Withdrawal/Redaction Sheet
Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. list	All Families Present at 10/31/95 White House Event (6 pages)	10/31/1995	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Melanne Verveer
OA/Box Number: 20060

FOLDER TITLE:

Working Women Count - Women's Domestic Issues: Working Women Count Yesterday, Today, & Tomorrow, U.S. Department of Labor, Women's Bureau

2013-0534-S
ry1778

RESTRICTION CODES

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

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

C. Closed in accordance with restrictions contained in donor's deed of gift.
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).
RR. Document will be reviewed upon request.

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

b(1) National security classified information [(b)(1) of the FOIA]
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
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b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

WORKING WOMEN COUNT

yesterday, today & tomorrow

U.S. Department of Labor
Women's Bureau

Working Women Count
Honor Roll Update

October 1995

The Honor Roll is Off to a Great Start

Child care on snow days, paid leave for part-time workers, training for jobs with good pay. It won't be long before a million American workers are enjoying such benefits thanks to the Working Women Count Honor Roll!

This fall, large and small businesses, state and local governments, and community groups across the nation stepped forward to make the first Honor Roll pledges and get the program off to a great start. By the Honor Roll's official Labor Day launch, more than 100 organizations had answered the Women's Bureau's call to make real changes in the lives of working women and their families. And the Honor Roll keeps picking up speed.

First Lady Hillary Rodham Clinton has invited the 21 member companies of the American Business Collaboration for Quality Dependent Care to the White House on October 31st to acknowledge their pledge - $100 million to improve child and elder care in more than 50 communities - and to recognize some of the other organizations, small and large, that have made great pledges so far.

Secretary of Labor Robert B. Reich, Women's Bureau Director Karen Nussbaum, and working women at the White House for Working Women Count.

All kinds of pledges can meet the Honor Roll's criteria, from large financial commitments, such as building a new child care center, to simple changes in office policy, like allowing newborns at work. Here's a quick look at the Honor Roll today:

- Since the Labor Day kick-off, our original 100 pledges have more than tripled. Media including the Washington Post, the Chicago Sun Times, the Arizona Republic, the Miami Herald, and many more - featured pledges

(See Great Start, p.3)

Honor Roll Among U.S. Commitments in Beijing

At the Fourth World Conference on Women in Beijing last month, nations from around the world made official commitments to improve conditions for women in their own countries. The Honor Roll was one of the key commitments made by the U.S. Government.

The language, now part of the permanent United Nations record, calls on the Women's Bureau to "solicit pledges from employers, organizations and community groups to make systemic changes in policies and practices in the workplace," and includes the goal of affecting a million people.

The commitment was announced in Beijing by U.S. Ambassador to the United Nations Madeleine Albright. Women's Bureau Director Karen Nussbaum was a member of the official U.S. delegation to the conference.

Call 1-800-827-5335 to Pledge

Anyone who wants to be on the Honor Roll can get pledge materials by calling 1-800-827-5335.

Help spread the word by including this toll-free number in your newsletter, publication or on-line service.

CHIEF EXECUTIVE OFFICERS' CEO *Statement*

We believe that supporting the diverse dependent care needs of our employees is critical to our success as it enables our companies to attract and retain a productive, competitive, committed, and motivated workforce.

We support these needs because the availability of quality dependent care programs – particularly those involving infants, children in school, and the elderly – enables our employees to do their best at work by helping them manage the demands of their work and personal responsibilities.

Therefore, we agree to broaden the scale and scope of the American Business Collaboration for Quality Dependent Care, which was established in 1992, and already has increased the supply and enhanced the quality of dependent care programs in many communities where our employees live and work.

With this increased commitment, we are affirming our belief that by working together we can do more to meet the dependent care needs of our employees than if we worked alone.

We believe the needs of our employees and their communities demand a major collaborative commitment. We invite others to consider collaboration and join us as we work together to address the dependent care needs of our employees, families, and communities.

Ronald E. Compton
Aetna Life & Casualty

Gary C. Wendt
GE Capital Services

Jerry D. Choate
Allstate Insurance Company

Lewis E. Platt
Hewlett-Packard Company

Harvey Golub
American Express Company

Louis V. Gerstner, Jr.
IBM Corporation

H. Laurance Fuller
Amoco Corporation

Ralph S. Larsen
Johnson & Johnson

Robert E. Allen
AT&T

Lucio A. Noto
Mobil Corporation

Richard M. Rosenberg
Bank of America

Ivan G. Seidenberg
NYNEX

John S. Reed
Citibank

James J. Schiro
Price Waterhouse LLP

Kenneth T. Derr
Chevron Corporation

Alfred C. DeCrane, Jr.
Texaco Inc.

J. Michael Cook
Deloitte & Touche LLP

Jerry R. Junkins
Texas Instruments

George M.C. Fisher
Eastman Kodak Company

Paul A. Allaire
Xerox Corporation

Lee R. Raymond
Exxon Corporation

American Business Collaboration for Quality Dependent Care

Basic Facts

• The American Business Collaboration for Quality Dependent Care is a collaborative effort of companies wanting to expand the supply and improve the quality of dependent care services where employees of participating companies live and work. This is a collaboration, not an entity. There is no staff, letterhead, board or budget.

• The primary goal of the companies in the American Business Collaboration is to expand the supply and increase the quality of dependent care programs in select communities. The theme of the participating companies is that they can accomplish more by working together than by working alone.

• Building on the success of an initial $25.4 million investment in 1992, the lead -- or Champion -- companies involved in the American Business Collaboration announced on Sept. 14, 1995 that they will invest more than $100 million in additional funds over the next six years. This is the largest investment ever in dependent care by the private sector.

• More than 1,000 child care and elder care projects are expected to be supported in over 56 communities where employees of the Champion companies live and work with the new investment. During the Collaboration's first phase, some 355 dependent care projects were funded and served more than 277,000 individuals.

• Companies in the Collaboration are supporting the projects with corporate funds, not charitable dollars. The effort is designed to meet specific business needs, particularly as they relate to productivity, retention, and the corporations' ability to remain competitive in a global economy.

• The 21 Champion companies in the Collaboration are Aetna Life & Casualty, Allstate Insurance, American Express, Amoco, AT&T, Bank of America, Chevron, Citibank, Deloitte & Touche LLP, Eastman Kodak, Exxon, GE Capital Services, Hewlett-Packard, IBM, Johnson & Johnson, Mobil, NYNEX, Price Waterhouse LLP, Texaco, Texas Instruments, and Xerox.

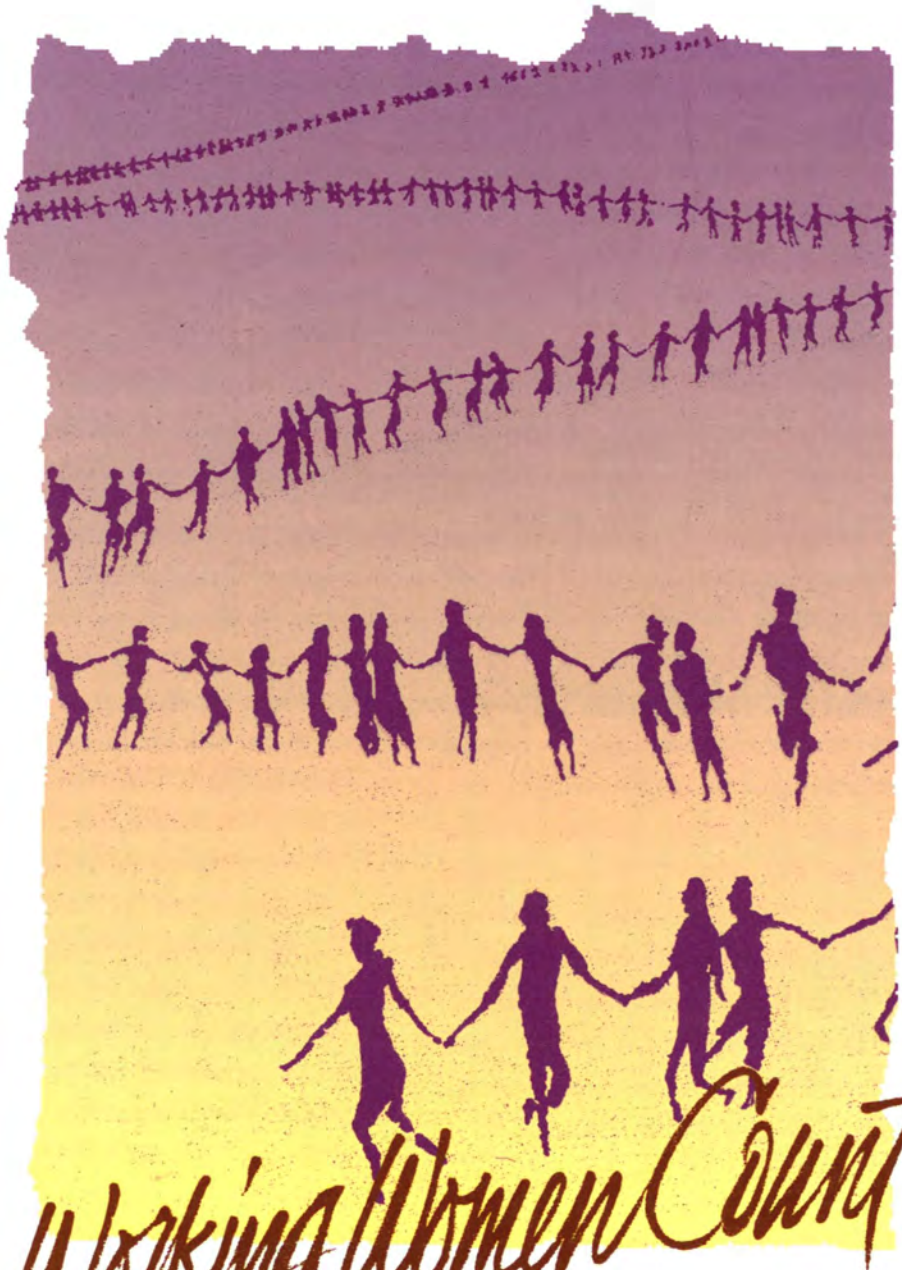
American Business Collaboration for Quality Dependent Care

Champion Companies and Target Communities

Aetna Life & Casualty	Hartford, CT
Allstate Insurance	Chicago, IL
American Express	New York, NY
Amoco	Chicago, IL
AT&T	Baskin Ridge, NJ
Bank of America	San Francisco
Chevron	San Francisco
Citibank	New York, NY
Deloitte & Touche LLP	Wilton, CT
Eastman Kodak	Rochester, NY
Exxon	Irving, TX
GE Capital Services	Stamford, CT
Hewlett-Packard	Palo Alto, CA
IBM	Armonk, NY
Johnson & Johnson	New Brunswick, NJ
Mobil	Fairfax, VA
NYNEX	White Plains, NY
Price Waterhouse LLP	New York, NY
Texaco	White Plains, NY
Texas Instruments	Dallas, TX
Xerox	Stamford, CT

The Collaboration has initially targeted the following 56 communities where their employees live and work for investment over the next six years (additional communities will be added over the next several years):

Phoenix, **AZ;** Bakersfield, Los Angeles Basin, Roseville, Sacramento, San Diego, and San Francisco Bay Area, **CA**; Denver/Boulder and Northern **CO**; Hartford and Stamford, **CT**; Wilmington, **DE**; Boca Raton/Ft. Lauderdale, Jacksonville, and Tampa, **FL**; Atlanta, **GA**: Boise, **ID**; Chicago, **IL**; Kansas City, **KS**, and Baton Rouge and New Orleans, **LA**. Baltimore, **MD**: Metro Washington, **DC**; Greater Boston, **MA**; Detroit, **MI**; Minneapolis, **MN**; St. Louis, **MO**; **Mississippi**; North Central, **NJ**; Albuquerque, **NM**; Las Vegas, **NV**; New York, Poughkeepsie/Beacon, Rochester, Westchester, and Yonkers, **NY**; Charlotte and Raleigh/ Durham, **NC**; Canton, Cincinnati, and Cleveland, **OH**; Tulsa, **OK**; Portland, **OR**; Philadelphia and Pittsburgh, **PA**; Hermitage/ Nashville, **TN**; Austin, Dallas/Ft. Worth, Houston, San Antonio, and Temple, **TX**; Fairfax and Richmond, **VA**, Seattle and Vancouver, **WA**, and Milwaukee, **WI**.



Working Women Count!

A REPORT TO THE NATION
Executive Summary

WOMEN'S BUREAU U.S. DEPARTMENT OF LABOR

Join the Working Women Count Honor Roll!

News Release

U.S. Department of Labor

Office of Public Affairs
Washington, D.C.

CONTACT: Lauren Asher
OFFICE: 202/219-6652, x107

USDL: 95-448
FOR RELEASE: IMMEDIATE
Monday, October 31, 1995

FIRST LADY AND LABOR SECRETARY CALL FOR EMPLOYERS TO ADOPT FAMILY-FRIENDLY WORKPLACE POLICIES

Officials Meet with Families and Business Leaders from Around Nation, Urge Employers and Others to Join "Working Women Count Honor Roll"

At a White House ceremony today, First Lady Hillary Rodham Clinton and Labor Secretary Robert B. Reich saluted corporate executives who have pledged to invest $100 million in family-friendly workplace programs that will benefit workers in 50 communities.

Urging every employer in the country to adopt policies that help workers balance their family and work responsibilities, the First Lady and Reich discussed the historic investment with families who benefit from these family-friendly policies.

Senior executives from 20 lead companies of the American Business Collaboration for Quality Dependent Care (ABC) attended the event, as well as families of their employees. ABC recently made an historic pledge to invest $100 million over six years in child and elder care programs. James Schiro, chief executive officer of Price Waterhouse, one of ABC's lead companies, was featured at the event, along with working families from around the country.

The First Lady and Reich urged employers, organizations and individuals throughout the nation to join the Working Women Count Honor Roll. Launched on Labor Day by the Labor Department's Women's Bureau, this nationwide initiative is designed to improve the working lives of a million Americans by next spring. The Honor Roll encourages employers, organizations and individuals to implement new policies in the three areas working women care about most: building the family-friendly workplace, improving pay and benefits, and valuing women's work. ABC has pledged to join the Honor Roll, and a variety of other Honor Roll participants from across the nation also attended the event.

- more -

Add One

Among the families who met with the First Lady were Susan O'Neil, an administrative assistant at Deloitte & Touche in Boston, and her three-year-old daughter, Stephanie. O'Neil and her self-employed husband were able to find child care for Stephanie with help from a company-sponsored referral program. O'Neil also takes advantage of flex-time, working from 7:30 AM to 4:00 PM, and she uses a company plan that allows her to set-aside up to $5,000 of her pay before taxes to cover child care costs.

"This Administration is challenging other businesses and organizations to make work better for women, men and their families. By encouraging and rewarding family friendly policies, the Working Women Count Honor Roll exemplifies the creative partnerships government and business must enter into if we are to do what is best for our families and what is best for our growing economy. Hundreds have taken up the challenge, but thousands more need to accept," said the First Lady.

"Investing in programs that improve the quality of life for U.S. workers pays off on the bottom line," Reich said. "Workers who are successful in balancing work and family are also the most successful workers. These corporations send an important message that helping workers balance work and family is good for business."

Representatives from the following ABC companies participated in the White House event: Aetna Life & Casualty, Allstate Insurance Company, American Express, AMOCO, AT&T, Chevron, Citicorp, Deloitte and Touche, Eastman Kodak Company, Exxon, GE Capital Services, Hewlett Packard, IBM, Johnson and Johnson, Mobil, NYNEX, Price Waterhouse, Texaco, Texas Instruments and Xerox.

Other families who met with the First Lady included:

-- Susan Cohen, Joel Silberman, and their two daughters, six-year- old Julia and four-year-old Rebecca. Both parents work for IBM in Austin, Texas and use flexible scheduling options to be home when a child is sick or to attend family events. The children are enrolled in IBM-sponsored child care centers.

-- Alma Ramon, an executive secretary with the YWCA of the City of New York. Ramon is the single mother of a nine-year-old son, Michael. The YWCA's family-friendly policies let Ramon bring Michael to work on his days off from school, and send him to a YWCA summer camp with a new tuition discount for employees.

- more -

-- Suzanne Sherman, a physician with Kodak's Medical Preventive Service in Rochester, N.Y. She and her husband, a building contractor, have two sons -- six-year-old Alexander and five-year-old Bowen. Dr. Sherman relies on Kodak's emergency and back-up child care services to keep her family on track.

The Women's Bureau was founded by Congress in 1920 with a mandate to "promote the welfare of wage-earning women." Seventy-five years old this year, the Women's Bureau is the only federal agency designated to serve women in the workforce.

Last year, the Women's Bureau launched Working Women Count!, a national initiative through which more than a quarter of a million women told policy makers what they like and don't like about their jobs. This spring, President Clinton accepted a set of policy recommendations designed to address the concerns women raised from Reich and Women's Bureau Director Karen Nussbaum. The Women's Bureau is distributing Honor Roll application materials nationwide. Honor Roll materials are available to anyone who calls the Women's Bureau's toll-free hotline: 1-800-827-5335.

NOTE: A list by state of corporate and family participants in today's White House event is attached. For more information about specific attendees, call Lisa Lederer at 202/371-1999.

# # # #

WHITE HOUSE EVENT -- TUESDAY, OCTOBER 31 at 2:30 PM

FAMILIES SCHEDULED TO ATTEND WORK IN:

Connecticut	Hartford, Stamford
D.C.	Washington
Georgia	Atlanta
Illinois	Chicago
Maryland	Hagerstown
Massachusetts	Attleboro, Boston
Minnesota	Minneapolis
New Jersey	Cherry Hill, New Brunswick, Warren
New York	Harrison, New York City, Rochester, Westchester County
Texas	Austin, Houston
Virginia	Fairfax

AMERICAN BUSINESS COLLABORATION COMPANY REPRESENTATIVES SCHEDULED TO ATTEND FROM:

California	Palo Alto, San Francisco
Connecticut	Hartford, Stamford, Wilton
D.C.	Washington
Illinois	Chicago, Northbrook
Massachusetts	Boston
Minnesota	Minneapolis
New Jersey	Morristown, New Brunswick
New York	Armonk, Long Island City, New York City, Rochester, Tarrytown, White Plains
Texas	Dallas, Irving
Virginia	Fairfax

HONOR ROLL PARTICIPANTS ATTENDING WILL REPRESENT:

Arizona	State of Arizona Family Friendly Task Force
California	Bay Area Emergency Care Consortium (San Francisco)
Colorado	Work Options Group (Denver)
D.C.	National Federation of Black Women Business Owners
Kentucky	Jefferson County/Louisville Area Chamber of Commerce
Massachusetts	City of Boston
Missouri	City of Kansas City
	Communications Workers of America and City of Lee's Summit
New Jersey	Kwasha Lipton (Fort Lee)
New York	YWCA (New York City)
Ohio	Charles W. Eliot Middle School (Cleveland)
Oregon	Oregon Commission for Child Care (Salem)
	Oregon Community Foundation's Child Development Fund (Portland)
Texas	Fort Worth Star Telegram
Washington	Seafirst Bank (Seattle)

FAMILIES ON STAGE AT 10/31/95 WHITE HOUSE EVENT

These four families met privately with the First Lady and appeared on stage at the White House event honoring family friendly companies and encouraging others to join the Working Women Count Honor Roll.

For more information contact Lisa Lederer at 202-371-1999 or Lauren Asher at 202-219-6611, x107.

Employee: **Susan O'Neil** *(featured speaker)*
Company: Deloitte & Touche LLP
Job: Administrative Assistant
Family: daughter **Stephanie**, age 3; husband John (not attending)
Issue: Child Care, Flexible Hours
Home: Stoneham, MA
Work: Boston, MA

Susan has been with Deloitte & Touche for 9 years. Her husband, John O'Neil, is self-employed and has irregular hours. Their 3-year-old daughter, Stephanie, goes to a child care center near home that Susan found through an office-sponsored service. Susan also uses a flextime option to match her work hours with Stephanie's afternoon schedule.

Susan works from 7:30 AM - 4:00 PM every day, sometimes skipping lunch to make sure she can leave on time and get to Stephanie's child care center by 5:00 PM (before the late fees kick in). John gets Stephanie ready in the morning, but he often works late in the evenings and they have no family in the area to serve as back up.

Susan says, "We're just the average American working family trying to live and do the best we can, the best way we know how. It's a true juggling act, but Deloitte and Touch helps me stay on top of it."

Susan is very pleased with her daughter's child care, which she found with company-sponsored assistance. She also takes full advantage of a "flexible spending" option, setting aside the maximum $5,000 of her pay before taxes to help pay for Stephanie's care. Still, the fact that the center is about to raise tuition by $10/week adds a new strain on the family's budget.

Employee: **Dr. Suzanne Sherman**
Company: Eastman Kodak
Job: Senior Physician Consultant, Kodak Medical Preventive Service
Family: two sons -- **Alexander**, age 6, and **Bowen**, age 5; married (husband not attending)
Issue: Child Care -- In-Home Emergency and Back-Up
Home: Rochester, NY
Work: Rochester, NY

Suzanne has worked for Kodak for 3 years and has helped to implement some of their family friendly services, such as supports for pregnant and nursing mothers. Her husband is a building contractor. They have two "fast-growing" boys, one in kindergarten and one in first grade, so Suzanne has her own work/family needs, too.

As a working mother, Suzanne's days are tightly packed. She says, "I like to think that it's well-ordered. I try to make a hot breakfast to get them through the day, but some days are Burger King mornings." She drops the boys at their child care center, which she found through a company-sponsored referral service, by 7:30 AM. A bus takes her older son to school and back from the center, and at 6:00 PM Suzanne picks them up.

When Suzanne has to work at night or one of the children is mildly ill, she relies on back-up child care service provided by Kodak. "There have been speaking engagements that I could not miss and I have called the night before and been able to have someone at the door the next morning. If my children are sick they will send a nurse who is qualified and professional," she says. "It's comforting to me that I can make a commitment to getting work done and know that my family is cared for."

Employee: **Susan Cohen and Joel Silberman**
Company: IBM
Job: Researchers
Family: two daughters -- **Rebecca**, age 4, and **Julia**, age 6
Issue: Child Care (IBM sponsored center)
Home: Austin area
Work: Austin, TX

Susan Cohen and Joel Silberman have both worked in research at IBM for the past 10 years. They have two daughters, ages 4 and 6, and have used IBM-sponsored child care centers for both. Both parents believe that it's not just good day care that makes IBM family friendly, it's also the flexibility they have in setting their hours.

Joel says, "Because Susan travels more and has a longer commute, I drop off and pick up the kids. Then I work at home a couple of hours in the evening after they're in bed. My managers have been fully supportive, and the work still gets done on time."

"I am now traveling about 2 days each week," says Susan. "Thankfully, we have a degree of flexibility in doing our jobs, which really helps out in a pinch, like when kids are sick or we have doctor appointments."

Joel and Susan share child care responsibilities, and they are able to craft solutions like each taking a half day off when a child is sick. Joel's ability to adjust his schedule makes it much easier for Susan to travel as much as her job requires, and he values the time gets to spend with his daughters.

Says Susan, "Every mother feels guilty about leaving their kids with other people, but with access to such terrific programs, as well as a terrific husband, the guilt is so much less. My kids love their day care. It's where they learned to swim, to raise ducks, and to make good friends."

Employee:	**Alma Ramon***
Organization:	YWCA of the City of New York
Job:	Executive Secretary
Family:	single parent; son **Michael**, age 9
Issue:	Child Care; summer/holiday camp
Home:	New York City, NY
Work:	New York City, NY

Alma is a single parent and has worked at the YWCA for 3 years. She started there as a part-time bookkeeper while working other part-time jobs, and she has worked her way up to a full-time position as an executive secretary. Her son, Michael, is 9 years old and in the 4th grade.

Alma says that being a single parent makes it especially hard to balance work and family. "Everything is timed," she said. She gets up by 6:00 AM, gets ready for work, and makes breakfast before waking her son. While he's getting ready, she feeds the cat and catches up on her ironing. Then she walks Michael to school and waits with him until the school doors open. Michael participates in an after-school program at the Police Athletic League (PAL), and Alma is grateful that the fee is only $1 a year.

Alma very much appreciates working in a family friendly environment. During his days off during the school year, Michael goes with her to the YWCA and participates in their holiday programs. Alma is also able to take time off when needed to care for Michael when other arrangements fall through.

Because of the costs of summer camp, Alma would have had to take a leave of absence to care for Michael this past summer. Fortunately, the YWCA had just implemented a new policy offering reduced camp tuition to their employees. Instead of an unaffordable $1,000, Alma only had to pay $200. The camp is even located in the YWCA building, so Alma was nearby if Michael needed anything.

** Ms. Ramon is bilingual and is available for interviews in Spanish or English.*

JAMES J. SCHIRO

James J. Schiro is Chairman and Senior Partner of Price Waterhouse LLP. He formerly served as as Vice Chairman and Managing Partner for the New York Metropolitan Region and as Managing Partner of the New York Office.

Mr. Schiro has over two decades of experience serving large multinational engagements with operations in Europe, the United Kingdom, Canada, and the Far East. Mr. Schiro has served clients in a variety of industries, including financial services, communications, pharmaceuticals, consumer products, mining, and directing audits and providing special services related to acquisitions, divestitures, and reorganizations.

Mr. Schiro joined Price Waterhouse in 1967 and became a partner in 1979. For nine years, until 1988, he was Chairman of the firm's Mining Special Services Group He then became National Director of Merger & Acquisitions Services, a position he held until his promotion to Vice Chairman.

Mr. Schiro is a member of the U.S. Firm's Management Committee and the World Firm's General Council. He is also a member of the American Institute of Certified Public Accountants, a member of the New York State Society of Public Accountants, and a member of the Board of Governors of the World Economic Forum. He is Treasurer and Executive Committee member of the United States Council for International Business, Chairperson of the Business Improvement District (BID) Task Force of the New York City Partnership/Chamber of Commerce's Economic Development Committee, member of the Leadership Committee of the Lincoln Center Consolidated Corporate Fund, member of the Board of Directors of the Regional Plan Association, member of the British-North American Committee, member of the New York Steering Committee of the Accountants Coalition on Liability Reform, member of the Board of Directors of the Institute for Advanced Study, and a Chairperson of the Finance Committee of the Board of Trustees for the McCarter Theatre in Princeton, New Jersey.

A graduate of St. John's University, Mr. Schiro serves as a member of the University's Board of Trustees and is also a member of the Board of Advisors Executive Committee for the Colleges of Business Administration. In 1995 St. John's University awarded him an Honorary Doctor of Commercial Science Degree. He is also a graduate of the Amos Tuck School Executive Program at Dartmouth College.

Mr. Schiro is a recipient of the Ellis Island Medal of Honor (1994), the St. John's University Alumni Pietas Medal (1992), and the Avenue of the Americas Association's Gold Key Award (1992).

Residents of Princeton, New Jersey, Mr. Schiro and his wife, Tomasina, have two children.

July 1995

ROBERT B. REICH

Robert B. Reich is the nation's 22nd Secretary of Labor. Appointed by President Clinton to "bring forth a revolution in lifetime training and education of our workforce," Secretary Reich has dedicated himself to improving the job prospects of Americans.

Under his leadership, the Labor Department has moved forward on several pathbreaking initiatives to build the skills of American workers. The School-to-Work Opportunities Act, which the President signed into law in 1994, eases the transition from secondary education to the world of work for the 75 percent of America's youth who do not graduate from college. Goals 2000, also enacted in the first two years of the Clinton Administration, establishes a national system of skill standards, certifying that workers have the skills that employers need. And states now have funds for one-stop career centers, linking unemployment insurance, job counseling, and access to job training.

As chairman of the Pension Benefits Guaranty Corporation, Secretary Reich oversaw the enactment of the Retirement Protection Act, which will help eight million Americans in underfunded pension plans get the retirement benefits they deserve. He has also renewed the Labor Department's commitment to protecting American workers. The Department has cracked down on sweatshops, on unsafe worksites, and on fraudulent purveyors of health insurance. It has collected tens of millions of dollars in back pay for victims of job discrimination. Under Secretary Reich, the Family and Medical Leave Act has been passed and implemented, giving workers up to 12 weeks of unpaid leave to care for a new child or ill family member. In addition, Secretary Reich has created the Office of the American Workplace to encourage greater collaboration between workers and managers, and to promote worker involvement in decisionmaking and on-the-job training. And he has achieved these results while streamlining the Department's operations and reducing its staff by more than 1,000 employees.

Before coming to the Labor Department, Secretary Reich was on the faculty of Harvard University's John F. Kennedy School of Government. He served as an assistant to the Solicitor General in the Ford Administration, and headed the policy planning staff of the Federal Trade Commission in the Carter Administration. He has written seven books and more than 200 articles on the global economy and the U.S. workforce.

He lives in Washington, D.C. with his wife, Clare Dalton, and their two sons, Adam and Sam.

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2/95

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First Lady's Office
Melanne Verveer
OA/Box Number: 20060

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Working Women Count - Women's Domestic Issues: Working Women Count Yesterday, Today, & Tomorrow, U.S. Department of Labor, Women's Bureau

2013-0534-S
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COMPANY	TITLE	NAME	CITY	ST.	MEDIA CONTACT	PHONE
Aetna Life & Casualty	VP, Group Insurance, Aetna Health Plan	Frolly M. Boyd	Hartford	CT	Fred Laberge	[203-273-4788]
Aetna Life & Casualty	Work Fam Strategies Director	Michelle Miller Carpente	Hartford	CT	Fred Laberge	[203-273-4788]
Allstate Insurance Company	Benefits Manager	Peter Esteve	Northbrook	IL	Al Orendorff	[708-402-8830]
American Express Financial Advisor	VP, Human Resources	Susan Kinder	Minneapolis	MN	Suan Miller, Monica Beaupr	[212-640-4953]
AMOCO	Work Family Director	Partricia M. Massucci	Chicago	IL	David Polk	[312-856-5388]
AMOCO	VP, Human Resources	R. Wayne Anderson	Chicago	IL	David Polk	[312-856-5388]
AT&T	Director, Family Care Development	Deborah Stahl	Morristown	NJ	Burke Stinson	[908-221-2062]
AT&T	Human Resources Director	Richard Dennis	Morristown	NJ	Burke Stinson	[908-221-2062]
Chevron	Work Family Coordinator	Suzanne R. Osborn	Washington	DC	Marla Waltert	[415-894-1424]
Chevron	VP, Federal Relations	Philip T. Cavanaugh	Washington	DC	Marla Waltert	[415-894-1424]
Citibank	VP, Director Staff Relations	Judith Kauffman Fullmer	Long Is City	NY	Jack Morris	[212-559-4285]
Citibank	VP, and Senior Human Resources Officer	Larry Phillips	New York	NY	Jack Morris	[212-559-4285]
Deloitte and Touche	HR Director	James H. Wall	Witton	CT	Laura Maxwell	[203-761-3522]
Deloitte and Touche	National Director, Advancement of Wom	Ellen P. Gabriel	Boston	MA	Laura Maxwell	[203-761-3522]
Eastman Kodak Company	Exec VP and Assistant CEO	Carl F. Kohrt	Rochester	NY	Jim Blamphin	[716-724-5063]
Eastman Kodak Company	Work Life Manager	Catherine L. MacDonald	Rochester	NY	Jim Blamphin	[716-724-5063]
Exxon	Manager, Policy and Planning	F. Lynn Reid	Irving	TX	Jill Johnson	[214-444-1170]
Exxon	VP-DC office	Don Smiley	Washington	DC	Jill Johnson	[214-444-1170]
GE Capital	Manger, Compensation and Benefits	Wiley L. Harris	Stanford	CT	Patricia Yoder	[203-357-3965
Hewlett Packard	Senior Vice President Personnel	F.E. Peterson	Palo Alto	CA	Mary Lou Simmermacher	[415-857-7794]
IBM	VP-Human Resources	Jill Kanin-Lovers	Tarrytown	NY	Tom Beermann	[914-765-4392]
IBM	Director Workforce Diversity	J.T. Childs, Jr.	Armonk	NY	Tom Beermann	[914-765-4392]
Johnson and Johnson	VP Community and Workplace Programs	Christian Curtis Kjeldsen	New Brunswic	NJ	Jeff Leebaw	[908-524-3350]
Mobil	HR Manager	Douglas O. Fitzsimmons	Fairfax	VA	John Lord	[703-846-2500]
Mobil	EEO Manager	Patricia L. Arthur	Fairfax	VA	John Lord	[703-846-2500]
NYNEX	Work Family Staff Director	Salli Figler	White Plains	NY	Sharon Beadle	[914-644-6360]
NYNEX	Director Corporate Culture Initiatives	Robyn Phillips	White Plains	NY	Sharon Beadle	[914-644-6360]
Price Waterhouse	Vice Chaiman, Human Resources	Richard P. Kearns	New York	NY	Karen Davenport	[212-819-4773]
Price Waterhouse LLP	Chairman & Senior Partner	James J. Schiro	New York	NY	Karen Davenport	[212-819-4773]
Texaco	VP, Human Resources	John D. Ambler	White Plains	NY	Cynthia Michener	[914-253-4743]
Texaco	Human Resources Advisor	Sherle Frost Morrison	White Plains	NY	Cynthia Michener	[914-253-4743]
Texas Instruments	VP Govt Relations	John Boidock	Washington	DC	Cathy Sang	{214-995-9897
Texas Instruments	Work Life Coordinator	Betty K. Purkey	Dallas	TX	Cathy Sang	{214-995-9897
Work Family Directions	Vice President	Mary Kay Leonard	Boston,	MA	Barry Wanger	[617-965-6469]
Work Family Directions	CEO	Fran Rodger	Boston	MA	Barry Wanger	[617-965-6469]
Xerox	Manager, Domestic Policy	Michele L. Cahn	Washington	DC	Brent Laymon	[203-968-4237]
Xerox	Life Cycle Manager	Wendy Starr	Washington	DC	Brent Laymon	[203-968-4237]

AMERICAN BUSINESS COLLABORATION COMPANY REPRESENTATIVES
PRESENT AT 10/31/95 WHITE HOUSE EVENT

WORKING WOMEN COUNT HONOR ROLL PARTICIPANTS
PRESENT AT 10/31/95 WHITE HOUSE EVENT

These are just a few of the Honor Roll pledges that the Women's Bureau has received so far from businesses, organizations and state and local governments across the country. They promise new programs and policies to help employees balance work and family needs. For more information on these and other pledges, call Lisa Lederer 202/371-1999 or Lauren Asher 202/219-6652 x107.

The City of Kansas City, Missouri will grant city employees four hours paid leave annually to participate in their children's school activities, and Mayor Emanuel Cleaver has challenged area businesses to follow suit.

Representative: Denise Phillips, Chief of Staff
City of Kansas City, MO (Mayor's Office)
Press Contact: Pam Whiting or Jeanette Ellis, (816) 274-2595

YWCA of the City of New York is giving employees the opportunity to send their children to the SummerKidz Day Camp at a reduced rate. This YWCA camp is open to 6 to 13-year-olds and offers a wide range of well-supervised activities.

Representative: Vivian Manning Fox, Executive Director
YWCA of the City of New York
Press Contact: Carol Southall, (212) 735-9735

The National Federation of Black Women Business Owners in **Washington, DC**, has committed to recruiting 25 new Honor Roll pledges. The Federation will target both Fortune 500 companies and small businesses, and will present the pledges to the Women's Bureau at the Federation's annual meeting on February 1996.

Representative: Dr. Mary Walker, President
National Federation of Black Women Business Owners
Press Contact: Dr. Mary Walker, (202) 833-3450

The Fort Worth Star-Telegram in **Texas** pledges to broaden and formalize family friendly policies including flextime and telecommuting. The newspaper has also developed a Prenatal Maternity Care Program for early detection of pregnancy problems and set up a private nursing room for new mothers in their downtown Fort Worth offices.

Representative: Denise Spitler, CEO, Fort Worth Star-Telegram
Press Contact: Denise Spitler, (817) 390-7805

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The **Bay Area Emergency Care Consortium** in **San Francisco, CA** has pledged to provide employees with easy access to high quality emergency child and elder care when their usual arrangements fall through. Employees of consortium members will simply call an "800" number, explain their need, and a qualified, pre-screened caregiver will be dispatched to their home. The service will be available 24 hours a day, 7 days a week, in 6 Bay Area counties. The Consortium is made up of 8 Bay Area businesses, mostly legal and consulting firms.

Representative: Kathryn Oliver, Esq., Farella, Braun & Martel
Chair, San Francisco Bar Association Child Care Committee
Press Contact: Kathryn Oliver, Esq., (415) 954-4459

Kwasha Lipton, a 600-person benefits consulting firm in **Fort Lee, New Jersey**, has pledged to provide employees with a dependent care resource and referral service, an employee assistance program and lunchtime workshops. A recipient of the YWCA's Women Achiever Award, Kwasha Lipton's president has issued a challenge for all other Women Achiever's to become advocates for work/life initiatives in their organizations.

Representative: Karol L. Rose, President, Kwasha Lipton
Press Contact: Ted Barna, (201) 592-1300

The Communications Workers of America (CWA) and the Mayor of Lee's Summit, Missouri, have pledged to establish an on-site child care center to serve employees at the AT&T Mega Center.

Representative: Cherelinda Chaney, President
Communication Workers of America, Local 6450
Press Contact: Dave Lock (CWA), (816) 842-0600

Jefferson County, Kentucky, in partnership **with the Louisville Area Chamber of Commerce** and community economic development organizations, has formed a family friendly task force. This task force -- which includes 33 large and small businesses -- pledges to develop family friendly benchmarks, recognize employers who meet them, and educate the community and employers on the value of the family friendly workplace.

Representatives: Katherine Schneider, Executive Director
Jefferson County Dept. for Human Services
Lynn Howard, Coordinator
Community Support for Young Families at Risk
Jefferson County Dept. for Human Services
Press Contact: Alicia Sells, (502) 574-5223

The Work Options Group in **Denver, Colorado**, has established three family friendly business coalitions, which offer employees comprehensive dependent care. Services include sick and emergency back-up care, school vacation programs, summer camps, enhanced child care resources and referral, and adult care information and referral. The Group pledges to start four more coalitions in the state of Colorado and then expand nationwide.

Representative:	Cindy Carrillo, MSW, President The Work Options Group
Press Contact:	Sara Goldberg,(303) 604-6545

The Oregon Community Foundation's Oregon Child Development Fund in **Portland** has pledged to raise $900,000 over three years to fund job training for hundreds of infant/toddler child care providers. The goal is to increase the supply and quality of child care for infants and toddlers throughout the state.

Representatives:	Christine A. Tomlinson, Executive Director Oregon Child Development Fund
Press Contact:	Christine A. Tomlinson, (503) 227-4288

The **State Of Arizona Family Friendly Task Force** in **Phoenix** is formulating sample family friendly policies for public and private employers. It will then challenge employers to implement these policies or develop their own initiatives. This task force and its goals are a direct response to the Arizona and national results of last year's *Working Women Count* survey.

Representative:	Jennifer Schrader, Sub-Committee Chairman Governor's Family Friendly Task Force
Press Contacts:	Doug Cole, (602) 542-1342 Amy Rezzonico, (602) 542-1428

Employees of the **Charles W. Eliot Middle School** in **Cleveland, Ohio**, have formed a committee to plan family friendly activities on school grounds throughout the 1995-96 school year. The events, geared toward employees and their immediate and extended families, will focus on activities that will boost morale, reduce stress, improve attendance and productivity, and create a sense of ownership and responsibility.

Representative:	Gloria W. Brown, Teacher Charles W. Eliot Middle School
Press Contact:	Patricia Martin, (216) 574-8143

Seafirst Bank in **Seattle, Washington**, has pledged to make it easier for employees to access flextime and job share options. Upon discovering that not all Seafirst departments take advantage of these programs, the company is stepping up training and materials for managers and staff. Seafirst has also reached out to at-risk youth in the community by establishing a mentoring, scholarship and job-training program.

Representative:	Vicki Rohr, Assistant Vice President Work, Home & Health Coordinator Seafirst Bank
Press Contact:	Sheri Pollock,(206) 358-6681

The City of Boston, through its Archdale Community Center, is operating a family literacy program in collaboration with the local tenants' association, Boston Housing Authority, and Lemuel Shattuck Hospital. The Archdale Family Literacy Program works with low-income, low-literacy women and their preschool children to provide early childhood education, academic and work readiness skills, skill training and jobs.

Representative:	Marie A. Turley, Executive Director Boston Women's Commission
Press Contact:	Sandy Holden,(617) 635-4923

The **Oregon Commission for Child Care** in **Salem** has formulated a Business/Family Initiative to encourage businesses in the Portland metropolitan area to develop family friendly policies. The Commission will seek partnerships with local businesses, trade associations and others to implement the program, and will assess the outcomes for working families as well as participating companies over a two-year period.

Representative:	Marcia A. Martin, Executive Director Oregon Commission for Child Care
Press Contact:	Jo Rymer Culker, (503) 228-8736

Working Women Count Honor Roll Participant Background Information
10/31/95 White House Event

Denise Phillips, Chief of Staff, Mayor's Office, Kansas City
Ms. Phillips currently serves as Mayor Emanuel Cleaver's Chief of Staff. She says the idea for the Mayor's Educational Initiative originated from meetings with local parents and teachers who complained that parents' lack of attendance at parent-teacher conferences and other school activities was due to their inability to take time off from work. The new policy allowing a maximum of four hours paid leave for such activities addresses that concern and more: employees who do not have school-age children can also utilize the four hours leave to volunteer at local schools.

Mayor Cleaver has also successfully challenged other businesses -- in late October, the Greater Kansas City Chamber of Commerce Board voted to endorse the Mayor's policy, and to urge its membership of nearly 3,000 businesses to follow suit.

Vivian Manning Fox, Executive Director, YWCA of the City of New York
Vivian Manning Fox is Executive Director of the YWCA of the City of New York, which celebrates its 125th anniversary in 1995. She is responsible for the overall administration, management, budget and planning of all aspects of the YWCA's program and service activities at facilities in midtown Manhattan, Harlem, and Flushing. In addition, she has oversight of the YWCA Day Care Corporation that serves 600 children in centers in three boroughs, making it the largest provider of publicly funded day care in New York City.

The pledge is based on the premise that the Y is an advocacy organization whose duty it is to empower women and help them reach their full potential. This should include the women who work for the Y as well.

Dr. Mary Walker, President, National Federation of Black Women Business Owners
Dr. Walker currently serves as the President of the National Federation of Black Women Business Owners (NFBWBO), a national non-profit organization whose goals are to assist women business owners in gaining access to the market place and enhancing their viability in the mainstream of our American society. Dr. Walker joined the Working Women Count! Honor Roll so that she could make a difference in the workplace for women.

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Denise Spitler, CEO, Fort Worth Star Telegram
(Ms. Spitler may be contacted at (817) 390-7805.)

Kathryn Oliver, Esq., Chair, San Francisco Bar Association Child Care Committee
In addition to her work as an attorney with Farella, Braun & Martel in San Francisco, Kathryn Oliver has spent the past several years as Chair of the San Francisco Bar Association's Child Care Committee. In that capacity, she has been involved in various child care and work/family projects in the local community. Her focus has been the establishment of a Bay Area consortium of law firms and other businesses.

The Bay Area Emergency Child Care Consortium offers emergency child and elder care to the employees of member businesses on an in-home basis and encourages employers to help address the dependent care concerns of their employees. It is currently accessible to approximately 2,000 employees of nine businesses throughout the San Francisco Bay Area.

Karol L. Rose, President, Kwasha Lipton
Ms. Rose is a principal and member of Kwasha Lipton, L.L.C. and a consultant in the firm's Work/Life Management group. In that capacity, she is responsible for the design and implementation of innovative work/life management programs and policies. A recipient of the YWCA's

Cherelinda Chaney, President, Communication Workers of America, Local 6450
Cherelinda Chaney is the current President of the Communication Workers of America Local 6450 in Kansas City, MO, which supports close to 4000 members. Ms. Chaney has been a CWA member since 1967 when she first went to work for AT&T. Having raised two children as a single parent, Ms. Chaney knows first hand the importance of quality, affordable child care, and has worked in her community to support this and many other issues of interest to women.

Katherine M. Schneider, Executive Director, Jefferson County Department for Human Resources

Since May of 1990, Katherine M. Schneider has served as Executive Director of the Jefferson County Department for Human Services, the community's largest social service provider. Ms. Schneider was instrumental in establishing the Jefferson County Office for Women, and serves on their Advisory Board.

Community Support for Young Families At Risk (YFAR) is another of Ms. Schneider's projects, and she serves as the Coordinating Council Chair. YFAR developed the Family Friendly Workplace Task Force as a major initiative, which helps employers recognize that when employees are able to balance the demands of family and work, companies and the community benefit. The task force was called together by Jefferson County Judge/Executive David L. Armstrong to recognize companies which promote family friendly policies.

Lynn Howard, Coordinator, Community Support for Young Families at Risk, Jefferson County Department for Human Resources

As the Coordinator for Community Support for Young Families at Risk (YFAR), Ms. Howard is responsible for facilitating the community planning process of a coalition of over 50 government, nonprofit, business, and volunteer agencies and organizations. YFAR provides an inclusive form of planning and oversight, which blends business and social service agendas to most effectively provide the community with resources its families need to thrive.

As part of YFAR, Ms. Howard staffs the Family Friendly Workplace Task Force, which includes business leaders from thirty-three companies, locally and nationally based.

Cindy Carrillo, President, The Work Options Group

As founder and President of the Work Options Group, Inc., Ms. Carrillo utilizes her expertise in child care, specializing in the development of dependent care solutions for employers.

In 1991, Ms. Carrillo began working with a group of employers in Colorado on the development of a new consortium model. The resulting effort has created 3 such consortia in Colorado, with plans to expand within the state and nationally. The consortium association has gained national, state and local recognition for its innovative approach to involving businesses in the development of successful dependent care programs.

Christine A. Tomlinson, Executive Director, Oregon Child Development Fund

Active in Oregon's child care and volunteer community for more than twenty years, Ms. Tomlinson has spent her professional career in the child care field as a teacher, center director and consultant, and currently serves as the executive director of the Oregon Child Development Fund (OCDF).

The OCDF pledge to the Honor Roll involves the funding of local First by Five Infant/Toddler Training Projects through community college and child care agencies throughout the state. First by Five project partners will recruit and train 2,000 new caregivers by 1998, which will dramatically increase the accessibility of infant/toddler child care for Oregon's workforce.

Jennifer Schrader, Sub-Committee Chairman, Governor's Family Friendly Task Force

Ms. Schrader is a Dependent Care Consultant for St. Joseph's Hospital & Medical Center's Work/Family Connections program. She also serves as a sub-committee chairman for Governor Symington's Family Friendly Task Force. The Arizona task force was created as a direct result of the needs of employees as identified in the Women's Bureau's Working Women Count! survey.

Gloria W. Brown, Teacher, Charles W. Eliot Middle School

Ms. Brown has worked in the Cleveland Public School System since 1976, and has been outspoken on the need for affordable child care for working parents, and "building the family friendly workplace." As the Building Chairperson of the Eliot Chapter of the Cleveland Teacher's Union, AFT #279, Ms. Brown worked to develop "Building the Family Workplace" at Charles Eliot Middle School. Through its efforts to service all employees (including support staff, their families, and extended families), the program expects to benefit from increased morale, improved attendance, greater productivity and sense of ownership, and reduced stress.

Vicki Rohr, Assistant Vice President, Work, Home & Health Coordinator, Seafirst Bank

Assistant Vice President, Work, Home & Health Coordinator for Seafirst Bank, Vicki Rohr, works to match employee programs and benefits to employee needs. Ms. Rohr is also Co-Chair of Child Care Advantages (CCA) Planning Committee, established by the Washington State legislature to promote employer supported child care alternatives and to provide a resource to employers who wish to develop family friendly programs.

Marie A. Turley, Executive Director, Boston Women's Commission
Boston Mayor Thomas M. Menino appointed Marie A. Turley to head the Boston Women's Commission this spring following seven years in a nontraditional facilities management job for the City of Boston. One of Ms. Menino's first assignments after accepting the position was to attend the Women's Bureau Working Women Count! conference in May 1995, where she first learned about the Honor Roll.

In August, Representative Richard Gephardt and Mayor Menino participated in a meeting with working women chaired by Women's Bureau Director Karen Nussbaum. Following that meeting, the City of Boston submitted a pledge highlighting a Boston Community Centers program in a housing development. The Archdale Family Literacy Program serves young mothers who must improve their academic skills in order to successfully compete in the Boston job market. Integrated parent/child activities are a key component of the daily curriculum.

Marcia A. Martin, Executive Director, Oregon Commission for Child Care
Ms. Martin is Executive Officer of the Oregon Commission for Child Care. The Commission reports to the Governor of Oregon on the issues, problems, and alternative solutions that are critical to the development of accessible, affordable and quality child care services. Ms. Martin represents the Commission on its legislative agenda and in statewide advocacy.