

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. bios	"Ask a Working Woman" Roundtable Participants (1 page)	nd	P6/b(6)
002. bios	"Ask a Working Woman" Roundtable Participants (1 page)	nd	P6/b(6)
003. briefing paper	Families Agenda Roundtable Discussion, Duncan YMCA (4 pages)	04/14/1999	P6/b(6)
004. briefing paper	Families Agenda Roundtable Discussion, Bedford YMCA (3 pages)	02/02/1999	P6/b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Domestic Policy Council (Nicole Rabner)
OA/Box Number: 15420

FOLDER TITLE:

Buffalo Working Families Event [05/07/99]

2012-1035-S

kc1081

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]
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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]

May 6, 1999

"ASK A WORKING WOMAN" EVENT

DATE: Friday, May 7
TIME: 12:40 p.m. - 2:10 p.m.
LOCATION: Buffalo State College
Buffalo, New York
FROM: Brenda Costello and
Natasha McMahan

I. PURPOSE

To participate in a roundtable discussion with hundreds of working women from Buffalo, as part of the AFL-CIO's "Ask A Working Woman" Campaign.

II. BACKGROUND

The AFL-CIO, in partnership with the League of Women Voters, the YWCA, the Business and Professional Women and other women's organizations, is conducting a year-long campaign called "Ask A Working Woman" to survey women in small group discussions about their concerns as the new Millennium approaches (survey attached). This event serves as an opportunity to highlight the President's Families Agenda -- a package of initiatives that addresses the concerns of working families and especially working women.

Friday afternoon's roundtable at Buffalo State College will include approximately five women discussing issues that personally affect them. The participants represent varied demographic and professional backgrounds. Each participant will relay a personal story which illustrates a problem with a key issue: child care; after-school care; retirement; social security; long-term care needs; equal pay; and access to family and medical leave.

There will be an audience of approximately 1,200 members of the community drawn from women's and civil rights organizations, unions, community and religious-based organizations. The audience will include people who can offer solutions to problems raised -- for example, representatives from a community child care consortium, a referral service for elder care, and community-labor alliance that promotes fair pay on the job.

Working Women Conference 2000

Early in 1997 the AFL-CIO, with 5.5 million women members, set out to learn about the issues that shape women's lives on and off the job. AFL-CIO went face to face with working women and conducted a national survey as well as questionnaires to learn the concerns of working women. Throughout this year, the AFL-CIO will be asking working women about their priorities as the year 2000 approaches. On Friday afternoon, you will

take part in one such event in Buffalo. Buffalo will be the second city in the tour (see attached list of cities).

On March 11-12, 2000, the "Working Women Conference 2000" will take place in Chicago. More than 5,000 working women from every job and region, union and unrepresented group will gather to set an agenda for 2000 and beyond. The Conference is expected to be one of the largest gathering of its kind and will train thousands of women to build strategies to change workplaces.

Buffalo State College

Buffalo State College, founded in 1871 as the Normal School at Buffalo, is the largest of the four-year liberal arts college in the State University of New York system and a comprehensive public institution located in the New York's second largest city. Baccalaureate and master's degrees are offered to a student body of 11,029 (9,173 undergraduate and 1,856 graduate) in more than 70 major programs. The student body is 71.6% white, .4% African-American, 3.3% Hispanic, 1.6% Asian, and .6% Native American.

Located in Northern Buffalo, Buffalo State College has a strong base of union employees and a diverse, working class student body. Approximately 600 full time and part-time faculty are organized into four academic areas: applied science and education; arts and humanities; natural and social sciences, and graduate studies and research.

Format

Upon arrival, you will be greeted by Muriel A. Moore, President of Buffalo State College and Karen Nussbaum, AFL-CIO Working Women's Department. Then you will greet 50 guests in a receiving line. You will then proceed to the program where Muriel Moore will introduce Karen Nussbaum. Karen Nussbaum will introduce you and you will make brief remarks to open up the discussion.

There will be approximately five participants in the roundtable. Following the discussion, there will be time for questions and answers. The audience will be 1,200 guests comprised of members of the community drawn from women's and civil rights organizations, unions, community and religious-based organizations.

III. PARTICIPANTS

- The First Lady
- Muriel A. Moore, Ph.D., President, Buffalo State College
- Karen Nussbaum, AFL-CIO Working Women's Department
- Hundreds of Working Women from Buffalo

IV. SEQUENCE OF EVENTS

- Upon arrival, you will be greeted by Muriel A. Moore, President of Buffalo State College and Karen Nussbaum, AFL-CIO Working Women's Department.
- Then you will greet 50 guests in a receiving line. You will then proceed to the program where Muriel Moore will introduce Karen Nussbaum.
- Karen Nussbaum will introduce you and you will make brief remarks to open up the discussion.
- Following the discussion, there will be time for questions and answers.

V. PRESS

Meet and Greet

Closed Press/WH Photo.

Roundtable Discussion

Open Press/WH Photo.

VI. REMARKS

Talking points to be provided by Jordan Tamagni.

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BACKGROUND ON ISSUES

May 5, 1999

Protecting Social Security as America's Family Protection System. The President has proposed a bold framework for saving Social Security for the 21st Century -- devoting 62 percent of the projected budget surpluses over the next 15 years to the Social Security system and investing a small portion of this surplus in the private sector to earn a higher return. Strengthening Social Security is particularly important to working families and to women. Social Security provides benefits to spouses of any age who care for children under 16 if the worker is retired, becomes disabled or dies. And, without Social Security, over 50 percent of elderly women would live in poverty. The President has also proposed using 12 percent of the projected budget surplus to create new Universal Savings Accounts -- USA Accounts -- to help all Americans build nest eggs for their retirement.

Advancing an Ambitious Education Agenda. President Clinton is committed to working with the Congress to finish the job of hiring 100,000 well-prepared teachers to reduce class size; building and modernizing 6,000 public schools across the country; and re-authorizing the Elementary and Secondary Education Act in a way that holds states and school districts accountable for results. Also, the President is committed to (1) \$35 million in funding -- up from \$7.5 million last year -- to provide scholarships to 7,000 outstanding students who commit to teaching in high-poverty urban and rural public schools; (2) an \$18 million initiative to build on the successful Troops-to-Teachers program to train and place thousands of retired military personnel and other mid-career professionals as new teachers in public schools, especially in high-need subject areas like math and science and in high-poverty schools; (3) a new \$10 million initiative to begin recruiting and training 1,000 teachers who commit to teach in schools with high concentrations of Native American students; and (4) \$18.5 million for the National Board for Professional Teaching Standards -- a nonprofit, nonpartisan, and nongovernmental body devoted to strengthening the teaching profession by developing rigorous standards of excellence in teaching, recognizing and rewarding outstanding teachers, and keeping our best teachers in the classroom where they are most needed.

Fighting for a Strong Patient's Bill of Rights. The President is committed to achieving a strong, enforceable Patients' Bill of Rights that would include: guaranteed access to needed health care specialists; access to emergency room services when and where the need arises; continuity of care protections to assure patient care if a patient's health care provider is dropped; access to a timely internal and independent external appeals process with a medical necessity standard; assurance that doctors and patients can openly discuss treatment options; and an enforcement mechanism ensuring recourse for patients who have been harmed as a result of health plan actions.

Improving Access to Affordable, Quality Child Care. The President has proposed to significantly enhance assistance to low- and middle-income parents paying for child care. Today, working families are saddled with high child care costs, yet only 1.25 million of the 10 million low-income children eligible receive child care subsidies. The President's budget invests

\$7.5 billion over five years to serve an additional 1.15 million children with child care subsidies. The President has also proposed greater tax relief through the Child and Dependent Care Tax Credit, providing an additional average tax cut of \$354 for qualifying families earning under \$60,000. This proposal would eliminate income tax liability for nearly all families of four with incomes below \$35,000 and high child care costs. Finally, the President's budget steps up investment in improving child care quality and ensuring that all children arrive to school ready to learn.

Increasing After-School Opportunities. Experts agree that school-age children who are unsupervised during the hours after school are far more likely to use alcohol, drugs, and tobacco, commit crimes, receive poor grades, and drop out of school than those who are involved in supervised, constructive activities. Yet, at least 5 million children -- and as many as 15 million -- are left alone at home each week. The President is committed to tripling funding for the 21st Century Community Learning Center Program, which supports the creation and expansion of after-school and summer school enrichment programs throughout the country. His historic budget increase -- from \$200 million to \$600 million for fiscal year 2000 -- would enable the program to serve over one million more school-aged children.

Addressing Growing Long-Term Care Needs. The President Clinton has proposed an historic new initiative to support elderly and disabled Americans with long-term care needs and the millions of families caring for them. Today, millions of Americans voluntarily provide unpaid, informal long-term care to disabled family members and friends. Nearly 40 percent of all informal caregiving to aging Americans is provided by their children. The aging of Americans will only increase the need for quality long-term care options -- by 2030, the number of elderly Americans will have doubled, so that one in five Americans will be elderly. To address this growing need for support, the President's budget invests \$6.2 billion over five years, including \$5.5 billion to provide a \$1,000 tax credit to compensate for the cost of long-term care services, and \$625 million to provide respite, home care services, and information and referral assistance to the roughly 250,000 families caring for elderly relatives who are chronically ill or disabled.

Fighting to Raise the Minimum Wage. The President called on Congress to pass an increase in the minimum wage. Despite the strongest economy in a generation, there are still millions of workers trying to raise a family and struggling to make ends meet. The President believes that parents who work hard and play by the rules should not have to raise their children in poverty. That is why, in 1993, he expanded the Earned Income Tax Credit (EITC) and, in 1996, fought for and won a minimum wage increase. The President's proposal would increase the minimum wage from \$5.15 to \$6.15 over two years -- through a 50-cent increase on September 1, 1999 and a 50-cent increase on September 1, 2000 -- helping to restore the real value of the minimum wage to what it was when President Reagan took office in 1981. This increase will help ensure that -- as costs continue to increase -- parents who work hard and play by the rules can bring up their children out of poverty. For someone who works full-time, this minimum wage increase will mean an additional \$2,000 per year. According to data from the Bureau of Labor Statistics, about 12 million hourly paid workers would benefit directly from this pay raise.

Ensuring Equal Pay and Equal Opportunities. A recent Council of Economic Advisors report found that, although the gap between women's and men's wages has narrowed

substantially since the signing of the Equal Pay Act in 1963, there still is a significant gap that can best be explained by discrimination in the workplace. President Clinton has called for new federal legislation to strengthen wage discrimination laws and provide for additional training and public education efforts on equal pay issues. The President has endorsed the Paycheck Fairness Act, which would increase penalties for equal pay violations, prohibit employers from punishing employees and applicants for sharing salary information, improve data collection, and provide for training, research and a new pay equity award. The President's budget also includes a new \$14 million Equal Pay initiative that would enable the Department of Labor and the Equal Employment Opportunity Commission to increase compliance with federal wage discrimination laws and to provide technical assistance.

Expanding Access to Family and Medical Leave. The Family and Medical Leave Act (FMLA), the first piece of legislation that the President signed into law, has enabled millions of American workers take up to 12 weeks of job-protected leave care for a newborn or adopted child, to attend to their own serious health needs, or care for a seriously ill parent, child or spouse. Today, Americans are covered by the law if they work in a company with 50 or more workers. The President is proposing to extend the benefits of FMLA to ten million more Americans by covering workers in companies with 25 or more employees. The President is also proposing to expand the law to allow FMLA-eligible workers take up to 24 hours of additional leave each year to meet specified family obligations, including routine doctors appointments and parent-teacher conferences.

Making Work Pay. Welfare caseloads are at their lowest level since 1969 and the welfare rolls have fallen by nearly half since the President took office. The number of recipients fell from 14.1 million in January 1993 to 7.6 million in December 1998 -- 342,000 fewer recipients than 3 months earlier and more than 6.5 million since he took office, a drop of 46 percent. The rolls have declined by 4.6 million people, or 38 percent, since he signed the welfare law in August 1996. Since 1993, welfare rolls have declined in all states, with 29 states recording declines of half or more. The President's budget includes \$1 billion for the Welfare-to-Work initiative in FY 2000, of which at least \$150 million will be dedicated to fathers who agree to work, pay child support, and become part of their children's lives again. Remaining funds will go toward assisting long-term welfare recipients with the greatest challenges to employment move into lasting jobs, including doubling the funds available for Native American tribes. These funds can be used for job creation, job placement and job retention efforts, including wage subsidies to private employers, on-the-job training, and other critical post-employment support services.

WORKING WOMEN

Talk With First Lady Hillary Rodham Clinton

FRIDAY, MAY 7, AT NOON

*Please arrive by 11:30 a.m. in the foyer of the Sports Arena at
Buffalo State College*

If you're a woman in America today, chances are 99 out of 100 that you will spend at least part of your life working for pay. But the chances aren't as good that you'll be heard when it comes to really solving problems working women face every day.

Be part of the national **Ask A Working Woman** campaign, sponsored by the AFL-CIO, and tell Hillary Rodham Clinton what's important to you, as working women set an agenda for the year 2000 and beyond.

Join

First Lady Hillary Rodham Clinton
Karen Nussbaum, AFL-CIO Working Women's Department
Muriel A. Moore, Ph.D., President, Buffalo State College
Hundreds of working women from Buffalo

Driving Information:

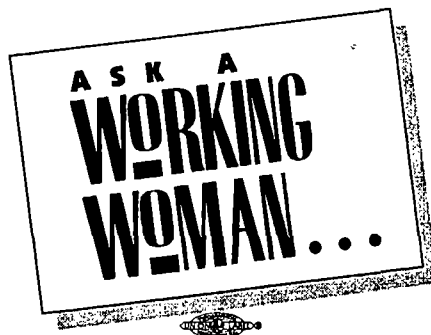
If you are arriving by car via the NYS Thruway (I-90) from the:

EAST: Take exit 51 (NY 33 west) to NY 198 west. Leave 198 at Elmwood Avenue south. Make a right at the end of the ramp onto Elmwood Avenue. Go to the second traffic light and make a right onto Rockwell Road. Turn right onto Grant. Park in either Lots L or M.

WEST: Take exit 53 (I-190) to exit 11 (NY 198 east) to the Grant Street exit. Make a right at the end of the ramp onto Grant Street. Park in either Lots L or M.

FROM DOWNTOWN BUFFALO: Take I-90 north to exit 11 (NY 198 east) to Grant Street. Park in Lots L or M.

**To let us know that you're coming and for more information,
please call the Buffalo AFL-CIO Council at 716-852-0375.**





Muriel A. Moore

Dr. Muriel A. Moore became the seventh president of Buffalo State College on April 24, 1996. She received both her doctorate in educational organization, administration, and policy and her master's of education from the University at Buffalo.

Immediately prior to her arrival at Buffalo State, she was the vice president for public service and urban affairs at the University at Buffalo, where she also served in various other leadership capacities over a 23-year period.

She currently serves as co-chair of the SUNY Provost's Advisory Task Force on General Education and the national board of the American Association of State Colleges and Universities in Washington, D.C. Her professional and scholarly interests include educational leadership, urban policy and planning, and the representation of women and minorities in the academy. She is the chair of the 1999 United Way campaign for Buffalo and Erie County, and serves on the boards of directors of Merchants Mutual Insurance Company, Fleet Bank, Grace Manor Nursing Home, the Greater Buffalo Development Foundation, the Buffalo Museum of Science, Studio Arena Theatre, and the Nichols School.

President Moore has received numerous awards for her contributions in education and service to the community. Among the most recent are the Staten Island College Distinguished Alumna Award; the Governor's State Division of Women Award for Excellence in Education; the University at Buffalo Distinguished Alumni Award; the YMCA Toast to Buffalo Award; The Black Educators Association of Western New York, Educator of the Year Award; the Minority Bar Association of Western New York Award for Community Service; and the State University of New York at Buffalo, Newman Center, Catholic Campus Ministry, Distinguished Alumnus Award. She is a recipient of the State University of New York Chancellor's Award for Excellence in Professional Service and, last year, was inducted into the Western New York Women's Hall of Fame.

AAWW Proposed Events

These are the proposed events. Not all are finalized. We can explore other cities as well.

<i>Date</i>	<i>City/State</i>	<i>Principals</i>
4/26	Cleveland, Ohio	Linda Chavez-Thompson
5/7	Buffalo, New York	Hillary Clinton; John LaFalce
5/23	Boston, Massachusetts	Richard Gephardt; John Tierney
5/24	Baltimore, Maryland	K. Kennedy Townsend; John J. Sweeney
6/4	Kansas City	Karen McCarthy (MO) or Dennis Moore (KS);
6/14	Denver, Colorado	Diana DeGette
6/18	Syracuse, New York	Karen Nussbaum
6/18	Rochester, New York	Louise Slaughter; Karen Nussbaum
6/21	Las Vegas, Nevada	Shelley Berkley; Linda Chavez-Thompson
TBD	Atlanta, Georgia	Cynthia McKinney
TBD	Providence, Rhode Island New Haven, Connecticut	Patrick Kennedy Rosa DeLauro
TBD	Detroit, Michigan	David Bonior; AFL-CIO Officer TBD
TBD	Chicago, Illinois	Jan Schakowsky, AFL-CIO Officer TBD
TBD	Portland, Oregon	Darlene Hooley, David Wu
TBD	Los Angeles, California	Lucille Roybal Allard
TBD	Bryn Mawr, PA	Joe Hoeffel



Working Women's Department 1999 Program

ASK A WORKING WOMAN SURVEY

- The Ask A Working Woman survey allows working women to engage in a conversation about their hopes and dreams and to craft a clear message for the Working Women Conference 2000. This survey is designed to be filled out in small discussion groups or individually.

EQUAL PAY

- On February 24, we will release a study conducted for us by the Institute for Women's Policy Research called "Equal Pay for Working Families: National and State Data on the Pay Gap and Its Costs". This report calls for greater compliance with existing equal pay laws and employment discrimination requirements and the passage and enforcement of new tougher laws would significantly boost wages for women and minorities.
- By Equal Pay Day, April 8, 1999, we will have identified about 20 states where equal pay legislation is on the docket and help those states to push the issue by mobilizing our activists in the area, providing background and statistical information, sending placards and stickers to events, and assisting in many other ways.
- Visit our Equal Pay Website at www.aflcio.org/women/equalpay.htm to see how much the pay gap costs you over a lifetime.

WORKING WOMEN CONFERENCE 2000

- March 11 and 12, 2000, the Working Women's Department will host thousands of women from across the nation in Chicago, Illinois, for a two-day conference where we will focus on organizing and non-partisan political action. We will send a message to political candidates that working women will not be taken for granted!

SOCIAL SECURITY

- Women care deeply about protecting and preserving Social Security, are less confident than men about retirement, and more likely than men to depend on Social Security as their mainstay of retirement income. Perhaps most importantly, they oppose quick fixes or radical reforms that may threaten those two important qualities — secure benefits that never run out and the increase as living costs rise. Our department will educate our Network members on the issue through mailings, we will mobilize your Network members with strong-grassroots campaigns, partnering with our allies in communities all over the country, and elevate the visibility of working families' goals through community events and aggressive media outreach.

(over)

...to join the Working Women Working Together Network, call toll-free 1-888-971-9797

AFL-CIO**WORKING
WOMEN
AFL-CIO
WORKING
TOGETHER**

**If you want to know how
to make jobs better for
working families,**

ASK A WORKING WOMAN

EXECUTIVE SUMMARY
A Report on the National Survey
from the Working Women's
Department of the AFL-CIO



Early in 1997, the nation's largest organization of working women -- the AFL-CIO, with 5.5 million women members -- set out to learn about the issues that shape women's lives on and off the job.

Our goal: to help working women make their voices heard -- and make their jobs better.

We went to the experts themselves -- face to face with working women on their jobs and in their homes and communities. We conducted a national tour, with dozens of meetings, from a school library to a construction site. And we commissioned one of the most comprehensive national studies in history, including a scientific telephone survey as well as questionnaires returned by more than 50,000 union and unrepresented women from every occupation and every part of the nation.

We asked working women what they need and what they have; what's getting better and what's getting worse; and who should be there to back them up. And we took special samplings of African American, Hispanic, and Asian American women, as well as women from different occupational groups. The Ask a Working Woman survey gives voice to the nation's 61 million working women. It is the first major study of working women's views since the economic recovery.

Working women said:

- Equal pay is their top concern.
- Despite the booming national economy, they are very worried about job security and their families' financial security.
- Large numbers of them -- including an even larger percentage of the abundant part-timers -- are going without basic benefits, such as paid sick leave, health coverage and pension plans.
- They want help meeting the demands of work and family. Time is often their scarcest resource and juggling work and family is one of their biggest challenges.
- Overwhelmingly they say that the way to solve these problems is by working together and getting more help from employers, government, working women's organizations and unions.

These conclusions* stand out from the scientific survey:

1. Families depend on working women.

- Nearly two-thirds (64 percent) of working women report that they provide about half or more of their household income. More than half (52 percent) of married women contribute about half or more of their household income.
- Forty-one percent of working women head their own households--they are single, divorced, separated or widowed--and 28 percent of them have dependent children.

2. Despite receiving scant public attention, equal pay remains an urgent concern for millions of working women. Since women's earnings are essential to their households, they believe equal pay will help their families.

- Almost unanimously (99 percent), working women describe equal pay for equal work as important. Ninety-four percent say it is very important.
- When asked, in an open-ended question, to describe the biggest problem facing women at work, two out of five (41 percent) cited pay, including one in six working women (17 percent) who mentioned equal pay. An additional 24 percent cited one or more related problems--low pay, generally; gender discrimination, generally; and the glass ceiling--limiting women's advancement. Thirty-seven percent report that making ends meet has gotten worse in the last five years, compared with 29 percent who think it has gotten better.
- Almost one-third say their current job does not provide equal pay for equal work, revealing a great gap between what women want from their jobs and what they get from their jobs.

3. Good benefits are as critical as good wages in providing economic security.

- Eighty-seven percent say that secure, affordable health insurance is very important. Seventy-nine percent say that pension and retirement benefits are very important.
- Staggeringly large numbers of working women have jobs that don't provide even the most basic benefits: one in every three working women (33 percent) lacks retirement benefits, and a nearly equal number--three in 10 (30 percent)--lack health coverage.
- Eighty-nine percent say education and training are important, but only 61 percent say these opportunities currently exist on their jobs.

4. Working women think things are getting worse, not better. For all the official statements and media coverage about a booming economy, job security is a major concern. And job security is something women want but don't have.

- Forty-one percent think job security has gotten worse for women in the past five years, compared with only 26 percent who think it has gotten better.
- More than nine out of 10 working women (92 percent) say that protection from layoffs and downsizing is important, including 72 percent who call it very important.
- Only 34 percent say they are protected from layoffs in their current jobs, one of the largest gaps between what working women want and what they have.

5. Almost one-fourth of working women are part-timers, and they are especially concerned about their pay, benefits and prospects. The survey points up the precarious plight of part-time workers, the issue that prompted the

recent strike at UPS.

- Twenty-three percent of working women are part-timers and their incomes are critical to their families' well-being. Forty percent say they bring home half or more of their family's incomes.
- Astonishingly large numbers of women who work part time do not have even the most basic benefits. Only 56 percent report that their jobs provide any paid vacations, compared with 83 percent of women who work full time. Only 48 percent of part-timers have paid sick leave.
- Only 49 percent have pensions and only 45 percent have health insurance of any kind in their current jobs.

6. Time matters, too; among the most important employer policies are those that help working women gain greater control of their time so that they can better juggle work and family.

- Most believe it is very important to have paid sick leave (82 percent), paid vacation time (76 percent), paid family leave (70 percent) and flexible hours (61 percent).
- Yet, 42 percent say they do not have paid family leave, 39 percent lack flexible hours, 29 percent do not have sick leave and 21 percent do not have paid vacation time.

Child care is an especially important concern for young mothers, single mothers and women of color.

- Sixty-two percent of working mothers with children younger than six say that child care is very important to them. But only 13 percent of these mothers have jobs that provide child care.
- Of working women with children younger than 12, 56 percent say child care is very important. But only 11 percent have jobs that provide child care.
- African American (47 percent) and Hispanic (50 percent) women are the most likely to want child care but not have it.

Elder care is a growing concern. Forty-seven percent of working women call elder care very or somewhat important, but only 8 percent have it provided through their jobs.

7. Respect is a word working women use again and again to describe what they want. When we asked working women in an open-ended question to tell us the biggest problem they face, many said respect often in the context of equal pay, opportunity and the time squeeze.

- Women who are dissatisfied with their jobs are three times as likely as those who are satisfied to mention lack of respect as the biggest problem facing women at work.
- Sexual harassment is also related to respect. Seventy-eight percent say punishment for sexual harassment is very important. But 35 percent say this protection is not currently provided by their employers.

8. Women believe in working together to solve problems in the workplace. A strong majority see a positive role for unions. Women hold these views in spite of messages from the media and from corporate management emphasizing competition and self-reliance.

- A huge majority of working women (79 percent) say that the best way to solve problems in the workplace is for women to join together and work as a

group, rather than to work separately as individuals (15 percent).

- Women look to many institutions for more help in solving problems at work, including employers and businesses (96 percent), working women's organizations (92 percent), government (79 percent), community and civic groups (76 percent) and labor unions (75 percent).

Working women want change and are looking for help. For the AFL-CIO, the survey findings will inform and inspire our efforts on a full range of issues concerning all working women, including raising pay; improving opportunities for advancement; defending economic security; extending health insurance, child care, elder care, pensions and other benefits; and helping working women and men organize for a stronger voice and a better deal.

What is important for working women? And what do they have now?

Some of the things that jobs offer their employees are important, and some are not so important. For each item I read, please tell me how important that thing is to you personally.

Benefit	Very Important	Somewhat Important	Less Important	Currently Provided by their Job	Gap*
Protection from layoffs and downsizing	72%	20%	6%	34%	54%
Elder care	25%	22%	48%	8%	39%
Child care	33%	13%	49%	8%	38%
Paid leave to care for family members who are sick	70%	20%	8%	52%	35%
Equal pay for equal work	94%	5%	1%	62%	32%
Flexible hours or control	61%	25%	13%	61%	30%
Continuing education and training	59%	30%	11%	61%	31%
Pension and retirement benefits	79%	13%	7%	65%	27%
Paid sick leave for yourself	82%	13%	5%	68%	25%
Secure, affordable health insurance	87%	7%	5%	68%	25%
Paid vacation time	76%	17%	7%	77%	17%
Punishment for sexual harassment	78%	13%	6%	65%	14%
A safe and healthy workplace	93%	5%	0%	89%	9%

*The percent who say each item is at least somewhat important, minus the percent who actually have it.
Note: Percentages may not total 100 due to rounding and "don't know" responses.

TOP

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For every woman who wants
to make changes on the job

WORKING WOMEN CONFERENCE 2000

afl-cio

Chicago

March 11-12, 2000

The folks who brought you **Working Women Working Together** are back with a bigger and better gathering. On March 11-12, 2000, the AFL-CIO will host **Working Women Conference 2000**. Thousands of working women from across the nation will come together to build strategies to change our workplaces, mobilize around key issues and send a message to political candidates that working women will not be taken for granted.

Join us for this historic gathering.

Yes! I'm interested in getting more information about **Working Women Conference 2000**. Please send the information to me at the following address:

Name _____

Organization/Union _____

Street Address _____

City _____ State _____ Zip Code _____

Please complete this form and mail it in an envelope to:

AFL-CIO Working Women's Department • 815 16th St., N.W. • Washington, D.C. 20006
Call 202-637-5064 • Fax 202-508-6902 • Website: www.aflcio.org/women/



FIRST LADY HILLARY RODHAM CLINTON
TALKING POINTS FOR
“ASK A WORKING WOMAN” ROUNDTABLE DISCUSSION
BUFFALO, NEW YORK
May 7, 1999

- I am very pleased to have this chance to talk with you today about a commitment I know we all share: improving the lives of working women.
- I want to thank Buffalo State College's President, Muriel Moore, for hosting us here today. I also want to thank Congressman John LaFalce for everything he is doing on behalf of families here in Buffalo and across the country. And I especially want to thank Karen Nussbaum and the AFL-CIO for the remarkable work you are doing to give women a voice on the issues that matter most to us and our families. Because the Ask a Working Women Campaign is about women's real-life stories, they asked the five working women to come today dressed as they would to go to work.
- It is a special pleasure for me to be here with our panelists, and I am very grateful to them for sharing their stories and their insights with all of us. I think we will hear some very familiar themes today, because each of these women represents hundreds of thousands of working women who struggle every day to strike that difficult balance between their responsibilities at home and at work.
- Over the past six years, I have been privileged to travel around our country and to meet with working women -- of all ages and all income levels -- at forums like this one and in more informal settings. A working mother in Atlanta told me how each day she had to race from work to reach the child care center before it closed -- worrying the whole way that she would be stopped for speeding. A single mother in Silver Spring described the heart-wrenching choice she had to make between buying child care or health care because she couldn't afford both. In Brooklyn, a working mother described how heavily she relied on her son's after-school program for the peace-of-mind to know that he was safe and learning while she was at work. And just recently in Chicago, a woman working at a truck dealership told me about a flagrant violation of our equal pay laws -- where she was paid less for the same work done by a male colleague. And, everywhere I go, working women tell me how important it is that we save Social Security and make sure that it is there for their retirement.

- I imagine that these stories ring true with many of you – from your own lives and from your friends and neighbors. We grapple with these issues in lunchrooms and living rooms. We talk to one another around kitchen tables and water coolers.
- Now we must take the next step and make sure that these issues are raised -- and acted on -- from town halls to the halls of Congress.
- The President and his Administration have put these important issues at the forefront of our agenda.
- I am proud that we have proposed to enact a meaningful Patient's Bill of Rights for all Americans . . . to raise the minimum wage . . . to expand working families' access to quality child care...to help families pay for long term care ... to expand after-school care programs... to expand the Family and Medical Leave Act...to save Social Security and Medicare for the 21st Century ... and to secure every American's right to equal pay for equal work.
- This is an agenda that reflects our families' needs and protects all of our interests. I believe we must take advantage of the economic prosperity our nation is enjoying -- to respond to the concerns that will we hear today, and create a better future for working women and their families.
- And now, I would like to hear from all of you about your experiences and insights.

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. bios	"Ask a Working Woman" Roundtable Participants (1 page)	nd	P6/b(6)

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Buffalo Working Families Event [05/07/99]

2012-1035-S

kc1081

RESTRICTION CODES

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BACKGROUND ON ISSUES

May 5, 1999

Protecting Social Security as America's Family Protection System. The President has proposed a bold framework for saving Social Security for the 21st Century -- devoting 62 percent of the projected budget surpluses over the next 15 years to the Social Security system and investing a small portion of this surplus in the private sector to earn a higher return. Strengthening Social Security is particularly important to working families and to women. Social Security provides benefits to spouses of any age who care for children under 16 if the worker is retired, becomes disabled or dies. And, without Social Security, over 50 percent of elderly women would live in poverty. The President has also proposed using 12 percent of the projected budget surplus to create new Universal Savings Accounts -- USA Accounts -- to help all Americans build nest eggs for their retirement.

Advancing an Ambitious Education Agenda. President Clinton is committed to working with the Congress to finish the job of hiring 100,000 well-prepared teachers to reduce class size; building and modernizing 6,000 public schools across the country; and re-authorizing the Elementary and Secondary Education Act in a way that holds states and school districts accountable for results. Also, the President is committed to (1) \$35 million in funding -- up from \$7.5 million last year -- to provide scholarships to 7,000 outstanding students who commit to teaching in high-poverty urban and rural public schools; (2) an \$18 million initiative to build on the successful Troops-to-Teachers program to train and place thousands of retired military personnel and other mid-career professionals as new teachers in public schools, especially in high-need subject areas like math and science and in high-poverty schools; (3) a new \$10 million initiative to begin recruiting and training 1,000 teachers who commit to teach in schools with high concentrations of Native American students; and (4) \$18.5 million for the National Board for Professional Teaching Standards -- a nonprofit, nonpartisan, and nongovernmental body devoted to strengthening the teaching profession by developing rigorous standards of excellence in teaching, recognizing and rewarding outstanding teachers, and keeping our best teachers in the classroom where they are most needed.

Fighting for a Strong Patient's Bill of Rights. The President is committed to achieving a strong, enforceable Patients' Bill of Rights that would include: guaranteed access to needed health care specialists; access to emergency room services when and where the need arises; continuity of care protections to assure patient care if a patient's health care provider is dropped; access to a timely internal and independent external appeals process with a medical necessity standard; assurance that doctors and patients can openly discuss treatment options; and an enforcement mechanism ensuring recourse for patients who have been harmed as a result of health plan actions.

Improving Access to Affordable, Quality Child Care. The President has proposed to significantly enhance assistance to low- and middle-income parents paying for child care. Today, working families are saddled with high child care costs, yet only 1.25 million of the 10 million low-income children eligible receive child care subsidies. The President's budget invests

\$7.5 billion over five years to serve an additional 1.15 million children with child care subsidies. The President has also proposed greater tax relief through the Child and Dependent Care Tax Credit, providing an additional average tax cut of \$354 for qualifying families earning under \$60,000. This proposal would eliminate income tax liability for nearly all families of four with incomes below \$35,000 and high child care costs. Finally, the President's budget steps up investment in improving child care quality and ensuring that all children arrive to school ready to learn.

Increasing After-School Opportunities. Experts agree that school-age children who are unsupervised during the hours after school are far more likely to use alcohol, drugs, and tobacco, commit crimes, receive poor grades, and drop out of school than those who are involved in supervised, constructive activities. Yet, at least 5 million children -- and as many as 15 million -- are left alone at home each week. The President is committed to tripling funding for the 21st Century Community Learning Center Program, which supports the creation and expansion of after-school and summer school enrichment programs throughout the country. His historic budget increase -- from \$200 million to \$600 million for fiscal year 2000 -- would enable the program to serve over one million more school-aged children.

Addressing Growing Long-Term Care Needs. The President Clinton has proposed an historic new initiative to support elderly and disabled Americans with long-term care needs and the millions of families caring for them. Today, millions of Americans voluntarily provide unpaid, informal long-term care to disabled family members and friends. Nearly 40 percent of all informal caregiving to aging Americans is provided by their children. The aging of Americans will only increase the need for quality long-term care options -- by 2030, the number of elderly Americans will have doubled, so that one in five Americans will be elderly. To address this growing need for support, the President's budget invests \$6.2 billion over five years, including \$5.5 billion to provide a \$1,000 tax credit to compensate for the cost of long-term care services, and \$625 million to provide respite, home care services, and information and referral assistance to the roughly 250,000 families caring for elderly relatives who are chronically ill or disabled.

Fighting to Raise the Minimum Wage. The President called on Congress to pass an increase in the minimum wage. Despite the strongest economy in a generation, there are still millions of workers trying to raise a family and struggling to make ends meet. The President believes that parents who work hard and play by the rules should not have to raise their children in poverty. That is why, in 1993, he expanded the Earned Income Tax Credit (EITC) and, in 1996, fought for and won a minimum wage increase. The President's proposal would increase the minimum wage from \$5.15 to \$6.15 over two years -- through a 50-cent increase on September 1, 1999 and a 50-cent increase on September 1, 2000 -- helping to restore the real value of the minimum wage to what it was when President Reagan took office in 1981. This increase will help ensure that -- as costs continue to increase -- parents who work hard and play by the rules can bring up their children out of poverty. For someone who works full-time, this minimum wage increase will mean an additional \$2,000 per year. According to data from the Bureau of Labor Statistics, about 12 million hourly paid workers would benefit directly from this pay raise.

Ensuring Equal Pay and Equal Opportunities. A recent Council of Economic Advisors report found that, although the gap between women's and men's wages has narrowed

substantially since the signing of the Equal Pay Act in 1963, there still is a significant gap that can best be explained by discrimination in the workplace. President Clinton has called for new federal legislation to strengthen wage discrimination laws and provide for additional training and public education efforts on equal pay issues. The President has endorsed the Paycheck Fairness Act, which would increase penalties for equal pay violations, prohibit employers from punishing employees and applicants for sharing salary information, improve data collection, and provide for training, research and a new pay equity award. The President's budget also includes a new \$14 million Equal Pay initiative that would enable the Department of Labor and the Equal Employment Opportunity Commission to increase compliance with federal wage discrimination laws and to provide technical assistance.

Expanding Access to Family and Medical Leave. The Family and Medical Leave Act (FMLA), the first piece of legislation that the President signed into law, has enabled millions of American workers take up to 12 weeks of job-protected leave care for a newborn or adopted child, to attend to their own serious health needs, or care for a seriously ill parent, child or spouse. Today, Americans are covered by the law if they work in a company with 50 or more workers. The President is proposing to extend the benefits of FMLA to ten million more Americans by covering workers in companies with 25 or more employees. The President is also proposing to expand the law to allow FMLA-eligible workers take up to 24 hours of additional leave each year to meet specified family obligations, including routine doctors appointments and parent-teacher conferences.

Making Work Pay. Welfare caseloads are at their lowest level since 1969 and the welfare rolls have fallen by nearly half since the President took office. The number of recipients fell from 14.1 million in January 1993 to 7.6 million in December 1998 -- 342,000 fewer recipients than 3 months earlier and more than 6.5 million since he took office, a drop of 46 percent. The rolls have declined by 4.6 million people, or 38 percent, since he signed the welfare law in August 1996. Since 1993, welfare rolls have declined in all states, with 29 states recording declines of half or more. The President's budget includes \$1 billion for the Welfare-to-Work initiative in FY 2000, of which at least \$150 million will be dedicated to fathers who agree to work, pay child support, and become part of their children's lives again. Remaining funds will go toward assisting long-term welfare recipients with the greatest challenges to employment move into lasting jobs, including doubling the funds available for Native American tribes. These funds can be used for job creation, job placement and job retention efforts, including wage subsidies to private employers, on-the-job training, and other critical post-employment support services.

Giuliani, Mrs. Clinton coming here this week

By ROBERT J. MCCARTHY

News Political Reporter

The next election for U.S. senator from New York is 18 months away, but already Buffalo resembles a campaign battleground with visits this week from the two mega-figures eyeing the race.

First up is New York City Mayor Rudolph W. Giuliani on Wednesday as he stars at a fund-raising dinner at the Adam's Mark Hotel for Republican Supreme Court hopeful Salvatore R. Martoche. That will be followed on Friday by the top name in the Democratic mix — first lady Hillary Rodham Clinton — at a noon-time discussion on working women's issues at Buffalo State College.

Both visits will command national attention as the time draws near when the two high-profile figures are expected to make informal decisions about the 2000 contest for the seat of retiring four-term Democratic Sen. Daniel Patrick Moynihan. While both Giuliani and Mrs. Clinton have scheduled "official" reasons for their journey to Buffalo, both clearly are laying the groundwork for possible campaigns in upstate New York's major county.

"It's the continuing dry run to see if it makes sense," Erie County Democratic Chairman G. Steven Pigeon said of Mrs. Clinton. "It shows she's taking a serious look to see if this is logistically possible to do. And I think she's coming very close to thinking it's feasible."

The visits occur on the heels of a new statewide poll by Utica-based Zogby International, showing Giuliani barely ahead of Mrs. Clinton. The April 27-29 poll of 700 likely New York voters shows Giuliani ahead of Mrs. Clinton 46.2 percent to 42.3 percent, with a sampling error of plus or minus 3.8 percentage points.

The mayor's lead has diminished from a similar Zogby poll in March, which showed him leading Mrs. Clinton 48.4 to 36.9 percent.

"The gap has narrowed in one month as a result of an increased coolness toward Giuliani because of

sheet. I only got the cover page. Thanks. Narete

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Politics: First lady's networking includes LaFalce fund-raiser

Continued from Page B1

the Amadou Diallo affair and lower unfavorables for Mrs. Clinton," pollster John Zogby said. "Nonetheless, this still remains a highly risky venture for her."

Still, Mrs. Clinton's visit to Buffalo State intensifies speculation that she soon will signal her intentions about the 2000 campaign. It is her second visit to the area in as many weeks, and parachutes her into an audience thought to represent strong elements of her constituency — labor and women.

"Mrs. Clinton will first talk with Buffalo-area working women about their jobs and what's important to them," said Karen Nussbaum, director of the Working Women's Department of the AFL-CIO, which is sponsoring the event. "Then it will be an open discussion with hundreds of Buffalo working women about their concerns and priorities."

The event is one of several to be sponsored nationally by the AFL-CIO and led by high-profile figures to examine women's issues. It mirrors a similar effort two years ago that promoted equal-pay legislation in 26 states after the national labor organization surveyed working women across the country.

But just as occurred during her appearance in Manhattan last week, Mrs. Clinton's Buffalo visit will feature an obvious political side as well. Sources indicate that

she volunteered to appear at a hastily arranged \$1,000 per-ticket fund-raising event for Rep. John J. LaFalce, D-Town of Tonawanda, at 11 a.m. at the Delaware Park Casino.

Just as in her appearance before the New York State Democratic Committee dinner last week, this event allows her to make vital political connections as she nears a decision, which many political observers expect in June.

She will go from the casino to Buffalo State for the noon discussion, tentatively set for the campus field house.

Giuliani, meanwhile, also is stepping up his upstate political activity. He is expected to raise funds for his own campaign account at the Amherst home of Buffalo businessman William Brosnahan, tentatively on June 7.

His Wednesday visit is expected to feature several key members of his staff, including Randy Levine, deputy mayor.

The event is expected to raise about \$50,000 for Martoche, who is a friend of Giuliani's since the days when both served as U.S. attorneys in New York State.

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003. briefing paper	Families Agenda Roundtable Discussion, Duncan YMCA (4 pages)	04/14/1999	P6/b(6)

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First Lady's Office
Domestic Policy Council (Nicole Rabner)
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FOLDER TITLE:

Buffalo Working Families Event [05/07/99]

2012-1035-S
kc1081

RESTRICTION CODES

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

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RR. Document will be reviewed upon request.

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

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004. briefing paper	Families Agenda Roundtable Discussion, Bedford YMCA (3 pages)	02/02/1999	P6/b(6)

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Noa A. Meyer

05/05/99 10:48:48 AM

Record Type: Record

To: Jordan Tamagni/WHO/EOP@EOP
cc: Nicole R. Rabner/WHO/EOP@EOP
Subject: more stories HRC has heard

Stories from Karen Nussbaum of women HRC met with Atlanta, Sante Fe, and Silver Spring in '96 for the Working Women Count events:

A woman who worked for a bank and had to stay late told of her efforts to pick up her kids from child care. Everyday when she raced from work to the child care center, she lived in dread of being stopped for speeding.

Another woman, single mother of 2 young girls, said she had to make the choice between purchasing child care or health care. She chose health care. That meant that her 7 year old had to take care of her 5 year after school. This isn't a bad mother, this is a mother with bad choices.

Another woman, a health care worker, nurses aid, said that she left for work every morning before her kids woke up. Since she wasn't there to wake them she called them every morning from work to make sure they got up and just hoped that they got themselves fed and off to school on time.

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I'm Ready to Fund Organized Programs

By GEORGE SOROS

Gangs recruiting in the South Bronx, people perplexed by the meaning of the Littleton, Colo., school massacre, the mayor and schools chancellor colliding over school governance - clearly, questions about young people and how best to guide them to adulthood are Topic A here and around the nation.

Amid the turmoil, however, there is one item that almost everyone agrees will help improve children's social and educational development: after-school programs. Yet despite this agreement, some key New York leaders seem unwilling to budget enough money to support after-school programs, even though my organization is willing to provide major matching funds.

After-school programs are hardly a new idea. During World War II, they provided care for children while mothers worked to support the war effort. Today, these programs address the needs of two-income families and single parents where there's no adult home when school lets out.

After-school programs enhance the quality of education, complementing the traditional school day and offering learning opportunities in everything from the arts to computer science. By enlisting older students to assist senior citizens in nursing homes, clean a park or tutor elementary school children, after-school programs address community needs while providing valuable work experience. With the advent of welfare reform, after-school programs can help single parents on public assistance make the transition to work by providing affordable child care.

By keeping children constructively engaged between 3 p.m. and 6 p.m., after-school programs are among the most effective ways of preventing crime and reducing the drug problem. The FBI reports that more than half of juvenile crime occurs during the afternoon and early evening. Keeping children occupied during these hours promotes healthy socialization and prevents the formation of gangs. For New York State, which has the highest per capita rate of violent crime among 10 to 17-year-olds in the country, this is particularly important.

A significant step in the expansion of after-school programs is the 21st Century Community Learning Centers, which are funded by the U.S. Department of Education. This \$200 million program - which President Clinton has proposed to expand to \$600 million - serves as a model for state and local after-school efforts. Its ultimate goal is to provide \$1 billion to 4,000 school-based programs over the next five years. In New

York State, I have pledged up to \$25 million a year for the next five years to support after-school programs. This investment must be matched by other private and public funds on a 3-to-1 basis.

Last year, New York City and Schools Chancellor Rudy Crew committed \$9 million in matching funds to this effort, making after-school programs available to approximately 15,000 children and their families in 50 public schools citywide. I am pleased that the City Council has earmarked \$10 million in its 1999-2000 budget for after-school programs. This would fund an expansion in the next academic year to 100 sites, serving 30,000 children.

At the state level, Gov. Pataki has proposed \$10 million for the Advantage School program, an after-school initiative that would reach an additional 13,000 school children. But the state Senate, in its budget resolution, reduced this to only \$1.5 million - and the Assembly eliminated it.

After-school programs are an investment worth making. I'm ready.

Soros is chairman of the Open Society Institute.

Original Publication Date: 05/04/1999

Giuliani, Mrs. Clinton coming here this week

By ROBERT J. MCCARTHY
News Political Reporter

The next election for U.S. senator from New York is 18 months away, but already Buffalo resembles a campaign battleground with visits this week from the two mega-figures eyeing the race.

First up is New York City Mayor Rudolph W. Giuliani on Wednesday as he stars at a fund-raising dinner at the Adam's Mark Hotel for Republican Supreme Court hopeful Salvatore R. Martocchio. That will be followed on Friday by the top name in the Democratic mix — first lady Hillary Rodham Clinton — at a noon-hour discussion on working women's issues at Buffalo State College.

Both visits will command national attention as the time draws near when the two high-profile figures are expected to make informal decisions about the 2000 contest for the seat of retiring four-term Democratic Sen. Daniel Patrick Moynihan. While both Giuliani and Mrs. Clinton have scheduled "official" reasons for their journey to Buffalo, both clearly are laying the groundwork for possible campaigns in upstate New York's major county.

"It's the continuing dry run to see if it makes sense," Erie County Democratic Chairman G. Steven Pigeon said of Mrs. Clinton. "It shows she's taking a serious look to see if this is logistically possible to do. And I think she's coming very close to thinking it's feasible."

The visits occur on the heels of a new statewide poll by Utica-based Zogby International, showing Giuliani barely ahead of Mrs. Clinton. The April 27-29 poll of 700 likely New York voters shows Giuliani ahead of Mrs. Clinton 46.2 percent to 42.3 percent, with a sampling error of plus or minus 3.8 percentage points.

The mayor's lead has diminished from a similar Zogby poll in March which showed him leading Mrs. Clinton 48.4 to 36.9 percent.

"The gap has narrowed in one month as a result of an increased coolness toward Giuliani because of

See Politics Page B12

Deborah Dron
Sheet. I only got the cover
page. Thanks. Nanette

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Politics: First lady's networking includes LaFalce fund-raiser

Continued from Page B1

the Amadou Diallo affair and lower unfavorables for Mrs. Clinton," pollster John Zogby said. "Nonetheless, this still remains a highly risky venture for her."

Still, Mrs. Clinton's visit to Buffalo State intensifies speculation that she soon will signal her intentions about the 2000 campaign. It is her second visit to the area in as many weeks, and parachutes her into an audience thought to represent strong elements of her constituency — labor and women.

"Mrs. Clinton will first talk with Buffalo-area working women about their jobs and what's important to them," said Karen Nussbaum, director of the Working Women's Department of the AFL-CIO, which is sponsoring the event. "Then it will be an open discussion with hundreds of Buffalo working women about their concerns and priorities."

The event is one of several to be sponsored nationally by the AFL-CIO and led by high-profile figures to examine women's issues. It mirrors a similar effort two years ago that promoted equal-pay legislation in 26 states after the national labor organization surveyed working women across the country.

But just as occurred during her appearance in Manhattan last week, Mrs. Clinton's Buffalo visit will feature an obvious political side as well. Sources indicate that

she volunteered to appear at a hastily arranged \$1,000 per-ticket fund-raising event for Rep. John J. LaFalce, D-Town of Tonawanda, at 11 a.m. at the Delaware Park Casino.

Just as in her appearance before the New York State Democratic Committee dinner last week, this event allows her to make vital political connections as she nears a decision, which many political observers expect in June.

She will go from the casino to Buffalo State for the noon discussion, tentatively set for the campus field house.

Giuliani, meanwhile, also is stepping up his upstate political activity. He is expected to raise funds for his own campaign account at the Amherst home of Buffalo businessman William Brosnahan, tentatively on June 7.

His Wednesday visit is expected to feature several key members of his staff, including Randy Levine, deputy mayor.

The event is expected to raise about \$50,000 for Martocchio, who is a friend of Giuliani's since the days when both served as U.S. attorneys in New York State.

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NEW YORK CHILD PROTECTION

DRAFT 4 – May 5, 1999

STATEMENT BY

OLIVIA A. GOLDEN
ASSISTANT SECRETARY FOR CHILDREN AND FAMILIES
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

ON
MULTIPLE PROGRAM COORDINATION
IN EARLY CHILDHOOD EDUCATION

BEFORE THE

SENATE GOVERNMENTAL AFFAIRS COMMITTEE
SUBCOMMITTEE ON OVERSIGHT OF GOVERNMENT MANAGEMENT,
RESTRUCTURING AND THE DISTRICT OF COLUMBIA
U.S. SENATE

MAY 11, 1999

Mr. Chairman and Members of the Subcommittee,

Thank you for the opportunity to appear before you today to discuss the coordination of early childhood programs. Mr. Chairman, I know that early childhood education has been a top priority of yours for many years, and I particularly welcome the chance to discuss these important issues with you because of my deep respect for your accomplishments on behalf of young children during your tenure as Governor of Ohio.

As you know, early childhood education has also been a high priority for the Administration. In partnership with the Congress, the Administration has provided leadership in three different and complementary ways: by expanding public investment to serve more needy children and families, by stronger efforts to improve program quality and accountability, and by creative work to support partnerships across different early childhood programs.

There is a tremendous need for public investment to help low income families with child care expenses and to provide high quality, comprehensive early childhood programs to help children enter school ready to learn. Data from 1997 showed that less than 15% of the 10 million children who qualify for the Child Care and Development Block Grant were obtaining a subsidy and Head Start still serves less than 50% of low-income preschool children. Accordingly, President Clinton has placed a high priority on steady increases in early childhood funding, leading to doubling the level of funding for child care, expansion of Head Start to serve more than 200,000 additional children, and establishing the Early Head Start program which has grown to more than 500 community-based programs for children under the age of three. The President has continued this commitment to early childhood programs in his FY 2000 budget proposal by requesting an historic increase of \$607 million for Head Start expansion and quality improvements, as well as \$19.3 billion over five years for critically important investments in child care, including a new Early Learning Fund to provide states and communities additional resources to enhance the quality of early care and education services for our youngest and most vulnerable children.

We are encouraged to see similar efforts by states and local communities to invest in these same priorities. Since 1987, state funding for prekindergarten programs has increased from \$180 million to more than \$1.5 billion and state funding to expand Head Start services has increased from less than \$14 million to more than \$154 million. State funding of child care has also grown significantly. In order to draw down the full amount of funds available under the Child Care and Development Block Grant, states in FY 1998 appropriated \$1.6 billion in maintenance of effort and matching funds, and a number of states report additional appropriations of state resources. Recent initiatives such as the commitment of \$40 million over three years to expand and improve early childhood and health programs in Cuyahoga County, Ohio are further exciting evidence of continuing public commitment to support working families with young children and help all children enter school ready to learn.

The second component of federal leadership in early childhood programs is to improve program quality and hold programs accountable for results. Working hand in hand with the Congress, we have developed new performance standards and program monitoring procedures for Head Start and adopted a tougher stance in enforcing these standards, leading to replacement of more than 125 local programs. At the same time, we have made investments to improve Head Start staff

training and compensation and to support other local quality improvement efforts. We are also pleased that last year the Congress made a down payment towards the President's child care initiative by providing an increase of \$183 million for much-needed quality improvements, research and evaluation efforts.

Another critically important aspect of our leadership to enhance early childhood quality is the development of outcome standards and measures for Head Start and child care programs. The Government Performance and Results Act (GPRA) set in motion the first national effort to identify specific outcomes for federally-funded early childhood programs, and a system to measure and track progress on these performance measures. For example, we have made rapid progress in implementing performance measures for Head Start programs, drawing on the work of the National Education Goals Panel and extensive consultation with early childhood experts, including the Department of Education. We created a comprehensive, cutting-edge system of 24 outcome measures to track progress towards our overall goal of improving the healthy development and learning readiness of young children.

Next, we set up our Family and Child Experiences Survey (FACES) to assess performance on these measures in a nationally-representative sample of local Head Start agencies. Initial findings from the FACES survey are already being used to pinpoint strengths and areas for needed improvements in Head Start, giving us a powerful new tool to continue to improve the effectiveness of more than 1400 local programs. For example, we can document that the quality of teaching in Head Start is good, that children are making progress in key learning areas such as vocabulary growth, and that parents are heavily involved in and highly satisfied with Head Start. FACES also allows us to track specific indicators such as the fact that two-thirds of Head Start parents read to their children at least three times per week, and the finding that Head Start programs could be doing more to increase the proportions of parents that read to their children every day. We are convinced that our success in implementing GPRA will form the foundation for continued progress in improving program quality and outcomes, as well as serve as a model for state and local efforts to upgrade all forms of early childhood programs.

In addition to these achievements in expanding and improving child care and Head Start programs, I am pleased to have the opportunity to highlight for the Subcommittee the many things that we are doing to improve coordination so that the full spectrum of early childhood programs work *together* for children. As we work to administer each program authorized by Congress, we seek to work with state, local, and community partners to make it easier for them to bring programs together and to use resources from different federal and state agencies to serve children and their parents with high quality, safe, affordable early care and education.

I will highlight four key areas:

- Ensuring that funding strategies provide incentives for collaboration;
 - Ensuring that federal policy supports collaboration and correcting misinterpretations of federal rules or regulations that may be barriers to partnerships;
 - Providing technical assistance and sharing successful models of coordination; and
 - Convening federal, state and local partners to facilitate collaboration.
- Ensuring that Funding Strategies Provide Incentives for Collaboration

For the past three years, the Head Start Bureau placed a priority on partnership strategies in awarding more than \$340 million in program expansion funding. This policy led to providing full-day/full-year services to more than 50,000 additional children in partnership arrangements with child care and prekindergarten agencies and resources. The Head Start and Child Care Bureaus are working together to help states and communities find effective ways to combine Head Start, child care and pre-kindergarten program funds to provide high quality, full-day/full-year early childhood programs.

For instance, Child Focus, Inc. in Clermont County, Ohio uses resources from state and federal Head Start, child care, Even Start, mental health, alcohol and substance abuse to offer families a wide array of coordinated services, including early childhood education, family literacy, health care, substance abuse and violence prevention in a single center. The agency also provides on-site training for Head Start and child care staff via a partnership with the University of Cincinnati and collaborates with local child care centers and family child care homes to serve additional children and families.

Supporting Collaboration Through Federal Policies

Our second key strategy is working to ensure that Federal policies support collaboration and to identify and remove obstacles to collaboration that are based on misinterpretations of federal rules and regulations. For instance, the Child Care Bureau provided guidance to prevent unwarranted problems in auditing agencies that use funding from different federal programs, and issued a memorandum clarifying the flexibility available to states in addressing issues of defining eligibility across early childhood programs, including subsidized child care. In a similar manner, the Head Start Bureau has issued clarifications of policies on collecting fees, sharing equipment and supplies, and recruiting and enrolling children on a year-around basis to make it easier to partner with child care and pre-kindergarten providers.

We are also working in close partnerships with the 13 states that provide funding to Head Start programs. In states such as Ohio, Minnesota, and Oregon, federal and state officials are working together in funding, monitoring and providing training and technical assistance to local programs. These leadership efforts support new emerging partnerships such as the City of Chicago's innovative strategy to link more than 150 family child care providers with Head Start resources to provide full-day, full-year Head Start and to enhance the quality of services in family child care homes across the city.

Providing Technical Assistance to Remove Barriers to Collaboration and Sharing Successful Models & Strategies

Another indicator of our sustained commitment to promoting early childhood collaboration is a new initiative by the Head Start and Child Care Bureaus to jointly fund and manage a national training and technical assistance project called "Quality in Linking Together: Early Education Partnerships" (QUILT). The QUILT will work to engage states, communities and Indian tribes in developing a strategic approach to fostering early education partnerships to maximize federal, state and local early childhood resources. The QUILT will disseminate information on

successful partnership models, and provide on-site technical assistance for child care, Head Start, pre-kindergarten, and other early education providers. The QUILT will draw on the examples and lessons of a wide array of emerging collaborative models including a new effort in Denver, Colorado where Head Start and child care providers have joined with the United Way and a number of public agencies to launch the Ready to Succeed Partnership. This initiative is working to improve the quality of care through toy and resource lending libraries, parent outreach workers, teacher scholarships, professional development opportunities, and linkages to health care providers.

We are also supporting additional partnership efforts in training and technical assistance to assist Head Start and child care agencies in collaborating with Department of Education programs such as the Even Start family literacy effort and programs for infants, toddlers, and young children with disabilities. For example, in a public-private partnership with the Conrad Hilton Foundation, we are supporting a \$15 million initiative to train teams of Early Head Start, Dept. of Education early intervention providers, parents, and other community agencies to improve programs for infants and toddlers with disabilities. In addition, the Head Start Bureau is launching a new \$15 million technical assistance project targeted to enhancing family literacy services and partnerships between Even Start, Head Start and other early childhood programs.

ACF early childhood programs are also working together at the state and local levels to share training resources and develop more effective and inclusive career development systems for teachers of young children. States such as Kansas and Ohio have created innovative distance learning and interactive television systems to offer training to child care, public school and Head Start teachers. Local agencies such as the Macon Program for Progress Head Start in North Carolina have developed regional training sites to offer model demonstration classrooms, on-site college courses, training for the Child Development Associate credential and a variety of other services to staff from all community programs, using funding from a variety of state, federal, and higher education institutions.

Convening Federal, State and Local Partners to Facilitate Collaboration

Our fourth key strategy in building early childhood collaboration is to sponsor forums and initiatives to bring together early childhood and child care leaders and other partners to solve common problems and plan for the future. Our Head Start State Collaboration Office initiative links Head Start with state programs in child care, education, welfare, disabilities, homeless services, community service, family literacy and health. Maine's Collaboration Office took the lead in creating a unified state proposal to use Head Start expansion funding in partnership with child care centers. In addition, it convened a coalition of Head Start and child care organizations in the Alliance for Children's Care, Education and Supportive Services (ACCESS). With funding from the Head Start Bureau, ACCESS created 11 regional early childhood planning groups to document community needs and the current capacity of early childhood and child care programs and agencies across the state. This effort led to a comprehensive, state-wide data base with enrollment, eligibility, and waiting list information for all child care, family child care, Head Start and preschool programs and the numbers of children who are eligible but unserved in each region of the state. This data base and the convening process has led to a series of legislative proposals to expand funding for early childhood services in Maine.

In both Head Start and Child Care, collaboration efforts extend to linking with other key services for young children and their families, such as medical, dental and mental health care, nutrition, services to children with disabilities, child support, adult and family literacy, and employment training. These comprehensive services are crucial in helping families progress towards self-sufficiency and in helping parents provide a better future for their young children. For instance, the Healthy Child Care America Campaign, a partnership with the Maternal and Child Health Bureau, supports collaborative efforts of health professionals, child care providers, and families to improve the health and safety of children in child care settings. In Pennsylvania, the Healthy Child Care project works with child care and Head Start programs to establish linkages with health professionals, and provide telephone advice to staff members about health and safety issues.

Head Start and Child Care Bureau staff are also active members of the Department of Education's Federal Interagency Coordinating Committee to coordinate programs to serve young children with disabilities. These efforts reflect the long history and considerable current efforts to use community-based Head Start and child care programs as inclusive environments for young children with special needs. ACF is also actively involved with ED in joint funding of new national data bases on early childhood experiences and programs, and to coordinate efforts to use common outcome measures in studies sponsored by a variety of federal agencies.

Community, state and Federal efforts are paying off in partnerships that truly make a difference for children and families. The story of one family served by the Drueding Center/Project Rainbow in Philadelphia demonstrates the power of collaboration. Thelma, a recovering drug-addicted mother of five children, was separated from her family and became homeless. Two of her children were physically and cognitively delayed. Through the Drueding Center, a collaborative program receiving Federal and private funding, Thelma received temporary housing with the use of HUD funds, a child care subsidy through the Child Care and Development Block Grant, as well as job training to help her become employed. One of her children enrolled in a residential treatment center, and another participates in the Project Rainbow Head Start/child care collaborative program. With this array of support from Drueding and her own hard work, Thelma is now reunited with her children. She is a full-time student enrolled in Temple University, and is now supporting the Drueding Center as a member of its Board of Directors and in fund-raising activities for its many programs.

Future Directions

Recognizing the positive impact that coordinated early childhood programs have on states, communities, and most importantly, children and families, ACF seeks to build on and expand our existing coordination efforts in three ways. First, we will support collaboration and the use of outcome measurement around early childhood programs through the Early Learning Fund, which is part of the President's Fiscal Year 2000 budget. The Early Learning Fund will, for the first time, specifically devote funding to communities to enhance the quality of care for children, with a focus on promoting school readiness for children through age five. The dollars will be distributed through states and the services under the Fund will be delivered at the local level to enable communities and parents to take action based on their assessment of what is needed and

what will work best. We believe that this flexible, results-focused funding will assist States and communities in maximizing existing early childhood resources, strengthening partnerships and improving quality. Second, ACF will be convening State administrators of child care and prekindergarten programs and Head Start leaders this fall to explore collaborative approaches to program funding, monitoring, performance outcomes, professional development and technical assistance. Third, we will begin a new effort with the Department of Education to review opportunities for further coordination in the areas of performance indicators, funding, service strategies and research.

Thank you for the opportunity to appear before the Subcommittee today. I would be pleased to answer any questions you may have.

FIRST LADY HILLARY RODHAM CLINTON
TALKING POINTS FOR
“ASK A WORKING WOMAN” ROUNDTABLE DISCUSSION
BUFFALO, NEW YORK
May 7, 1999

- I am very pleased to have this chance to talk with you today about a commitment I know we all share: improving the lives of working women.
- I want to thank Buffalo State College's President, Muriel Moore, for hosting us here today. I also want to thank Congressman John LaFalce for everything he is doing on behalf of families here in Buffalo and across the country. And I especially want to thank Karen Nussbaum and the AFL-CIO for the remarkable work you are doing to give women a voice on the issues that matter most to us and our families. Because the Ask a Working Women Campaign is about women's real-life stories, they asked the five working women to come today dressed as they would to go to work.
- It is a special pleasure for me to be here with our panelists, and I am very grateful to them for sharing their stories and their insights with all of us. I think we will hear some very familiar themes today, because each of these women represents hundreds of thousands of working women who struggle every day to strike that difficult balance between their responsibilities at home and at work.
- Over the past six years, I have been privileged to travel around our country and to meet with working women -- of all ages and all income levels -- at forums like this one and in more informal settings. A working mother in Atlanta told me how each day she had to race from work to reach the child care center before it closed -- worrying the whole way that she would be stopped for speeding. A single mother in Silver Spring described the heart-wrenching choice she had to make between buying child care or health care because she couldn't afford both. In Brooklyn, a working mother described how heavily she relied on her son's after-school program for the peace-of-mind to know that he was safe and learning while she was at work. And just recently in Chicago, a woman working at a truck dealership told me about a flagrant violation of our equal pay laws -- where she was paid less for the same work done by a male colleague. And, everywhere I go, working women tell me how important it is that we save Social Security and make sure that it is there for their retirement.

- I imagine that these stories ring true with many of you – from your own lives and from your friends and neighbors. We grapple with these issues in lunchrooms and living rooms. We talk to one another around kitchen tables and water coolers.
- Now we must take the next step and make sure that these issues are raised -- and acted on -- from town halls to the halls of Congress.
- The President and his Administration have put these important issues at the forefront of our agenda.
- I am proud that we have proposed to enact a meaningful Patient's Bill of Rights for all Americans . . . to raise the minimum wage . . . to expand working families' access to quality child care...to help families pay for long term care ... to expand after-school care programs... to expand the Family and Medical Leave Act...to save Social Security and Medicare for the 21st Century ... and to secure every American's right to equal pay for equal work.
- This is an agenda that reflects our families' needs and protects all of our interests. I believe we must take advantage of the economic prosperity our nation is enjoying -- to respond to the concerns that will we hear today, and create a better future for working women and their families.
- And now, I would like to hear from all of you about your experiences and insights.

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MAY 06, 13:17 EDT

Abortion Foe Charged in N.Y. Death

By CAROLYN THOMPSON
Associated Press Writer

BUFFALO, N.Y. (AP) — A fugitive anti-abortion activist has been charged with murder in the sniper killing of abortion provider Barnett Slepian, law enforcement officials said today.

The state was issuing an arrest warrant for James C. Kopp, 44, of St. Albans, Vt.

In addition, Kopp faces a federal charge of violating the Freedom of Access to Clinic Entrances Act by using deadly force, authorities said today.

"We have probable cause to believe this man, James Kopp, is responsible for the death of Dr. Barnett Slepian," FBI agent Bernard Tolbert said.

The federal charge carries a maximum penalty of life in prison and a \$250,000 fine, U.S. Attorney Denise O'Donnell said.

Kopp, whose whereabouts are unknown, had been sought as a material witness since shortly after the doctor was shot to death while in his kitchen by a single bullet from a high-powered rifle Oct. 23.

At a news conference today, investigators would not divulge the specific evidence against Kopp. However, a high-powered rifle was found earlier this year buried in the woods behind Slepian's home. Investigators have said they are considering a theory that the weapon was buried in advance of the shooting, with the killer digging it up to fire the shot before reburial and fleeing.

Authorities have said Kopp's 1987 black Chevrolet Cavalier was spotted in Slepian's suburban Amherst neighborhood in the weeks before the shooting. The vehicle was found abandoned at New Jersey's Newark International Airport in

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- **Abortion Foe Charged in N.Y. Death**

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abandoned at New Jersey's Newark International Airport in December.

A hair found near Slepian's home was linked to Kopp through DNA testing, authorities said.

Nicknamed the ``Atomic Dog" in anti-abortion circles, Kopp had been arrested in several states since 1990 for protesting abortion.

Kopp is now the second anti-abortion activist being sought by the FBI in connection with a fatal attack.

Eric Rudolph has been on the run since the January 1998 bombing of a Birmingham, Ala., abortion clinic that killed an off-duty police officer and severely wounded a nurse. He also is charged in three Atlanta attacks, including the 1996 Olympic bombing that killed one person.



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