – carrying millions of families, business travelers, and service men and women, through the air, and to their destinations. With new advances in aviation and technology, it's now as easy to fly to Tokyo as it is to Tallahassee – making the world an even smaller place. And as it's always been, it's your pilots that will get us there.

Since 1992, ALPA has been at our side – working with Vice President Gore and me to turn our nation around, and help America soar to new heights. Today, as a result, we have 22 million new jobs, the longest economic expansion in history, the highest home ownership in history, and the lowest minority unemployment ever recorded.

For eight years now, with your encouragement, our Administration has made one thing clear: we're pro-family, pro-union, and pro-worker. Together, we've stood strong against attempts to repeal prevailing wage laws, or to bring back company unions, to weaken workplace health and safety laws. We've protected pension funds and health benefits, and raised the minimum wage. Now we're working to make sure that we use America's budget surplus to invest in our future – to invest in education, to save Social Security, to strengthen and modernize Medicare with a prescription drug benefit, and to pay off the national debt.

Leonardo da Vinci once said, "When one you have tasted flight, you will forever walk the earth with your eyes turned skyward." Today, thanks to your years of service, more Americans are looking skyward toward a more optimistic future. In this new century, we must continue to fight for better jobs and stronger unions.

Thank you again for the support you have shown, and for caring about America's future. Enjoy your convention.

Final 10/6/00 6pm
Josh Gottheimer

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR LISC
October 10, 2000
New York, NY

I am delighted to have this opportunity to congratulate LISC on twenty years of building stronger communities, and to thank all your members -- especially your chairman, and my dear friend, Bob Rubin -- for believing that we can indeed bring the promise of prosperity to every person in every corner of America. I'd also like to thank Michael Rubinger, for his leadership of LISC, and recognize all of tonight's honorees, for their uncommon commitment to community development.

Through housing development, commercial revitalization, and job training, LISC has invested literally billions of dollars to help neighborhood groups rebuild their communities. You've invested not just in brick and mortar, but in the lives of people, and in the fabric of communities. In so doing, you've helped countless families to build better lives and a more hopeful future.

For nearly eight years now, Vice President Gore and I have also worked to uplift our inner cities and poor rural areas -- building a new compact among communities, government, and the private sector--the engine of economic growth.

Working together, we've expanded the Earned Income Tax Credit and the Low Income Housing Tax Credit, secured 110,000 new housing vouchers, strengthened the Community Reinvestment Act ... and fostered community development banks and other community financial institutions. Last year alone, CRA helped pump \$175 billion into our communities to help lower-income homeowners. And under the Vice President's leadership, we've created 135 empowerment zones and enterprise communities -- leveraging more than \$17 billion in public and private investment in just the last six years. With your help, more communities than ever are on the road to recovery.

The returns on these investments are more than financial: as we rebuild our communities, we expand the American dream. Still, anyone who has spent time in the inner city or a poor rural area knows that for all our prosperity, too many Americans, and too many communities, are being left behind. We must extend the circle of opportunity to include more Americans in more communities. Our New Markets Initiative will help do that, by giving businesses the same incentives to invest in new markets -- from Appalachia ... to our inner cities -- that we give them to invest in poor countries overseas.

Robert Kennedy once said, "We must turn the power and resources of our private enterprise system to the underdeveloped nation within our midst." LISC has been turning that vision into reality for two decades -- showing all Americans that with the right resources, and the right leadership, we can bring hope and opportunity to communities across our nation. Thank you for all the support you've shown Vice President Gore and me over the years -- helping us win legislative victory after legislative victory. For that, all Americans owe you our sincerest gratitude.

104 T
ELTC
Gregory

When once you have tasted flight, you will forever walk the earth with your eyes turned skyward,
for there you have been, and there you will always long to return.

— Leonardo da Vinci

Draft 08/02/99 9:50am
Josh Gottheimer

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS
SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LAS VEGAS, NEVADA
August 9, 1999

I'm honored to have this opportunity to thank the men and women of the Sheet Metal Workers' International Association for your support, and to salute you for your outstanding work on this, your 40th Convention.

over 500,000 men & women

Harry Truman once said that whenever labor does well, the whole country does well. As usual he was right. Over the past six and a half years, labor – and American workers – have done remarkably well. We have nearly 19 million new jobs, the longest peacetime expansion in history, the highest home ownership in history, the lowest minority unemployment ever recorded, and the lowest welfare rolls in 30 years.

ml The bounty we enjoy ~~today~~ is due in no small measure to your hard work. *you* have been at the ~~frontlines~~ of our prosperity – helping to build the towering office buildings, and the great naval vessels that have carried our men and women around the world. *our* skill and hard work are at the foundation of our economic growth and at the heart of our economy.

As you know, for the last six and a half years, our Administration has made it clear: we are pro-family, pro-union, and pro-worker. Together we've stood strong against attempts to repeal prevailing wage laws, or to bring back company unions, to weaken workplace health and safety laws. We've protected pension funds and health benefits, raised the minimum wage and, most recently, we're working to make sure that vendors who consistently violate the law aren't eligible for federal contract awards. Now we're working together to make sure that we use America's new budget surplus to invest in our future – to save Social Security, to strengthen and modernize Medicare, including a prescription drug benefit, and to pay off the national debt.

to the future
As we approach the next century, we must all continue our fight for better jobs, stronger unions and higher wages. Thank you for all of your hard work and enjoy your convention.

to invest in education

COPY 2

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO
THE UNITED AUTO WORKERS CONVENTION
JUNE 22, 1998

It is my honor to have the opportunity to thank the men and women of the United Auto Workers for your support, and to salute you for your outstanding work. I am glad that Secretary Herman is with you, and I thank my good friend Steve Yokich for inviting us both to participate in your conference.

Working together over the past five and a half years, we have turned this nation around. America has the lowest unemployment rate in 28 years, lowest crime rate in 25 years, the lowest welfare rolls in 29 years. We have the first balanced budget in 29 years, and the highest home ownership in history. After stagnating for decades, incomes are rising again. And thanks to your hard work, our auto industry is number one in the world again. Now we must seize this moment of opportunity, to make sure every American can share in our prosperity.

My administration is pro-family, pro-union, and pro-worker. I have vetoed every piece of anti-worker legislation that has crossed my desk. We have defeated attempts to repeal prevailing wage laws, to bring back company unions, and to weaken safety and health laws. We fought to protect pensions, and to make them more portable. We finally convinced Congress to do the right thing and raise the minimum wage, and now we are fighting for another increase.

Now we are working together -- to reserve every penny of any surplus until we save Social Security .. to enact a strong health care patients bill of rights ... and to hire 100,000 new teachers and build new schools. I was proud to work with you to defeat California's so-called paycheck protection initiative. When I visited California and spoke out against the initiative, the odds were strongly in favor of passage. But I could see the determination of working men and women, and I had faith that common sense and our strong arguments would prevail. I will continue to protect your right to organize by vetoing any anti-salting bill that comes my way.

Day in and day out, three outstanding officers have worked steadfastly for our shared goals. Let me recognize Roy Wise, Ernest Lofton and Carolyn Forrest as they pass the gavel of UAW leadership. Hillary and I wish you all the best.

The men and women of the auto industry helped shape 20th Century America, and I look forward to working with you as we continue to fight to widen the circle of opportunity in the 21st Century. Thank you.

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PRESIDENT WILLIAM J. CLINTON
AMERICAN POSTAL WORKERS UNION CONVENTION IN DETROIT
July 20-24, 1998

I am glad to have this opportunity to speak to you and send my thanks to the American Postal Workers Union, AFL-CIO for your continued support, and to salute your outstanding work. I would especially like to thank Moe Biller for his dynamic leadership and lifetime commitment. In his 61 years of service, Moe Biller has been a leader at every level of this organization and helped spearhead the merger that created the APWU we know today.

As a nation, we've certainly come a long way from the days of the carrier pigeon and the Pony Express. But you've kept that tradition of excellence at all costs while keeping this country connected with speed and reliability. Because of your diligence and determination, the American Postal Workers Union is one of the largest and most efficient postal unions in the world. You make America proud and grateful, each and every day.

Over the past five and a half years, we have turned this country around and strengthened the American family. Together, we have defeated attempts to repeal prevailing wage laws, to bring back company unions, and to weaken workplace health and safety laws. We've protected your pension funds and health benefits. And we finally convinced Congress to do the right thing and raise the minimum wage and now we are at it again, fighting for another increase. This administration is pro-family, pro-union, and pro-worker and I will continue to veto every piece of anti-worker legislation that crosses my desk. We must continue to fight for the values that make this country strong -- providing a quality education to all our children, and creating good, family wage jobs that keep our economy moving towards the 21st Century.

Your theme is "looking forward and fighting back." I like that! Let's look forward to the potential for equality and freedom that the new Millennium brings. And at the same time, we will continue to fight back for better jobs, stronger unions, higher wages and more justice. I thank you for your dedication to serving America. God bless you.

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PRESIDENT WILLIAM J. CLINTON **COPY**

Statement on NW Airlines

September 10, 1998

Copied
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THE PRESIDENT HAS SEEN
9-10-98

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I am delighted that Northwest Airlines and its pilots have reached terms that form the basis of an agreement. The parties are now working on the timing of getting back to work. The agreement will have to be approved. But, I think this strike is over.

Earlier today, I spoke over the phone to the leaders of both parties -- Randy Babbitt, head of the Air Line Pilots Assoc. and John Dasburgh, CEO, Northwest Airlines -- and ~~TOLD THEM HOW IMPORTANT THIS NEGOT. AGREEMENT~~ urged them to ~~bring these negotiations to a conclusion.~~ I am ~~is for our country~~ pleased that they have worked so hard to make that happen.

Getting Northwest's planes and pilots back in the air is a victory for the company and its employees, and a victory for all Americans who rely on Northwest.

I would like to thank Transportation Secretary Rodney Slater and Deputy White House Counsel Bruce Lindsey who went to Minnesota this week at my request to help bring these parties closer to resolution. *Karen Traenkle* *KFJ* *Alvin* *Adrian*

- 4 -

Their hard work helped spur the talks along, and they deserve credit for their determination to bring this dispute to a close.

This is good news for the American people. The collective bargaining process has worked.

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Final 09/07/99 9am
Joel Johnson/ Paul Glastris

**PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR AFL-CIO'S
"WORKING FAMILY CONVOCATION" CONVENTION
LOS ANGELES, CA
October 9, 1999**

It's a pleasure for me to welcome you to the AFL-CIO's Community Convocation in Los Angeles. By joining together, you embody the bedrock values of the American labor movement, and of America itself – opportunity for all, responsibility from all, and a community of all.

One of Labor's most enduring values is the commitment of union workers not just to each other; but to something larger. Not just to strengthening union families, but making every family stronger. Not just struggling for workplace rights, but for civil rights at home, and human rights abroad. Not merely securing fair wages for union members, but ensuring a decent minimum wage for others. Not just defending hard-won health and retirement benefits for union families, but fighting just as hard for the health and welfare of those who aren't as fortunate.

That is why your values -- and your voices -- are so critical at this critical moment. After six and a half years of working together, we have turned our nation around and created the longest peacetime expansion in our history. The lowest unemployment rate in 29 years. Wages rising for all income levels. And sky high federal deficits transformed into record-high surpluses.

I believe we must use this moment to secure our long-term prosperity -- by paying off the debt for the first time since 1835, to keep interest rates low; by bringing new investment to areas still untouched by our recovery; and by raising the federal minimum wage. We must meet the challenges of the aging of America by saving Social Security, and strengthening and modernizing Medicare with prescription drug. We must give health care patients the fundamental rights they deserve. And we must meet the challenges of educating the largest, most diverse generation of children in history the children of the Baby Boom, with more and better prepared teachers, smaller class sizes, modernized schools connected to the Internet, and proven strategies for turning around schools that aren't working. And when we have met these fundamental obligations, we can still have significant tax cuts for working Americans.

But, the majority in Congress has other ideas. They have passed a bloated tax plan that would put at risk everything we have worked for together. It would not strengthen Social Security or Medicare. And it would jeopardize our future by forcing crippling cuts in health care, in and education, and other vital priorities.

I need your voices to be heard in this debate now.

A century ago, the men and women of labor worked for—and sometimes bled and died for—a more prosperous and secure life for children, the elderly, and working families. Now, it is our generation's turn to make our voices heard.

Thank you for coming together in Los Angeles. Thank you for the support you've shown in the past. Thank you for caring about the America we are building for the future.

Two-Minute Video Clip for President Clinton

Written by Curtis King, Artistic Producer for Dick Gregory Tribute

Hello Dick. . .

I am very sorry that I cannot be with you and your friends this evening at your special tribute. When I think about the breadth and depth of your contribution to America and the world, I am amazed at how a human being with such a small frame can do so much. Dick, you have touched the lives of so many. You have made us laugh and cry at the same time. You've taught us how to value a healthier life with the advent of your innovative nutrition program. When you ran for president, perhaps, I should have been on your ticket.

You have been in the vanguard of so many fronts, especially those related to civil rights, social change and social awareness. Our country will always be indebted to you. You are a true American, a great comedian, humanist, and family man. On behalf of all Americans, I want to say, "thank you" for sharing your life, talent and genius with us. Oh, and by the way, I understand that you are about to celebrate a birthday. I'm not going to ask how old you'll be because so many of us are afraid to reveal our ages . . . I am. So, I'll just say, "Happy Birthday, Dick" and may God bless you and your family.

###

To: Josh
Thanks

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ALPA BOD VIDEO SCRIPT

Narrator: There are several groups today that can claim, in one respect or another, to represent professional airline pilots. But when you take a closer look, only one union is **the** pilots union: The Air Line Pilots Association, International. I am pleased to introduce your president, Duane Woerth.

Duane Woerth, ALPA President

In evaluating our effectiveness as a labor union, we must not only be introspective, but also look at how others see ALPA. What is the perspective on ALPA of key players in this dynamic industry? My observation is the union that ALPA has become in the last 70 years -- the union that the members have built -- shines under the outside world's scrutiny.

And industry leaders say this because of you -- ALPA's members. Our strength from within doesn't just illustrate how more pilots can get more done -- it also means we've developed a way of doing business that outshines everyone else.

We are **the** pilots union.

Narrator: One of the ways that you become the best of the best is to know the right people. And, as ALPA founder Dave Behncke realized, to be a successful union, you have to know the people who work within this country's political structure... and that includes the president of the United States.

Bill Clinton, President

As I prepare to leave office, I want to thank the Air Line Pilots Association, International for your support during my two terms as President. During the 1992 presidential campaign, it appeared as though ALPA pilots in uniform were at nearly every event we had. That meant a great deal to me.

I appreciate your commitment to aviation. With your help, we were able to turn around the aviation industry -- it's in much better shape now than where we found it the Fall of 92. Since that time, I always turned to ALPA as **the** voice for pilots in this country.

Like your members, your organization is top-notch and highly professional. ALPA is one of the most effective labor organizations in our history.

As a final note -- ALPA pilots have been used to transport our troops around the world. I thank you for helping to protect the freedom of this country. Good luck to you and congratulations on celebrating 70 years of advancing your profession and the cause of air safety.

Public Papers of the Presidents

Public Papers of the Presidents

March 10, 2000

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Pilots**CITE:** 36 Weekly Comp. Pres. Doc. 514**LENGTH:** 1424 words**HEADLINE:** Remarks Announcing the Initiative To Reduce Air Travel Delays**BODY:**

Thank you very much. I want to thank Secretary Slater and Jane Garvey and the airline executives who are here, the representatives of the **airline pilots**, the air traffic controllers, and the other aviation leaders who have made a truly remarkable team for this announcement.

Minimum Wages Legislation

Before I talk about the air travel issue, because this is my only opportunity to meet with the press today, and because I had the unusual good fortune of letting them parade in ahead of us, here -- I actually tried to get Mark Knoller [CBS Radio] to do this announcement, but he refused. [Laughter]

I want to say a few words about a very down-to-Earth issue, the proposal to raise the minimum wage. I have called for a simple one dollar increase in the minimum wage to help millions of families. Last night, dozens of Republicans joined us in forming a majority to raise the minimum wage by a dollar over 2 years.

But unfortunately, the leadership turned that commonsense act into a dead letter by insisting they would only have a minimum wage increase if we turn back overtime protections for over a million workers and use the bill to give a large tax cut, which both disproportionately benefits the wealthiest Americans and would put our prosperity at risk by making it impossible for us to continue to pay down the debt and to save Social Security and Medicare.

Now, I think the American people question why Congress can't do something as simple as raising the minimum wage without loading it up with special favors. And I think it's a good question. The right answer is to send me a clean bill, a bill simple and clear, that could fit on one side of one piece of paper. In fact, if you look at it, that's exactly what our minimum wage bill does. It's not very big, not very complicated. And I hope that we can pass it.

I'm looking forward to working with the Congress. I have not given up on this, and I have been given some encouraging signals that we might yet be able to reach an agreement. So I will keep working on it.

Air Travel Delays

Now, let me again welcome all the representatives of the transportation industry here. And let me say a special word of appreciation to Senator Jay Rockefeller for his longstanding leadership in this area and his interest. I think it's quite important that we have airline efficiency, because it's almost impossible for someone as tall as Senator Rockefeller to be comfortable on an airline -- [Laughter] -- and we want to make sure he can at least always be on time. [Laughter] He has worked on this for a long time.

You mentioned, Secretary Slater mentioned the meeting we had in Everett, Washington. When I took office, the airline industry was in trouble. We've all worked very hard for the successes of the last 7 years, and all the actors in the industry have.

I'd also like to say a special word of appreciation to someone who is not here, Vice President Gore, who headed our Commission on Airline Safety and Security. It was part of our reinventing Government effort, and I thank him for his efforts, and all the people who worked on that endeavor.

We know that delays pile up as flights increase and thunderstorms snarl the skies. We know, with springtime coming, that we don't want to forget, as Rodney said, that last year's summer storms were the worst, or some of the worst, on record. The air traffic control system couldn't respond fast enough. More than 1,200 aircraft were late every day last summer. Delays rose by 22 percent last year overall. It's not good for travelers; it's not good for the airline industry; and it's not good for the overall economy.

Of course, when it comes to air travel, safety is the most important thing. In severe weather, flights will be canceled or delayed for safety reasons, and passengers wouldn't have it any other way. But as we work to keep the travel as safe as it can be, we should also do everything we can to make it as efficient as it can be.

After last summer's record delays, the Federal Aviation Administration put together an extraordinary partnership -- with the airline industry, the pilots, the workers who keep the planes in the air, the air traffic controllers who bring them home safe. Together, they developed a faster, more efficient response to storms. And they came here today to brief me on the improvements we can all expect this summer.

First, better communications will let pilots and passengers know promptly whether they can expect a delay measured in minutes or in hours. Second, centralized air traffic decisionmaking will let us respond better to the really big storms that can stretch the length of the east coast or from Houston to the Great Lakes. Third, new technology will help FAA and airline experts use airspace more efficiently, detect storms sooner, and keep runways working even in bad weather. Fourth, FAA and airline representatives will share information several times a day, working off the same state-of-the-art weather forecast. And finally, next month the FAA will open a web site with up-to-the-minute weather information for consumers.

I want to thank all the organizations represented here for working together. And I thank all the Members of Congress who have supported these reforms. Let me also mention that Congress is close to finalizing the FAA reauthorization bill. I know it's important to Secretary Slater, because he sent me a memo about it yesterday. *[Laughter]* This will provide ample funding to upgrade facilities and equipment at airports and air traffic control centers. If we want to minimize delays and maximize safety, we need this FAA reauthorization and this funding. I think everybody here who's done a lot of air travel knows that we need to upgrade the facilities and the equipment and the air traffic control centers.

But I am concerned that too little funding will be available for air traffic control operations. That's the bedrock of efficiency and safety. And although the bill contains some first steps forward, it doesn't go far enough toward the system-wide reform we need.

We must bring the air traffic control system and the way it's managed into the 21st century. We have the safest air travel in the world, but as more and more Americans take to the air, we need to make our system as efficient as it safe. The FAA expects passenger traffic to rise by more than 50 percent in the next 10 years. Freight traffic will almost double in the same period. Busier skies means we have to work harder to keep our skies safe and to keep planes flying on time.

So today I'm directing the FAA to develop a plan for broader reform of the air traffic control system and to report back to me in 45 days, building from fundamental principles. America's 21st century air traffic control system should provide 21st century high-tech service. The system must work better with its customers, the commercial airlines, and others who pay for the system. It must be able to look beyond next year's budget cycle and fund new technology we need over a multi-year period.

We must meet these challenges in a way that helps, not harms, everyone who is a part of the air

traffic control system. And we must always keep safety at the top of our agenda. With other Government agencies and the private sector, I ask the FAA to look ahead to our ultimate goal, putting together a seamless, state-of-the-art system from coast to coast.

Now, until we work out a way to get Mother Nature to cooperate, storms, delays, and cancellations will always be with us. And the American people understand that. But they also understand that if we can photograph and analyze weather patterns from space, we ought to be able to tell passengers why they're delayed and for how long. If we can guide the space shuttle into orbit and back, we ought to be able to guide planes around thunderstorms safely.

We can do a better job. Starting next summer, with the help of everyone here today, we will. Again, let me say, Secretary Slater and to Jane Garvey and to all the people standing with me and all of you sitting out in the audience who had anything to do with this, this is the way our country ought to work in a lot of other contexts. I think we have to do more. But this summer a lot of people will benefit from the enormous efforts you have made, and I am very, very grateful.

Thank you very much.

NOTE: The President spoke at 11:21 a.m. in the Roosevelt Room at the White House.

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Public Papers of the Presidents

Public Papers of the Presidents

January 14, 2000

CITE: 36 Weekly Comp. Pres. Doc. 80**LENGTH:** 2441 words**HEADLINE:** Remarks on Airline Safety and an Exchange With Reporters**BODY:***Medicare Prescription Drug Coverage*

The President. Good afternoon, ladies and gentlemen. I asked you here today so I could make some remarks about airline safety. But in view of an item that was in the morning news, I would like to also say a few words about the efforts we're making to ensure prescription drug coverage for millions of our senior citizens and disabled Americans who rely on Medicare.

Last year I proposed a comprehensive plan to modernize Medicare to meet the challenges of the 21st century, to extend the life of the Trust Fund and add a much-needed voluntary option for prescription drug coverage. And as you know, there's been some considerable resistance up until now from both the drug companies and from some in Congress.

Today's news that the drug companies say they are ready to work with us on providing affordable optional drug coverage and making sure older people have access to the highest quality medications developed is a very good first step. Now, what we need is positive actions from the drug company and positive action in Congress, not just on the benefit but on the efforts to strengthen and extend the life of the Medicare Trust Fund.

I hope that this is a good beginning of what can be a very good year for the American people.

Airline Safety

Now let me begin my remarks by welcoming and thanking the people who are here with me, beginning with our FAA Administrator, Jane Garvey; Deputy Secretary of Transportation Mort Downey; American Airlines Chairman Don Carty; Delta Airlines CEO Leo Mullen; first vice president of the **Airline Pilots Association** International, Captain Dennis Dolan; Allied Pilots Association President Richard LaVoy; and Mark DeAngelis, the Aviation Safety Action Program representative for the Transport Workers Union.

Three years ago I asked Vice President Gore to lead a Commission on Aviation Safety and Security, looking at how to make our skies as safe as they can possibly be. Already, there is less than one fatal crash for every one million commercial flights. But we know we can do better still. Any accident, any death in the air is still one too many.

The Commission set a goal of reducing fatal accidents by 80 percent over 10 years. Its members agreed that the best way to meet the goal was to stop accidents before they happen and identify problems before they have terrible consequences. This is a completely different way of looking at safety. It requires business, labor, and regulators to work together in a completely different way -- as partners, not adversaries. Everyone must focus on fixing problems, not fixing blame.

I'm proud to be here with all these people today to announce a new partnership among business, labor, and Government to set us ahead of the curve on safety. Under aviation safety action programs, pilots will report problems or concerns immediately to safety experts at their airline and

the Federal Aviation Administration. They'll be encouraged to share their valuable insights about doing the job more safely. They will be freed from the fear of being disciplined for admitting that something went wrong.

The FAA will still have the right to take action against deliberate violations of aviation rules, criminal activity, or drug and alcohol use. The experts will get the data they need to stay in front on safety, to solve problems, evaluate existing safety systems, and propose new ones.

We know these programs will work because American Airlines and its pilots have run one as a demonstration for more than 5 years now. Pilots reported literally thousands of concerns to the FAA. Those reports produced real improvements in procedures and in equipment. They even helped designers and builders create safer planes and airports.

For example, pilots' expertise changed the way some airports use lights and signs on the runways, and pilots helped to rewrite the safety checklist they must complete while planes taxi from the gate. And when American extended its program to mechanics and dispatchers, they improved equipment manuals and maintenance procedures.

I hope we'll be able to follow their example and open this program to all the people who make airplanes fly -- flight attendants, mechanics, dispatchers. For the first time, we have regulators, business, and labor working as real partners. When it comes to safety, everyone has a responsibility. We want everyone on the team. And let me again say, I have only the profoundest gratitude, on behalf of all the American people, and especially those who will be in airplanes in the future, to all those who are here with me today, and those whom they represent.

Thank you very much.

Federal Budget

Q. Mr. President, why are you dropping caps on the budget, which were so dear to you in the past?

The President. Well, first of all, the caps were literally completely shredded in the last budget by the majority in Congress. And so what I have to do now is to adopt an honest budget based on the spending levels that were adopted, in the reasonable expectation that inflation at least will be taken care of, particularly in defense. If you will remember, we had a big issue about how much the defense budget would be increased, but there were other increases, as well.

So you will see when my budget comes out that it still does everything I said we have to do. It invests more in education, science and technology, and other important areas. It protects the money necessary to take Social Security out beyond the life of the baby boom generation, to extend the life of Medicare, and very importantly, will still allow us to get out of debt, for the first time since 1835, over the next 15 years.

So all the budget objectives that I have -- continuing to run the surpluses, getting the country out of debt, but continuing to invest in the things we need -- will be met by the budget I present to Congress.

Medicare Prescription Drug Coverage

Q. Mr. President, on drugs -- a pharmaceutical industry spokesman today did say that your plan is still unacceptable to them, and if you come back with the same plan, they'll still fight you on this. My question to you is, are you prepared to compromise with them? And what is your understanding -- if their big objection is the danger of price caps not only on Medicare drugs, but that this could spill over to the commercial sector --

The President. Well, first of all, there's no danger of price caps. But what I think they're worried about is the fact that if the Government becomes a big buyer, that we'll be able to bargain for lower

prices at greater volume. I don't think that's a bad thing.

You know, someone ought to ask them how they can possibly justify the fact that American senior citizens are now being carried across the border to Canada to buy drugs produced in America by American drug companies, with the help of public funds that have paid for research, with the availability of tax deductions for research and all of that, and Americans are going across the border in Canada and buying the same drugs for less than half of what they cost here.

So I think what they ought to do is come sit down with us and let's see if we can agree on a common approach. There may be a way that we can agree on an approach. That's why I was somewhat cautious in my remarks today.

I think it's a good thing that they recognize that it would be better if Medicare could provide this benefit, because we know 75 percent of our senior citizens and probably a higher percentage of our disabled people who need medications cannot afford what they need. And we know it can not only lengthen life and in many cases save lives, but it can also improve the quality of life.

So I think it's a very important issue. And I take their offer in a positive way and I just hope they'll come sit down with us and we'll try to sit down with them and with people in both parties in Congress who care about this, and see if we can't work out a common position that we can pass, because I think it's a very important issue.

Q. Do you think it's real, not a PR move on their part just to keep you from bashing them?

The President. I don't know. You know. I don't like to bash people. I never have done that as an option of first choice. And I'm not bashing them today. But I think that their big problem is that ordinary Americans now know that if they live close enough to the Canadian border, they could cross the border and buy a lot of drugs for half what they pay here, and in many other countries, even though the drugs are produced here by our companies, and that any large producer will do the best -- like in the private sector, try to get the best bargain they can.

But if there's some way to work through this, I'll be glad to sit down and make sure our people are available to them, and we'll try to work it out.

White House-Television Broadcaster Antidrug Efforts

Q. Mr. President, is it right to offer financial incentives to TV networks for incorporating antidrug messages into scripts? And are you inclined to try to seek similar incentives for other issues involving TV programming, like, say, gun violence?

The President. Well, first of all let me say, it is my understanding that what General McCaffrey was trying to do is to amplify the impact of the advertising program that we have been running -- and keep in mind, a number of networks have agreed not only to take paid ads but have run a lot of our ads for free or reduced rates. And they are under an obligation to run public service announcements.

I think that General McCaffrey reached a conclusion based on how many people see public service announcements that are on late at night as opposed to primetime programming that more people watch, that if the networks were willing to put a good antidrug message in heavily watched programs, particularly by the most vulnerable young people, that would be a good thing. And it's my understanding that there's nothing mandatory about this, that there was no attempt to regulate content or tell people what they had to put into it -- of course, I wouldn't support that. But I think he's done a very good job at increasing the sort of public interest component of what young people hear on the media, and I think it's working; we see drug use dropping.

And let me say, I've talked to a lot of people in the entertainment community who liked the idea that without compromising the integrity of their programs, they might be involved in all kinds of public service efforts. So that's where I am on this. This was his initiative, and I hadn't given any thought

to the question of whether it might be applied in other ways, frankly.

Q. Do you think it's a deceptive move? It could be used for other messages in the future.

The President. Well, it could be. If the Government were writing the content, it could be. And I don't think we should be doing that. I think that -- however, I think what General McCaffrey tried to do -- which was to say, look, if you will do this, this can count against your obligation to run public service announcements which, as you know, are very often run in off hours and times when not many people are watching -- I think this guy's intense and passionate and committed, and we've got too many kids using drugs, still. So I think that's what he was trying to do. I don't think there was any attempt to try to undermine the content or the independence or the integrity of the networks and the programming.

Airline Safety

Q. Mr. President, on aviation safety -- the Europeans have been very successful not doing what you're announcing today, but downloading data from airplanes, analyzing hundreds of flights for patterns that could cause problems. We don't do that much in this country, because there's still a dispute between the airlines and the FAA over what would happen if this turned up some violations that could result in prosecutions. When are we going to get the kind of safety program they're using successfully in Europe to analyze data instead of pilot reports?

The President. Jane, you want to answer that?

FAA Administrator Jane F. Garvey. Thanks, Mr. President. Nice to see you, Matt. Well, first of all, as you know we're really looking at the whole issue of FOQA. We do have a policy in place which -- the policy allows the information to be protected, which we think is very, good. We've got a number of airlines who are working with us on that issue.

I think the real critical question is, when can we see that in an actual rule? And we are working that through the administration, and working very hard to see it in a rulemaking. I think it's absolutely the right direction. And certainly the combination of the information we can get from the flight data recorders, as well as the information we can get from the pilots or the mechanics, makes a very powerful tool. So I'm glad we have the policy in place, and we're moving toward the rulemaking.

The President. I'd like to make a general comment about this, and then we've got to go. I'm obviously not an expert in how airlines work, but I know quite a bit about production processes and manufacturing. It's something I've spent a lot of time studying over nearly 20 years now. It was a big part of the job I used to have when I was a Governor. And I can tell you that the kind of teamwork approach that has been announced today, in making people feel they won't be punished when they say they think there's something wrong or a mistake was made, was, in my judgment, the most significant factor leading all kinds of American manufacturers to a zero-defect approach, which had a major role in the resurgence of the manufacturing sector over the last decade and a major role in the comeback of the American economy.

So I believe that what they're doing here is very important. It is not rational to believe that what has worked so well in some other sector of our economy won't work just as well here. I think it's a great thing, and I thank them for doing it.

Michael Jordan

Q. Should Michael Jordan come to Washington?

The President. You bet. It will be fun. [Laughter] That's a no-brainer. [Laughter]

Thanks.

NOTE: The President spoke at 3 p.m. in the Roosevelt Room at the White House. A reporter referred to former NBA Chicago Bull Michael Jordan, reported to be accepting a management position with the NBA Washington Wizards. Administrator Garvey referred to FOQA, Flight Operations Quality Assurance.

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Public Papers of the Presidents

Public Papers of the Presidents

September 10, 1998

CITE: 34 Weekly Comp. Pres. Doc. 1756**LENGTH:** 351 words**HEADLINE:** Remarks on Departure for a Democratic Business Council Reception**BODY:***Northwest **Airlines Pilots'** Strike*

Good evening. I wanted to take this opportunity to say how delighted I am that Northwest **Airlines and its pilots** have reached the terms that form the basis of an agreement. The parties are now working on the specific time of getting back to work. The agreement, of course, will have to be approved, but I think this strike is over.

Earlier today, I spoke over the phone to the leaders of both parties: Randy Babbitt of the **Air Line Pilots** Association; and John Dasburg, the CEO of Northwest Airlines. I told them how important this negotiated agreement is to our country and to our economy, particularly at this time.

I'm pleased that they have worked so hard to make this happen. Getting Northwest planes and pilots back into the air is a victory for the company and for the employees and a victory for all Americans who rely on the airline.

I'd like to say a special word of appreciation to those here in the administration who were involved in this effort: to Secretary Slater; to my Deputy White House Counsel, Bruce Lindsey, who has developed quite an expertise in this whole area. They both went to Minnesota this week at my request to help to resolve the matter. I'd also like to say a special word of thanks to my labor adviser here in the White House, Karen Tramontano, for her work.

All of them helped to spur these talks along. They deserve credit for their determination. Again, let me say that this is good news for the American people. This is an indication that the collective bargaining process, if entered into in good faith, can actually work in a way that benefits everyone. I know there are a lot of people that depend upon Northwest who are relieved tonight, and again, I just want to thank all the parties, including you, Mr. Secretary.

Thank you very much.

NOTE: The President spoke at 6:53 p.m. on the South Lawn at the White House. In his remarks, he referred to Randall J. Babbitt, president, **Air Line Pilots** Association International, and John H. Dasburg, president and chief executive officer, Northwest Airlines.

LANGUAGE: ENGLISH**LOAD-DATE:** June 19, 1999Source: [All Sources](#) : / . . . / : **Public Papers of the Presidents** Terms: **union and airline pilot** ([Edit Search](#))

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Date/Time: Friday, October 6, 2000 - 12:24 PM EDT

American Airlines Labor Dispute

Q. Mr. President, I wondered if you could give us your assessment of the impact of a possible American Airlines strike at midnight tomorrow night? Have you received the Department of Transportation report on that impact and how serious would it be? And would you plan to invoke any special powers and keep them on the job through an emergency decree?

The President. Today I want to say no more than I did yesterday, except to reemphasize that it should be obvious to everyone looking at this that it cannot be a good thing for American Airlines, but more importantly, it cannot be a good thing for the people of the United States and indeed people coming to the United States from other parts of the world for a significant interruption to occur in the operations of this airline.

We've had so many problems with our airlines for several years. And now they've been doing quite well for the last couple of years. Our administration has worked very hard on that. This is an important part of America being seen as a vibrant, reliable, successful nation. And it would be quite disruptive if it occurs.

So I want to say today, I want to reiterate my call to the parties to use the mediator and think about how they can reach out to one another in the best interest of the Nation, as well of American and its employees, all of its employees.

-- The President's News Conference With Prime Minister Netanyahu of Israel, 2/13/97

Public Papers of the Presidents

Public Papers of the Presidents

February 12, 1997

CITE: 33 Weekly Comp. Pres. Doc. 179**LENGTH:** 924 words**HEADLINE:** Remarks on Receiving the Final Report of the White House Commission on Aviation Safety and Security and an Exchange With Reporters**BODY:**

The President. Thank you very much, Mr. Vice President. Secretary Pena, Secretary-designate Slater; Senator Lautenberg, thank you for your support and involvement. And a special thanks to all the members of this very distinguished commission for the work that they did.

This report lays out a clear plan of action to ensure that America's airways and airplanes will remain the safest and that our passengers the most secure in the world well into the next century.

Our aviation infrastructure is just as important to us today as the great railroads were in the 1800's or the interstate highway system became in the second half of the 20th century. Just as they made us competitive in the economies of the 19th and 20th century, a modernized national airspace system will determine our ability to compete in the 21st century.

It is fitting that the Vice President is leading this effort. One of the great legacies of Al Gore, Sr.'s service in the United States Senate was his leadership in building our interstate highway system. The mission to modernize and improve our airspace system for the challenges of the next century is every bit as important and historic, and I thank him for the work he has done.

I also want to commend the members of this commission for first taking on the task and especially the family members of the victims of **airline** disasters, those serving on the commission, those who wrote to us, those who testified before us about how to improve our interaction with families in the aftermath of disasters. Out of their personal tragedy they have made a valuable contribution to all of us.

The recommendations in this report are strong, and we will put them into action. We will use all the tools of modern science to make flying as safe as possible. We will bring our air traffic control system into the 21st century, and we will do it by converting to space age satellite technology. We will also change the way we inspect older aircraft, to include an examination of wiring and hydraulic systems, all to ensure that every plane carrying passengers, regardless of its age, is as safe as it can be.

We are doing all these things so that we can cut the fatal accident rate by 80 percent in 5 years -- in 10 years -- and so that by the year 2005 our air traffic control system will be the finest in the world. We are also taking steps to improve security for all American travelers.

I want to say a word about two of the report's most important recommendations on accident reduction and security. First, it's important to note that air travel is still our safest mode of transportation and America has the lowest accident rate in the world. We have to keep it the lowest and keep working to improve. The FAA and the **airline** industry have been partners in this effort for years. Today I am pleased to announce that NASA will join them. NASA has agreed to dedicate up to a half a billion dollars in research and development budget over the next 5 years to help make sure we do achieve our accident reduction goal.

Second, aviation security is one of the major fronts of our three-part counterterrorism strategy. On September 9th, I accepted the commission's 20 initial policy recommendations on security. We acted

quickly to implement these recommendations. We have begun installing 54 bomb detection machines in America's airports. We are training and deploying over 100 bomb-sniffing dog teams. The FAA is hiring 300 new special agents to test airport security. And the FBI is adding 644 agents and 620 support personnel in 1997 to counterterrorism efforts.

We are taking action to make our people more secure. But we cannot afford to rest. The balanced budget I submitted to Congress last week contains \$ 100 million for future aviation security improvements, as the commission recommends. I urge the Congress to provide this critical funding. This unprecedented Federal commitment reflects our resolve to do everything we can to protect our people and to prevent terrorism.

Again, let me thank the Vice President and the commission for this remarkable report. Your work should give the American people confidence that air travel in the 21st century will be better and safer than ever before.

Thank you very much.

The Vice President. Mr. President, I think we're going to have a chance to visit with each of them. I want to just note that every single member of the commission signed the final recommendations. And it was unanimous on every section, with the exception of one dissent in one part of the report from one commissioner. Every member of the commission has signed it.

*American **Airlines** Labor Dispute*

Q. Mr. President, on aviation, if American **Airlines** and its pilots can't come to an agreement by Friday, are you inclined to use your power to declare a national emergency and therefore avoid the disruption of a strike? [*Laughter*]

The President. You're going to have another shot at me tomorrow, you know. [*Laughter*] First of all, today I want to say this and just this. This issue has huge implications for our country and, in particular, for specific parts of our country. I have been following it very closely. Today I want to say that the time has not expired, and I want to encourage the parties to make maximum use of the mediation board process. That's what ought to be done today, and that's all I have to say about it today.

Thank you.

NOTE: The President spoke at 1:47 p.m. in the Roosevelt Room at the White House.

LANGUAGE: ENGLISH

LOAD-DATE: March 20, 1997

Source: [All Sources](#) : / . . . / : **Public Papers of the Presidents** ⓘ

Terms: **atl 5 (airlines)** ([Edit Search](#))

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Public Papers of the Presidents

Public Papers of the Presidents

February 14, 1997

CITE: 33 Weekly Comp. Pres. Doc. 195**LENGTH:** 450 words**HEADLINE:** Statement Announcing the Emergency Board in the Dispute Between American Airlines and the Allied Pilots Association**BODY:**

As you know, I have been closely following the labor negotiations between American **Airlines and its pilots** represented by the Allied Pilots Association. I want to compliment the parties, the National Mediation Board, its chairman Kenneth Hipp, and mediator Harry Bickford for their hard work to date. Progress has been made over the last several days and especially in the last few hours. Despite these good faith efforts, however, the parties have been unable to reach a tentative agreement by the 12:01 a.m. strike deadline.

To facilitate an agreement, and because I believe that a strike would have an immediate and adverse impact on the traveling public, I am creating a Presidential emergency board to work with the parties and to make recommendations regarding a resolution. No strike will occur while the Presidential emergency board is in place.

A strike would cause a severe disruption to both domestic and international air transportation. American Airlines is the Nation's second largest airline; it carries over 220,000 passengers every day. It would be extremely difficult for other carriers to fill the void. The Department of Transportation has estimated that approximately 43,000 passengers per day would not be accommodated by other airlines. The disruption would be particularly felt in Dallas, Miami, Chicago, New York, and Puerto Rico where American provides a large percentage of existing flights. It would also affect the nations of the Caribbean, many of whom rely heavily on American Airlines for air service to and from their shores.

In the event of a strike, most of the 90,000 American and American Eagle employees would be placed on leave. The majority of these employees are based in Texas, Illinois, New York, California, Florida, and Oklahoma. Many of the elected officials from the States led by Senators Graham and Hutchison and Representative Martin Frost and Governor Chiles have made clear to my administration that a strike would severely affect their economies.

American transports almost 10 percent of the Nation's air cargo. A strike could increase and cause delays for shippers and the U.S. Postal Service.

I was also particularly concerned that a strike would be especially disruptive over a holiday weekend, when hundreds of thousands of citizens rely on our air transit system.

This dispute needs to be resolved as soon as possible. I urge the parties to continue to use the National Mediation Board and the Presidential emergency board to redouble their efforts to reach an agreement. They owe that to each other and to the traveling public.

NOTE: This item was not received in time for publication in the appropriate issue.

LANGUAGE: ENGLISH**LOAD-DATE:** March 25, 1997

Public Papers of the Presidents

Public Papers of the President

August 17, 1994

CITE: 30 Weekly Comp. Pres. Doc. 1678**LENGTH:** 442 words**HEADLINE:** Statement on Signing the General Aviation Revitalization Act of 1994**BODY:**

I am pleased to sign into law S. 1458, the "General Aviation Revitalization Act of 1994." It is before me today as a result of bipartisan support in the Congress, and the hard work of many who have labored long to achieve passage of such legislation. The result is legislation that accommodates the need to revitalize our general aviation industry, while preserving the legal rights of passengers and **pilots**. This limited measure is intended to give manufacturers of general aviation aircraft and related component parts some protection from lawsuits alleging defective design or manufacture after an aircraft has established a lengthy record of operational safety.

In 1978, U.S. general aviation manufacturers produced 18,000 of these aircraft for domestic use and for export around the world. Our manufacturers were the world leaders in the production of general aviation aircraft. By 1993, production had dwindled to only 555 aircraft. As a result, in the last decade over 100,000 well-paying jobs were lost in general aviation manufacturing. An innovative and productive American industry has been pushed to the edge of extinction. This Act will allow manufacturers to supply new basic aircraft for flight training, business use, and recreational flying.

The Act establishes an 18-year statute of repose for general aviation aircraft and component parts beyond which the manufacturer will not be liable in lawsuits alleging defective manufacture or design. It is limited to aircraft having a seating capacity of fewer than 20 passengers, which are not engaged in scheduled passenger-carrying operations.

In its report to me and to the Congress last August, the National Commission to Ensure a Strong Competitive **Airline** Industry recommended the enactment of a statute of repose for general aviation aircraft. The report indicated that the enactment of such legislation would "help regenerate a once-healthy industry and help create thousands of jobs." I agree with this assessment; this is a job-creating and job-restoring measure that will bring good jobs and economic growth back to this industry. It will also help U.S. companies restore our Nation to the status of the premier supplier of general aviation aircraft to the world, favorably affecting our balance of trade. Therefore, as I sign into law the "General Aviation Revitalization Act of 1994," I am pleased to acknowledge the bipartisan work done by the Congress and by all the supporters of the general aviation industry.

William J. Clinton

The White House, August 17, 1994.

NOTE: S. 1458, approved August 17, was assigned Public Law No. 103-298.

LANGUAGE: ENGLISH**LOAD-DATE:** September 12, 1994

Public Papers of the Presidents, April 29, 1993

Public Papers of the Presidents

April 29, 1993

CITE: 29 Weekly Comp. Pres. Doc. 717

LENGTH: 774 words

HEADLINE: Statement on the National Commission To Ensure a Strong Competitive **Airline** Industry

BODY:

Today, I am, in conjunction with the bipartisan congressional leadership, releasing the names of the members of the National Commission to Ensure a Strong and Competitive Airline Industry.

This Commission will enable us to start planning the revitalization of one of our country's most important industries, one of our most important exporters, one of our Nation's most important employers: the aircraft manufacturers and carriers that have been the pride of the United States and the world's leaders since the beginning of aviation. I pledge that this Commission will have the full resources of every Agency of the Federal Government at its disposal.

Each of the individuals on this Commission brings a strong record of accomplishment in his or her field, together with a keen sense of the importance of aviation in a global economy. Each of them has demonstrated the ability to look toward the future and the energy and intellect to shape the course of the current airline debate.

I would like to thank the bipartisan congressional leadership for their support and leadership in creating this Commission and in selecting persons of such high caliber.

The Chairman of the Commission will be an old friend and former colleague of mine, former Virginia Governor Gerald L. Baliles. Perhaps no other Governor in the past decade devoted more thought and attention to the global nature of the challenges facing his State. Governor Baliles always recognized that the nature of competition had changed fundamentally and that any strategy to shape that change must be rooted in a vision extending beyond our borders. He recognized that aviation is the lifeblood of commerce in a global economy and made it an important part of his State's competitiveness strategy. That is what we must do now at a national level.

As the legislation creating this Commission was debated in Congress, it became clear that there are many different explanations of why our airline carriers and manufacturers are facing such financial difficulty. And those issues will be debated. But it will be valuable for the Commission to take a step back from that debate and examine the context in which the aviation industry operates. To the extent the Commission can help us understand how we got to where we are today and provide a vision for a competitive future, it will have rendered an invaluable service. I look forward to receiving their report and pledge the full cooperation of my entire administration in their work.

NOTE: The Office of the Press Secretary announced the membership of the Commission as follows:

The members of the Commission appointed by the President are:

Gerald L. Baliles, Chair, partner, Hunton & Williams and former Governor of Virginia, Richmond, VA

Bette B. Anderson, president, Kelly, Anderson and Associates, Inc., Washington, DC

Sylvia A. de Leon, partner, Akin, Gump, Strauss, Hauer and Geld, Washington, DC

Herbert D. Kelleher, chief executive officer, Southwest Airline Dallas, TX

Gina F. Thomas, managing attorney for international and regulatory affairs, Federal Express Corp., Memphis, TN

The members appointed by the Senate are:

Charles "Chip" M. Barclay, president, the American Association of Airport Executives, Washington, DC

Robert F. Daniell, chief executive officer, United Technologies, West Hartford, CT

Felix G. Rohatyn, managing partner, Lazard Freres and Co., New York, NY

Russell W. Meyer, Jr. chairman and chief executive officer, Cessna Aircraft Company, Wichita, KS

Abraham D. Sofaer, partner, Hughes, Hubbard and Reed, Washington, DC

The members appointed by the House are:

Captain J. Randolph Babbitt, president, Airline Pilots Association (ALPA), Oakton, VA

John Peterpaul, vice president, International Association of Machinists (IAM), Silver Spring, MD

Sandra Pianalto, first vice president, Federal Reserve Bank, Cleveland, OH

John E. Robson, Lister Crown distinguished faculty fellow, Yale University, New Haven, CT

Daniel M. Kasper, director of Transportation Practice, Harbridge House, Inc., Boston, MA

The ex-officio (non-voting) members are:

Laura D'Andrea Tyson, Chair, President's Council of Economic Advisers, CA

Senator J. James Exon, NE

Senator Ernest Hollings, SC

Senator Patty Murray, WA

Senator John Danforth, MO

Senator Slade Gorton, WA

Representative Richard Gephardt, MO

Representative Robert Borski, PA

Representative Maria Cantwell, WA

Representative Newt Gingrich, GA

Representative Bud Shuster, PA

LANGUAGE: ENGLISH

LOAD-DATE: June 14, 1993

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Public Papers of the Presidents, February 22, 1993

Public Papers of the Presidents

February 22, 1993

CITE: 29 Weekly Comp. Pres. Doc. 290

LENGTH: 2753 words

HEADLINE: Remarks to Boeing Employees in Everett, Washington

BODY:

Thank you very much, Chairman Shrontz, Speaker Foley, Senator Murray, Governor Lowrey, and Member of the congressional delegation, and most of all to the men and women of Boeing. I have looked forward to coming here for a long time. And I guess what I ought to begin by saying is, thank you for Air Force One.

You know, everywhere I go in that airplane, I am the second most important celebrity. People really just want to see the plane. [Laughter] And I know I can make all my friends and supporters happy, even my mother, just by taking them on the plane and letting them look at your magnificent work.

You should also know that it enables me on these flights across the country and going across the world to continue to work with a full staff almost as if I had never left the office. And it is a real tribute to all of you, and a magnificent set of planes -- you know, there are two of them. I know a lot of you made them both, so you know that. But I'm grateful to you for that.

I also think you may know, but I should say that after this meeting with you, I'm going to go to another room and meet with a lot of folks who have come here to meet with me and with our national leaders about the health of the **airline** industry, about the commercial **airline** companies themselves, and about the **airline** manufacturers, the chief of which obviously is Boeing, but including other companies as well. So when I leave you, I'm going to go and meet with them for about an hour to talk about where we're going from here.

I want to begin by saying that there's an interesting book, which has been written by a very famous economics writer named Lester Thurow called "Head to Head." And Thurow's argument in this book is -- it affects your lives, so I'm going to tell you about it -- his argument is that there may be a limited number of highway jobs available over the next 20 years, and that seven major technologies will provide most of the growth in those jobs, a lot of them are, as you might suspect, in the computer and electronics field.

I was just down in Silicon Valley before I came here at a magnificent little company named Silicon Graphics that does some work for you, to talk about a technology policy to accelerate the growth in areas where we're doing well. But one of those seven areas is aeronautics and the manufacturer of airplanes and in the provision of **airline** services to commercial travelers.

It is indeed ironic that the United States which, for so long has led the world in the production of airplanes and in the development of sophisticated consumer-oriented services through commercial carriers, has had 3 years in which more money has been lost than was made in the previous history of the **airline** industry. And I can tell you from my study, very little of that is your fault. A lot of it has to do with the fact that other nations follow targeted strategies of partnerships to pierce markets which you had dominated under a free market system but with which you could not compete in Europe's subsidized airbus to the tune of \$ 26 billion, for example.

I want to talk to you today about the whole economic plan, the tough parts as well as the good parts. But I want you to know that one big part of my economic strategy is to try to identify all those areas that can really provide high-wage, high-growth futures for Americans and their families and make

sure that we are there, competing and winning, that people have a chance to work and make a living. And we can't begin by giving up on the production of aircraft, which is what we have come dangerously close to doing by sitting by and letting our competitors do things that we did not do to meet the competition. And I believe we can do better. I hope this meeting today is the first step in that regard.

I also want to say a special word of appreciation to the Speaker and to the leaders of Congress. In the next few days, the Congress will produce a bill establishing a national commission on the condition of the **airlines** industries in America; one that will require the House and the Senate to appoint five members each and the President to appoint five members; and unlike a lot of commissions, will require them to report back within 90 days with a tight time table with a specific set of recommendations to take to the country to preserve and promote the economic health of the industry that you've done so much to make the world's best.

The second thing I want to say is that my trade ambassador, Mickey Kantor, will be closely monitoring the agreement which was made finally last year with regard to limiting European subsidies to airbus to allow a level playing field. We'll be seeking tough new discipline on those subsidies, both in our attempts to get an agreement on the general agreement on trade, as well as the specific aircraft code.

You know, I've seen these agreements made for years. I've seen people promise us they'd do this, that, and the other thing, and then nothing ever happens. And I think you and I know deep in our heart that most of these layoffs --- maybe not all, because the **airline** industry itself has problems which are bleeding back on to you, the commercial carriers -- but a lot of these layoff would not have been announced had it not been for the \$ 26 billion that the United States sat by and let Europe plow into airbus over the last several years. So we're going to try to change the rules of the game.

I can't promise you overnight miracles. We didn't get into this fix overnight. But I can say that we have to turn the direction of this country around, and we need a commitment, not to shield ourselves from competition but to reward ourselves when we fairly compete and win.

We need a commitment to meet the competition around the world in a global economy in which the things that really pay off are high levels of education and skills, high levels of investment in appropriate technologies, a very close amount of cooperation within each workplace among workers and between workers and management, and in the national sense between Government and business and labor. The countries which do that win; those which don't are punished. And we can no longer afford to wait for 10 years while someone does something to us that we do not respond to. And I want to turn that around, not with overnight miracles but with a disciplined approach to put the American people and their economic future first in the policymaking of the United States Government. It's your country, and I'm doing my best to give it back to you.

I ask each of you to express to your Congressmen and your Senators support for the national economic plan which I announced to the Congress on last Wednesday. It is a plan which seeks to do two things that we've never done in the history of America before at the same time. It seeks to reduce this awful Government debt and to increase investment in our future at the same time. And it's hard to cut your debts and increase your investment at the same time. It's hard if you're Boeing. It's hard if you're the United States Government.

But we have no choice, because in the last 12 years, we have quadrupled the debt of the Government, which means we're spending 15 cents of every dollar you give us in taxes right now just paying interest on yesterday's debt, 15 cents of every dollar you pay in taxes that we can't put into an investment incentive for an **airline** company, for an education for your children, for better health care for America.

It also means we're taking so much money out of the pool of money available that if Boeing or a small business or somebody wanting to buy a car or a home has to borrow money, their interest rates are higher than they otherwise would be. So we've got to bring the debt down, but we also

have to look over the last 12 years. Your country had reduced its investment while our competitors have increased their investments in critical areas of education and training and new technologies and in building the kinds of things that put people to work and make a country rich. So to do it, we have to cut spending, raise some more tax money, and target some new investments, not in consuming things but in things that will build jobs and incomes in the years ahead.

I have offered the Congress in good faith an honest spending cut program with 150 specific reductions in spending cuts, including a 25 percent cut in my own staff, the biggest, as far as I can tell, in the history of the Republic, certainly in the 20th century, and a \$ 9 billion cut in the administrative costs to the Federal Government, and asking the Federal employees who work for you to have a pay freeze this year and to have their pay go up at less than the rate of inflation for the next 3 years, which will save that much again. We are cutting spending where we can.

I have also made it clear that I don't want to raise one penny of tax dollars until I know those cuts are in effect. We shouldn't raise money until we cut spending. We should do them together.

Seventy percent of the burden of this tax program will fall on people whose taxable income, not net income, taxable income is above \$ 100,000. But some if it will fall on people with incomes of between \$ 30,000 and \$ 100,000, and I want to level with you about that. For years there have been those who say we ought to reduce the deficit by raising the gas tax a whole lot. That's fine if you live in the city and ride mass transit to work. It's not so good if you live in the country and drive yourself to work. There are a lot of working people in America today that have no access to mass transit and can't carpool; so I rejected a big gas tax.

Then there were people who said, "Well, the best thing to do environmentally is to tax carbon." That's a funny way of saying coal. the problem with that is, there's a lot of people just like you in Pennsylvania and West Virginia and places like that who make their livings in and around the coal mines. And it didn't seem fair to me to put such a burden on them that they would be in trouble.

So we decided to pick what seems to be the environmentally best thing that doesn't hurt so many people, and that is a tax on the energy capacity of all forms of fuel, of gas and oil and coal, called a BTU tax, which amounts to about 2 cents on a gallon of gasoline, and will cost the average family with an income of \$ 50,000 about 15 bucks a month at the outside if they have a family of four and drive a lot. And I think that is a fair way to go.

I didn't want to even do that, but after the election I was told that the Government deficit was going to be about \$ 50 billion a year bigger than we had been told before the election. And so my choice was not to ask for an additional contribution from the middle class, let the deficit get out of hand, and have your interest rates go up, or try to deal with this deal and try to face the fact that we need to invest some more money too. I hope you'll support that.

But I also hope you will support spending some more money in the areas that will create jobs. And let me just mention two or three. This plan contains tax incentives to business and direct investments in things like roads and environmental cleanup and airport construction that will create a half a million jobs in the next year and a half. This plan contains \$ 8 billion in new investments in aeronautics, in technology, in research and development, the development of new products over the next 5 years. It contains a major new general technology initiative that the Vice President and I announced today in Silicon Valley to create high-wage jobs. It contains \$ 9 billion in new investments in high-tech products all across the Government, including the attempt to develop an environmentally clean car and new high speed rail technology that could dramatically alter the economics of living on the Pacific Rim of our country. It contains new incentives to businesses to create jobs and especially to small business.

Let me tell you that all the big companies in the country together reduced jobs all during the 1980's, but little companies lost until about 2 years ago when the cost of health care, the unavailability of credit, and the decline of the economy stopped small business in its tracks. So we have to not only help big manufacturing operations; we've got to have a climate where people can start small

businesses and keep them going. Because we know that even if we do very well in the aerospace industry, for example, there will be other very big companies that will have to downsize and restructure. And we've got to do something for small business to try to help them to go and to grow.

These things are very important. And let me say one other thing that affects Boeing, at least a little bit, and that is we propose to put a lot more money into the space program, but to restructure it so that we not only have a space station but we also have a lot of new investments in other kinds of aeronautics research that will generate even more jobs in America in the years ahead. And we've proposed to spend more money on domestic research and development than we reduce in defense research and development.

These are the things that made your company great, and these are the kinds of things that will make America great again. And so I ask you to support not just the spending cuts, the revenue increases, and the deficit reduction but also these very targeted investments in our future.

I also ask you to support immunizing every child before the age of 2 in America, for a change, Head Start for the kids that need it, and making college loans available to all middle class, as well as low-income people, and letting them pay those loans off as a percentage of their income.

Now, a lot of people will say -- there's a lot of ways you can debate this -- a lot of people will say, I didn't cut spending enough. To them, I say give me more spending cuts. I've just been there 4 weeks, and I'm sure there are more, and I'll find more. Then there will be those that say we cut too much. Some will say we didn't raise enough money. Some will say we've raised too much. And then some will say you shouldn't spend any new money.

But remember what I said: A country now is like a big company in the global economy. If you don't invest in the right things, you don't grow. So we not only have to reduce this deficit; we've got to turn our spending priorities on their head. We've got to invest more and consume less so the country can grow, just like you want this company to grow.

I believe with all my heart that the years ahead can still be the best years this country ever had. But you know what you're going through now. Just look at it. We are living in a world where change is the law of life, where the average 18-year-old will change work eight times in a lifetime. And we will be judged harshly by our children if we permit the kinds of things to go on that are happening today, which make change our enemy and not our friend.

My whole goal in this economic program is to try to change the priorities of this country so people can pursue what the Founding Fathers wanted, life, liberty, the pursuit of happiness, by making change our friend. I can't promise you and no politician can, to repeal the laws of global competition. I can't promise you that you won't have to work not only harder but smarter than ever before. Nobody can do that.

But I think you know that your Government has been inadequate to the task of preparing you to win if you play by the rules, if you do your part, if you're highly productive. That's my job. That's what this plan's designed to do. I hope you will support it. I think it will secure the American dream for you and your children.

Thank you very much, and God bless you all.

[At this point, the President was presented a gift.]

Thank you.

I want to say two things. First of all, it was very diplomatic of you not to give me a bigger shirt than you gave Vice President Gore. *[Laughter]* And secondly, I don't think anyone who sees me running in this will really believe I'm about to fly. *[Laughter]* But I will wear it and enjoy it every day.