Elena K
Jen Klein
As discussed in Hill meeting
Nicole

Families First Agenda
Legislative Specifications

House Democratic Leader Richard A. Gephardt
Senate Democratic Leader Thomas A. Daschle

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FAMILIES FIRST AGENDA

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FAMILIES FIRST AGENDA

PAYCHECK SECURITY

1) FAIR PAY

In today's tough new economy, families increasingly need two earners just to make ends meet. More and more women are being required to enter the workforce in order to increase their family's income and ensure that the mortgage, food, utility, and clothing bills are met each month.

And yet, as women enter the workforce in order to help their families pay all the bills, they still find -- even in the 1990s -- that they are often underpaid for the work that they do. Indeed, women still earn 75 cents to a man's dollar. One reason that women continue to be underpaid is that many of them work in female-dominated occupations -- which have historically been underpaid.

More and more working families are finding that, if women were truly being paid what they were worth, the entire family would be better off.

Hence, the issue of women workers being paid what they are worth in the workplace has become, not only a matter of basic fairness, but also a central economic concern for millions of working families.

The Families First Agenda contains a "fair pay" initiative that includes two parts:

- **Enhanced Enforcement of the Equal Pay Act** -- The Equal Pay Act, passed in 1963, made it illegal to pay different wages to women and men doing the same work. The Equal Employment Opportunities Commission (EEOC) enforces the Act. Over the years, the Equal Pay Act has never been fully enforced -- in part due to inadequate enforcement resources.

  This initiative proposes stiffer enforcement and tougher penalties for violations under the Equal Pay Act. It also proposes improving data collection regarding the pay of men and women across various business sectors, as well as increasing public disclosure of diversity data for senior corporate positions. Finally, it proposes that the EEOC and the Office of Federal Contract Compliance Programs (which enforces work discrimination rules including equal pay requirements for federal contractors) be provided earmarked resources to be used only for enforcement of equal pay requirements.

- **Voluntary Employer Guidelines on Fair Pay** -- Another key step in achieving fair pay for women, in addition to strictly enforcing the Equal Pay Act, is ensuring that the wages of a woman are not being unfairly held down simply because she is working in a female-dominated occupation. In order to assist businesses seeking to achieve fair pay, the Secretary of Labor would be charged with developing voluntary fair pay guidelines for the nation's employers. These guidelines would give businesses a model framework for assuring equal pay for equivalent work. In order to focus greater national attention on the problem of fair pay, there would also be a National Summit on Fair Pay. This first-ever summit would develop a specific legislative action plan for Congress to better achieve fair pay in American workplaces.

2) EXPAND CHILD & DEPENDENT CARE TAX CREDIT

In today's economy, in most American homes, <u>both</u> parents are required to work in order to pay all the bills. Hence, the majority of working families are required to find child care -- especially when their children are very young, and for many also in the after-school hours once their children become school-age.

Hence, a primary concern of many working families is finding high-quality child care -- in appropriate, safe conditions -- that they can afford.

The current tax code offers a tax credit for dependent care expenses. However, the present credit offers little tax relief to millions of working families. The current statute reduces the percentage of tax credit as the family's income rises <u>above $10,000</u>. For example, a couple earning $30,000 a year with one child can only receive a maximum credit of $480 a year -- even though their child care expenses may be close to $4,000.

The Families First Agenda contains a proposal to <u>make child care more affordable</u> for millions of working families -- by making the tax credit more generous.

This Democratic proposal makes the tax credit more generous in three ways. First, it <u>doubles</u> the income threshold at which the tax credit begins to be phased down -- from $10,000 to $20,000. Secondly, it increases the maximum amount of day care expenses that can qualify for the credit. (Currently, the maximum credit is 30% of day care expenses up to $2,400 for one dependent and up to $4,800 for two or more dependents. Under the proposal, the maximum credit would be 30% of day care expenses up to $3,600 for one dependent and up to $5,400 for two or more dependents.)

As a result of these two changes, a couple earning $30,000 a year with one child could now receive a maximum credit of $900 a year. Hence, the impact of this proposal would be to almost double their tax credit for child care.

Thirdly, the proposal would make the dependent care tax credit refundable. The credit is currently non-refundable.

This proposal recognizes that good day care is an essential component of our children's development into productive citizens. In addition, more affordable day care could help serve the "latchkey kid" population that is currently often left for hours in the afternoon with no adult supervision.

3) BAN IMPORTS MADE WITH CHILD LABOR

In this new, highly competitive, global economy, American workers are prepared for fair competition from their counterparts around the world. However, American workers should not be asked to compete with child labor from abroad.

Hence, the Families First Agenda contains a proposal to ban the importing into the United States of products made with child labor.

The vast majority of countries in the world today -- including such countries as India, China, and Guatemala -- do have at least some laws imposing restrictions on the use of child labor. The chief problem has been not the absence of any child labor laws whatsoever -- but rather the lax enforcement of these child labor laws in many countries around the globe.

Hence, under this Democratic proposal, in order to import into the United States, importers of record would be required to certify to the Customs Service that the products they are importing are not produced in violation of the particular country's child labor laws. (Competitors could then bring a complaint to the Customs Service if they had reason to believe that this certification was false.)

Secondly, this proposal would call on countries around the world to beef up enforcement of their existing child labor laws. It would also call for the upward harmonization of all countries' child labor standards over time. Under the proposal, the United States would be required to use its voice and vote in international organizations to push for enhanced child labor protections.

FAMILIES FIRST AGENDA

HEALTH CARE SECURITY

This Congressional Democratic agenda assumes that the Kennedy-Kassebaum Health Insurance Reform bill will be enacted sometime in 1996. However, if it is not enacted in 1996, it will be the first item of the Democratic agenda in 1997.

The Kennedy-Kassebaum bill contains a number of important provisions for working families, including:

- Guaranteeing the portability of health insurance coverage for workers who change or lose their jobs;

- Prohibiting health insurance companies from denying coverage for pre-existing medical conditions; and

- Prohibiting health insurance companies from denying coverage to employers with two or more employees.

Once the Kennedy-Kassebaum bill has become law, Congressional Democrats also endorse a step in expanding the health care coverage available to the children of working parents, as described below.

MAKING THE HEALTH COVERAGE OF CHILDREN MORE AVAILABLE AND AFFORDABLE FOR WORKING FAMILIES

In millions of American working families, both spouses work and yet neither spouse works at a job that offers health insurance benefits.

Hence, millions of American children have working parents and yet have no health insurance coverage whatsoever.

Many working parents are kept awake at night worrying about the lack of health coverage for their children -- and how they will be able to ensure good care for their child if the child has an accident or becomes seriously ill.

Children are much less expensive to insure than whole families -- and yet few insurers allow families to purchase "children-only" policies. It is estimated that a health insurance policy for a child under 13 would cost about $1,000.

This Democratic initiative, contained in the Families First Agenda, will help working parents obtain health insurance for their children, by making "kids-only" policies available, accessible, and affordable.

This initiative represents a first step in ultimately ensuring that all American children have access to affordable health care.

This initiative has three components:

1. TO MAKE "KIDS-ONLY" INSURANCE AVAILABLE

- Mandate that all insurance companies and managed care plans that do business with the Federal Government (through FEHBP, Medicare, Medicaid, etc.) offer " children-only" policies -- for children up to the age of 13.

- Require these policies to cover no less than the benefits offered in their government packages.

2. TO MAKE "KIDS-ONLY" INSURANCE ACCESSIBLE

- Mandate various consumer protections in these "kids-only" policies (similar to the protections contained in the Kennedy-Kassebaum bill), including guaranteed issue, guaranteed renewability, no discrimination based on health status, etc.

3. TO HELP MAKE "KIDS-ONLY" INSURANCE MORE AFFORDABLE

- Provide assistance to working families to cover a portion of the cost of the premium, including tax relief and premium subsidies.

FAMILIES FIRST AGENDA

RETIREMENT SECURITY

Millions of American working families worry about whether, after a lifetime of hard work, they will have economic security when they retire. Specifically, families worry about whether they will be able to gain access to a pension plan during their working years, whether they can take their pension plan with them when they change jobs, and whether their pension will still be there for them when they finally retire.

A PENSION REFORM INITIATIVE

The Families First Agenda includes a major pension reform initiative to improve pension coverage, portability and protection. The initiative includes three components: 1) President Clinton's Retirement Savings and Security Act; 2) provisions better protecting women's pension benefits; and 3) miscellaneous additional pension reforms.

President Clinton's Retirement Savings and Security Act

First, this Democratic initiative includes the provisions contained in President Clinton's Retirement Savings and Security Act, submitted to Congress in May. These provisions include:

- **Expanding Pension Coverage** -- The bill expands pension coverage by: offering small businesses a simple small business 401(k) plan (called the NEST), thereby potentially expanding pension coverage by up to 10 million workers; simplifying 401(k) plans for all businesses; and making the employees of non-profit organizations eligible for 401(k) plans, thereby potentially expanding pension coverage by up to an additional 9 million workers.

- **Expanding IRAs** -- Currently, deductible IRAs are available to families who have pension coverage only if household income is under $50,000 for married couples and under $35,000 for single taxpayers and can be withdrawn penalty-free only after age 59 ½.

  The bill makes IRAs more attractive and expands eligibility to 20 million more families. Specifically, the bill doubles the income limits from $50,000 to

$100,000 for married couples and from $35,000 to $70,000 for single taxpayers for a deductible IRA where a family member has pension coverage; and also allows penalty-free withdrawals from IRAs for education and training, first home purchases, major medical expenses, and during long-term unemployment.

- **Increasing Pension Portability** – The bill increases pension portability by: requiring the Treasury Department to issue new rules to make it easier for employers to accept rollovers into their pension plans from employees' previous pension plans; changing a law that encourages private employers to impose a one-year waiting requirement before employees can participate in the company's pension plan; and ensuring that workers get the benefits they have earned, even if they have long left the job or the employer is no longer in business.

- **Enhancing Pension Protection** – The bill enhances pension protection by: requiring plan administrators and accountants to report promptly the serious misuse of pension funds, with fines of up to $100,000; requiring state and local government pension plans be held in trust; and doubling the maximum level of annual benefits guaranteed under multiemployer plans.

- **Better Preventing Pension Raids** -- Finally, the bill better prevents pension raiding by: ensuring continued opposition to efforts to reduce the prohibitive excise taxes that were put in place in 1990 on money withdrawn by companies from pension funds and used for other purposes; and requiring the Labor Department to report regularly to Congress on any attempts by companies to tap into pension funds.

Protecting Women's Pension Benefits

This initiative also contains a series of provisions to create better protections respecting women's pension rights.

One central concern is that, in certain cases, when a woman is widowed, she learns that she and her husband had <u>unknowingly</u> signed away her rights to survivor benefits – due to misleading and confusing spousal consent forms used by certain insurers.

This initiative would protect spouses against unknowingly signing away rights to survivor benefits by requiring the development of a model, easy-to-read, full-disclosure spousal consent form -- which must be used by companies selling annuities and other pension benefits to American workers.

The initiative also protects spouses against loss of access to pension benefits during divorce proceedings by developing a model form for disposition of pension benefits during a divorce.

In addition, the initiative also includes provisions to modernize civil service and military pension provisions that currently disadvantage widows and divorced spouses, including provisions to: 1) allow widows and divorced spouses to collect awarded civil service pension benefits if the spouse or ex-spouse dies after leaving civil service and before collecting benefits; and 2) authorize courts to order the naming of an ex-spouse as the beneficiary of all or a portion of any refunded contributions for a civil service pension, in divorce proceedings.

Other Pension Reform Provisions

This initiative also contains the following additional pension reform provisions not included in President Clinton's Retirement Savings and Security Act or in the women's pension equity provisions, including:

- Requiring employers to invest employee pension contributions in no more than 15 days -- down from the current 90-day limit. (This would stop the involuntary interest-free loans employers have been taking from employee pension funds);

- Allowing for the creation of portable pension plans through a non-profit cooperative or clearinghouse to which employees and employers could easily contribute; and

- Increasing monetary and criminal penalties for pension raiding.

FAMILIES FIRST AGENDA

PERSONAL SECURITY

CRIME INITIATIVE -- KEEPING AMERICANS SAFE IN THEIR HOMES, THEIR NEIGHBORHOODS, AND THEIR SCHOOLS

1. EXTENDING THE 100,000 COPS PROGRAM

The 100,000 Cops-on-the-Beat program -- created by the 1994 Omnibus Crime Act -- has already proven to be enormously successful and enormously popular in communities all across the country. It guarantees 100,000 additional police officers on the streets between FY 1995 and FY 2000 (with federal funding actually dramatically dropping off after FY 1999). The COPS program is showing effective results nationwide -- crime rates are down and violence is down. The program has been praised by police chiefs, sheriffs, mayors, and rank-and-file police officers throughout the nation.

A number of states and localities across the country are already expressing an interest in extending the COPS program beyond its currently scheduled expiration date of FY 2000. Hence, this initiative would extend the program for two additional years -- through FY 2002 -- and ensure adequate federal funding throughout these next six years. The initiative would thereby ensure that states and localities can continue to add community police to their forces throughout the six-year period. Under the proposal, by FY 2002, there would be an additional 125,000 police on the streets -- rather than the 100,000 under current law.

2. LAUNCHING A CAMPAIGN AGAINST YOUTH CRIME: <u>MORE</u> ADULT SUPERVISION FOR YOUTH AND <u>MORE</u> OPTIONS FOR JUVENILE COURT JUDGES

The 104th Congress is already considering legislation regarding making changes in the juvenile justice system with respect to juveniles arrested for violent crimes -- who make up 5% of total juvenile arrests.

However, <u>this</u> initiative involves taking the <u>next</u> step of addressing the vast majority of juveniles who are <u>not</u> violent to give them the attention and help they need to stay away from violence and crime. This initiative proposes: 1) encouraging the establishment of after-school "safe havens," to ensure adult supervision during after-school hours; and 2) providing juvenile court judges with more options in dealing with non-violent juvenile offenders, in order to help keep them from becoming repeat or serious offenders.

After-School "Safe-Havens"

<u>50% of youth crime occurs during the unsupervised hours between school and dinnertime</u>. We need more "safe havens" for the vast majority of America's children who go home to an empty house or apartment after school. "Safe havens" give kids a place to go after school so they are off the streets and out of trouble and where they are also less likely to become the victims of crime by others.

This initiative would encourage the establishment of after-school "safe havens" by providing state and local governments with technical assistance in how they can work with community-based organizations in establishing after-school "safe haven" programs. "Safe haven" programs could include the expansion of such programs as Boys & Girls Clubs, DARE programs, and Police Athletic Leagues.

Early Intervention with Non-Violent Juvenile Offenders

<u>95%</u> of total juvenile arrests -- more than two million juveniles -- are for <u>non-violent</u> crimes. We must intervene with these 95% at the time of their <u>first</u> misbehavior -- and keep them from becoming repeat or serious offenders.

Today, in most states, a juvenile can commit multiple non-violent offenses before they get any real attention from the juvenile justice system. Most juvenile court judges currently have very few options for handling these non-violent offenders.

This initiative would address this problem by giving states incentives and resources for providing juvenile court judges the ability to impose a range of graduated sanctions designed to prevent additional criminal behavior. Such a range would start with options like counseling, drug testing/treatment, job training, or community service, and move to restitution, enrollment in alternative schools, and crime-specific programs, such as an anti-auto theft program.

3. FIGHTING DRUGS

Expanding Drug Testing and Treatment Through Drug Courts

Drug courts have proven effective in reducing recidivism rates among drug-addicted offenders. Without drug courts, most drug offenders are sent right back out on the streets with no help in breaking their addiction.

This initiative calls for increasing the federal support for drug courts, in which offenders receive drug testing/treatment and job training. The initiative would also permit states to use prison dollars provided under the 1994 Crime law to provide drug treatment to prisoners before their release and to institute drug testing/treatment for offenders released on parole or probation.

Fully Funding Safe and Drug-Free Schools

Finally, this initiative calls for fully funding the Safe and Drug-Free School program -- until it is ensured that every elementary and high school student is being exposed to drug education and prevention services. This is particularly important because recent surveys have shown that large numbers of young people are currently discounting the dangers of drug use.

FAMILIES FIRST AGENDA

EDUCATIONAL OPPORTUNITY

Expanded educational opportunity is more critical today -- in the tough, new, global economy -- than at any previous time in American history. Indeed, the wage premium for better-educated workers has expanded dramatically just over the past 15 years. For example, in 1993, full-time male workers aged 25 and over with a college degree earned on average 89% more per year than their counterparts with only a high school degree.

And yet, at the same time that a college degree is becoming more and more valuable, more and more working families are concerned that a college education may be out-of-reach for their children.

Indeed, the number-one concern of millions of working parents is whether or not they will ever be able to afford to send their children to college -- in light of the fact that college tuition has simply skyrocketed in recent years. Indeed, college tuition has grown by 269% since 1980.

HOPE SCHOLARSHIPS & TAX DEDUCTIONS FOR EDUCATION AND TRAINING

The Families First Agenda contains a Democratic initiative designed to make a college education, as well as vocational training, more affordable for millions of American working families.

HOPE Scholarships

This Democratic initiative includes the HOPE Scholarship program, as proposed by President Clinton on June 4.

The HOPE Scholarship program would provide all students with a $1,500 refundable tax credit for full-time tuition in their first year of college ($750 for half-time tuition) and another $1,500 in their second year if they work hard, stay off drugs, and earn at least a B average in their first year.

This HOPE Scholarship program will attempt to make two years of college as universally accessible as high school is today.

This $1,500 credit is $300 above the national average community college tuition and would make tuition free for 67% of all community college students. While the tax credit is priced to pay for the full cost of community college, the credit can be applied to tuition at any college -- from a two-year public community college to a four-year private college. This $1500 tax credit would be a substantial downpayment for parents sending their children to colleges with higher tuition.

The tax credit would be phased out at higher income levels. For joint filers, the credit would be phased out at incomes between $80,000 and $100,000. For single filers, the credit would be phased out between $50,000 and $70,000.

Tax Deductions for Education and Training Expenses

This Democratic initiative also includes tax deductions for education and training expenses – both the $10,000 tax deduction proposed by the Clinton Administration for direct education and training expenses as well as a tax deduction for student loan interest.

First, the initiative includes the $10,000 tax deduction for tuition for college, graduate school, community college, and certified training and technical programs, as proposed by the Clinton Administration. In order to receive the deduction, the tuition must be for an education or training program that is at least half-time or related to a worker's career.

Eligible students in their first two years of college or their parents must choose between either the HOPE Scholarship or the tax deduction. The deduction is up to $10,000 a year per family; the credit is $1,500 per student.

The $10,000 tax deduction would be available even to those taxpayers who do not itemize their deductions. It would also be available for any year a family has education or training expenses.

As with the tax credit, the tax deduction would be phased out at higher income levels. For joint filers, the deduction would be phased out at incomes between $80,000 and $100,000. For single filers, the deduction would be phased out between $50,000 and $70,000.

Finally, unlike the Clinton tax deduction proposal, this Democratic initiative also includes a tax deduction for student loan interest. Under this proposal, those paying off student loans taken out under a federal or state loan program for higher education would be able to deduct the interest payments on those loans. This tax deduction would also be phased out at higher income levels.

FAMILIES FIRST AGENDA

ECONOMIC OPPORTUNITY

1) SMALL BUSINESS INITIATIVE

Small businesses are the real engine of job creation in our economy. Over half of all new jobs are being created in the small business sector. As large companies downsize, small companies are upsizing.

And yet, for too long, it is the wealthiest corporations that are getting all the tax breaks and special favors in Washington, D.C.

In too many cases, the tax code and other public laws have favored large corporations over the vital small business sector.

The Families First Agenda includes two important steps to provide needed tax relief to small businesses:

A) Keeping Family Businesses in the Family

Currently, in certain situations, upon the death of the owner of a small business, the heirs must liquidate the family business in order to obtain the cash to pay federal estate taxes.

This proposal would allow the heirs to pay these estate taxes in annual installments, with a favorable interest rate of 4%, on the first $2.5 million of the estate (up from the current, much-less-generous $1 million threshold). In addition, the proposal would liberalize the types of small businesses that could qualify for this favorable tax treatment.

This proposal would allow many family businesses to stay in the family -- rather than having to be liquidated.

B) Increasing Expensing of Depreciable Property

Federal income tax law generally requires the taxpayer to depreciate amounts spent to purchase machinery and equipment. The business owner is generally required the deduct the cost of the purchase over the life expectancy of the property, which is usually a number of years. However, current law includes an exception which permits a small business to immediately deduct ("expense") the full amount paid each year up to a certain maximum.

In 1993, the Democratic Congress enacted a law increasing the amount that small businesses were allowed to expense -- from $10,000 to $17,500. The version of this bill that had originally passed the House had increased this amount to $25,000, but it was scaled back in the Senate.

This proposal would revive the proposal of Democrats in 1993 to immediately raise the amount that small businesses are allowed to expense from $17,500 to $25,000 -- effective in January 1998. Increased expensing would give needed funds to small businesses that have limited access to capital markets. Increased expensing (rather than using depreciation) also simplifies tax reporting and record-keeping -- which are more burdensome for small businesses.

2) PARTNERSHIP WITH PRIVATE SECTOR IN REBUILDING COMMUNITIES

Decaying roads, bridges, rail systems, and water treatment systems are clogging the economic lifelines of communities around the country. Indeed, studies have shown upwards of $40 billion in annual losses from traffic congestion alone. With "just-in-time" manufacturing a critical ingredient of our economic competitiveness, a modern, efficient transportation system is more vital now than ever.

However, the lack of adequate investment in such items as roads, bridges, airports and sewer systems is hampering economic growth in communities all across the country.

The Families First Agenda contains a Democratic proposal for a new investment partnership -- using public funds to leverage additional private investment -- in order to boost investment in our roads, transit systems, airports, sewers, drinking water, schools, and other infrastructure. Democrats will work to fully utilize the annual revenues flowing to our transportation trust funds for their intended purpose: infrastructure investment.

The central component of this new investment initiative calls for drawing down the large unexpended balances in the Highway and Airport Trust Funds by $1.75 billion a year and distributing the funds to State Infrastructure Banks, to be used for the highway, transit and airport projects for which those funds were raised. This $1.75 billion in federal investment would then be leveraged by the State Banks to generate significant additional state and private investment. The initiative also includes an additional $250 million a year in increased funding for improved sewage treatment, safe drinking water facilities, and school facilities.

State Infrastructure Banks: A New Tool To Fund Public Works

To expand investment and get the most from taxpayer dollars, states have begun to establish State Infrastructure Banks to attract private investment. These State Infrastructure Banks are a means of increasing and improving both public and private investment in infrastructure. The Banks provide greater flexibility to support the financing of projects by using federal-aid funds for revolving loan funds and other forms of innovative financing which attract private investment.

This Democratic investment initiative would supplement our current infrastructure programs with support for State Infrastructure Banks, making the Banks a nationwide program in which all 50 states could participate.

Under the proposal, the Federal Government would distribute funds by drawing from the large unexpended balances that currently exist in the Highway and Airport Trust Funds to capitalize State Infrastructure Banks in every state. The State Infrastructure Banks would then use the funding from these unexpended balances for the purposes for which they were raised: investment in highway, transit and airport projects.

The state banks would offer grants, loans, risk insurance, lines of credit, and/or other financing to attract private capital to infrastructure projects for which dedicated revenues can be identified. States would be free to design the banks to suit their particular needs.

This proposal is similar in concept to the Clean Water Act's highly successful State Revolving Loan Program, in which the Federal Government capitalizes state loan funds (except that it would *supplement*, rather than replace, current grant programs). This proposal builds on the recently-passed National Highway System legislation, which establishes ten State Banks, and the President's FY 1997 budget proposal to provide $250 million for their capitalization.

The use of innovative financing, though in its early stages, is already being used in many areas of the country. The Clinton Administration already has helped 35 states accelerate over 75 innovative financing infrastructure projects, allowing most to be completed three, five, or even ten years ahead of schedule.

The initiative calls for $1.75 billion in new federal funding for these State Infrastructure Banks each year, which -- due to the ability to leverage state and private funding -- would lead to a total of over $4 billion in new infrastructure investment each year (assuming a 20% matching requirement for states and a conservative leveraging ratio of 2-to-1). As states gain expertise, state banks eventually could achieve even higher leveraging ratios. Under this proposal, DOT is also given greater flexibility and authority to assist states with interstate or large projects important to national competitiveness.

Additional Infrastructure for Safe Drinking Water and School Improvements

Secondly, under this proposal, the Federal Government would provide the Environmental Protection Agency and State Education Agencies $250 million in additional revenues each year to distribute for infrastructure projects to improve sewage treatment, safe drinking water facilities, and school facilities. These funds will also be leveraged to attract additional investment.

This additional $250 million a year would help the nation address the fact that there is currently billions of dollars in backlog in the nation's sewage, drinking water treatment, and school improvement needs.

FAMILIES FIRST AGENDA

GOVERNMENTAL RESPONSIBILITY

The Families First Agenda insists that responsibility be exercised by every quarter of American society -- including individuals, corporations, and government. Government's responsibility is to exercise fiscal responsibility by achieving a balanced federal budget.

A BALANCED FEDERAL BUDGET

Congressional Democrats endorse a balanced federal budget that is consistent with American values and is fair to all Americans.

Congressional Democrats call for balancing the budget through: closing tax loopholes for wealthy special interests; eliminating unnecessary business subsidies; making responsible reforms and adjustments in various entitlement programs; requiring more burdensharing with our allies in paying for the costs of defending Europe and Asia; rooting out fraud and abuse by unscrupulous providers and others in the Medicare and Medicaid programs; continuing the "Reinventing Government" initiative in order to make government services more cost-effective; and reducing funding for low-priority programs.

Congressional Democrats know that the budget can be balanced while still maintaining our obligations to our parents, our children, and our future. Specifically, Democrats endorse a budget that is balanced in a responsible and realistic way, while still:

- Protecting Medicare and its guarantee of affordable, high-quality health care for senior citizens from damaging reductions and ensuring that reductions in the Medicare program are never used to pay for tax breaks for the wealthy;

- Protecting Medicaid from damaging reductions and continuing the guarantee of health care coverage for children living in poverty and nursing home coverage for seniors who have exhausted all their resources;

- Protecting seniors from the threat of seizure of their homes or family farms to pay their spouses' nursing home bills;

- Protecting working families from the liability for the nursing home bills of their elderly parents,

- Investing in the education and training of America's young people and workers, to better prepare our country to compete in the world economy of the 21st century; and

- Protecting the environment.

Together, the American people can protect high-priority programs and still balance the budget in a realistic and sustainable way.

Like the Clinton budget, the Families First Agenda calls for balancing the federal budget but also providing middle-class Americans with targeted assistance -- through such items as targeted tax relief. The targeted assistance in the Families First Agenda is actually somewhat less extensive than that proposed in the Clinton budget. Certainly, balancing the budget and also providing targeted assistance to middle-class families will require large spending reductions in many areas of the budget -- as are called for in the Clinton budget -- and Democrats have shown a willingness to support such large spending reductions.

The Clinton balanced budget plan balances the budget and still provides targeted tax relief to middle-class families. Specifically, the Clinton plan balances the budget through $461 BILLION in total deficit reduction, which is composed of the following three components:

- $524 BILLION in spending reductions;

- $117 BILLION in targeted middle-class tax relief; and

- $54 BILLION in revenue increases achieved through tax loophole-closings targeted at special interests.

The Families First Agenda will balance the budget with precisely the same three components -- large spending reductions, targeted middle-class tax relief, and tax loophole-closings targeted at special interests.

FAMILIES FIRST AGENDA

INDIVIDUAL RESPONSIBILITY

The Families First Agenda insists that responsibility be exercised by every quarter of American society -- including government, corporations, and individuals. Individual responsibility can be better enhanced through enactment of: 1) welfare reform legislation that imposes work requirements on welfare recipients; 2) tough "deadbeat parents" legislation that requires parents to support their children; and 3) a teen pregnancy initiative that enhances personal responsibility and is targeted at dramatically reducing the teen pregnancy rate.

1) WELFARE REFORM & "DEADBEAT PARENTS"

Congressional Democrats endorse welfare reform legislation that is tough on work but protects innocent children. Specifically, Democrats endorse welfare reform legislation that achieves the following goals:

- Tying welfare to work, by imposing work requirements for receipt of welfare benefits;
- Providing the resources required to successfully move people from welfare to work -- including ensuring child care and transitional health care for those moving into the workforce;
- Requiring parental responsibility, but also protecting innocent children; and
- Requiring responsibility from sponsors of legal immigrants, but also not unfairly penalizing legal immigrants.

Congressional Democrats also endorse, as part of welfare reform, tough "deadbeat parents" legislation that achieves the following goals:

- Ensuring uniform interstate child support laws;
- Giving states new tools to ensure that child support orders can be collected across state lines;
- Strengthening child support collection, including strengthening and expanding income withholding from wages; and
- Strengthening child support enforcement, such as motor vehicle liens,

suspension of drivers' and professional licenses, and denial of passports.

2) TEEN PREGNANCY

Congressional Democrats endorse an aggressive, national campaign focused on dramatically bringing down the rate of teen pregnancy. Democrats believe that the only way in which such a campaign will be successful is if every level of American society -- ranging from elected political leadership to grass-roots community organizations -- get involved in focusing national attention on preventing teen pregnancy.

All Americans need to speak out about the importance of preventing "children from having children."

Specifically, Democrats endorse a teen pregnancy initiative that achieves the following goals:

- Requiring states to intensify efforts to establish paternity as a means of holding non-custodial parents accountable for their actions and responsible to their children;

- Providing technical assistance to state and local governments in setting up teen pregnancy prevention programs focusing on at-risk young people who are not yet parents; and

- Providing for partnerships with community-based volunteer organizations in developing programs focused on prevention of teen pregnancy.

FAMILIES FIRST AGENDA

CORPORATE RESPONSIBILITY

The Families First Agenda insists that responsibility be exercised by every quarter of American society -- including government, individuals, and corporations.

Corporations need to show responsibility towards their employees, responsibility towards their communities, and responsibility towards their country. Simply put, Democrats are calling upon corporations to return to earlier standards of loyalty towards their employees, communities, and country.

Hence, the Families First Agenda includes proposals to: 1) require corporate responsibility in the protection of employees' pension funds; 2) require corporations to meet their environmental responsibilities; and 3) encourage corporations to show responsibility towards their country by repealing tax breaks for shipping jobs abroad.

1) REQUIRING CORPORATE RESPONSIBILITY IN THE PROTECTION OF EMPLOYEES' PENSIONS

First, corporations need to exercise loyalty towards their employees. One key way in which loyalty needs to be exercised towards their employees is by better protecting employees' pension funds.

Hence, this Democratic initiative contains several provisions to enhance pension protection, including:

- Requiring plan administrators and accountants to report promptly the serious misuse of pension funds, with fines of up to $100,000; and

- Requiring employers to invest employee pension contributions in no more than 15 days -- down from the current 90-day limit. (This would stop the involuntary interest-free loans employers have been taking from employee pension funds).

The initiative also contains several provisions to better prevent pension raids, including:

- Ensuring continued opposition to efforts to reduce the prohibitive excise taxes that were put in place in 1990 on money withdrawn by companies from pension funds and used for other purposes;

- Requiring the Labor Department to report regularly to Congress on attempts by companies to use pension funds for other purposes; and

- Increasing the monetary and criminal penalties for violating the various restrictions on pension raiding.

2) REQUIRING CORPORATIONS TO MEET THEIR ENVIRONMENTAL RESPONSIBILITIES

Corporations also need to exercise loyalty towards their communities. One key way in which loyalty needs to be exercised towards their communities is by meeting corporations' environmental responsibilities.

It is only through corporations meeting their environmental responsibilities that the ongoing national efforts to protect the health and safety of the nation's children, families, and communities can be successful.

In encouraging more environmental responsibility, Congressional Democrats are dedicated to achieving the following objectives:

- **Keep drinking water safe from contamination.** Protect our children and families by ensuring the water they drink is safe and free from dangerous chemicals, pesticides, and bacteria.

- **Protect the clean air laws that are cutting pollution.** Ensure the air our children and families breathe is free from dangerous pollutants.

- **Protect our rivers, lakes and streams from water pollution.** Reauthorize the Clean Water Act and strengthen the clean-up of America's waterways so that more of our waters can meet the goal of being safe for fishing and swimming.

- **Maintain our commitment to clean up toxic waste sites.** Speed the cleanup of toxic waste sites while ensuring that polluters pay to clean up the contamination they cause. Reform the Superfund toxic waste cleanup law to reduce litigation, fairly apportion cleanup costs, and encourage redevelopment of old industrial sites.

- **Recognize every American's right-to-know about exposure to toxic chemicals.** Improve America's right-to-know laws to give families the facts they need to protect themselves from unseen health risks, and spur industry efforts to exceed minimum standards for reducing toxic waste.

3) REPEALING TAX BREAK THAT ENCOURAGES CORPORATIONS TO MOVE JOBS OVERSEAS

Finally, U.S. corporations need to exercise loyalty towards their country. One key way in which loyalty needs to be exercised towards their country is by stopping the shipping of large numbers of good-paying jobs to plants overseas. The shipping of these good jobs overseas is serving to undermine the standard of living of tens of thousands of American working families.

Hence, this Democratic initiative contains a proposal to attempt to encourage corporations to show more responsibility towards their country by repealing a tax break for shipping jobs overseas.

Indeed, under current tax law, American corporations are actually rewarded for shutting down manufacturing plants in the United States -- eliminating good-paying jobs for thousands of hard-working Americans -- and shipping those jobs to overseas plants.

Under the law, U.S. companies are allowed to defer payment of taxes on profits earned overseas until they send those profits back to the United States in the form of dividends.

Hence, companies that export good American jobs get a tax subsidy not available to companies which continue to manufacture in the United States.

This Democratic proposal would repeal this tax deferral in cases where U.S. multinational corporations produce abroad in foreign tax havens and then ship those products back to the United States. (The proposal would not hinder U.S. mulitnationals that produce abroad from competing with foreign firms in foreign markets.)

Hence, under this Democratic proposal, companies would no longer be subsidized by the tax code for shipping jobs out of the United States.

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: S183

SPONSOR: Dodd (D-CT)

BRIEF TITLE: Family and Medical Leave Fairness Act of 1997.

OFFICIAL TITLE: A bill to amend the Family and Medical Leave Act of 1993 to apply the act to a greater percentage of the U.S. work force, and for other purposes.

QUICK REFERENCE: Expand Family and Medical Leave Act

INTRODUCED: 01/22/97

COSPONSORS: 10 (Dems: 10 Reps: 0 Ind: 0)

COMMITTEES: Senate Labor and Human Resources

RELATED BILLS: See HR109, HR191, HR234, HR1113

CQ BILLWATCH BRIEF:

By Marc Birtel, CQ Staff Writer

S183 would expand the Family and Medical Leave Act to lower its coverage threshold to include companies with 25 or more workers.

Current law guarantees employees 12 weeks of unpaid leave annually for family reasons, including the birth or adoption of a child or the placement of a foster child, or in times of serious medical emergency for a child, spouse or parent. But it only applies to companies of 50 employees or more.

Bill sponsor Christopher J. Dodd, D-Conn., said 43 percent of private-sector employees remain unprotected by the statute because their employers do not meet the current 50 or more employee threshold. Dodd said his bill would offer benefits to 13 million additional workers, raising the total percentage of the private-sector workforce covered by current law to 71 percent.

The Family and Medical Leave Commission, a bipartisan group established by the family-leave law to examine its impact on workers and businesses, determined that 12 million workers took advantage of the leave policy during the 18 months of its study, which was released in May 1996. The commission also found that more than 94 percent of the businesses they studied reported little or no additional costs associated with the administration of the law.

Several Democrats have introduced related measures (HR109, HR191, HR234, S280).

CQ BILLWATCH INSIGHT:

No action has been scheduled on S183, which was referred to the Senate Labor and Human Resources Committee.

During his State of the Union address Feb. 4, 1997, President Clinton advocated the expansion of the Family and Medical Leave Act but did not specifically endorse S183.

SHORT TITLE AS INTRODUCED:
Family and Medical Leave Fairness Act of 1997

CRS DIGEST:
Family and Medical Leave Fairness Act of 1997 - Amends the Family and Medical Leave Act of 1993 to extend coverage to employees at worksites where the employer employs at least 25 (currently 50) employees at the worksite and within 75 miles of that worksite.

CRS SUBJECT INDEX TERMS:
Labor
Budgets
Business
Communications
Families
Family leave
Sick leave
Small business

LEGISLATIVE ACTION:

01/07/97 *** Related measure (HR191) introduced in House. ***

01/07/97 *** Related measure (HR109) introduced in House. ***

01/07/97 *** Related measure (HR234) introduced in House. ***

01/22/97 Referred to Committee on Labor and Human Resources (CR p. S633) (WR p. 371)

01/22/97 DODD, D-Conn., Senate speech: Introduces the Family and Medical Leave Fairness Act of 1997. (Colloquy with SPECTER, R-Pa.) (CR p. S641-S642)

01/22/97 Original cosponsor(s): 4
Daschle (D-SD) Kennedy, E. (D-MA)
Feinstein (D-CA) Kerry, J. (D-MA)

01/30/97 Cosponsor(s) added: 1
Moseley-Braun (D-IL)

02/05/97 Cosponsor(s) added: 3
Akaka (D-HI) Murray (D-WA) Wellstone (D-MN)

02/10/97 Cosponsor(s) added: 1

Harkin (D-IA)

02/12/97 Cosponsor(s) added: 1
Mikulski (D-MD)

03/18/97 *** Related measure (HR1113) introduced in House. ***

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: S280

SPONSOR: Murray (D-WA)

BRIEF TITLE: Time For Schools Act of 1997.

OFFICIAL TITLE: A bill to amend the Family and Medical Leave Act of 1993 to allow employees to take school involvement leave to participate in the school activities of their children or to particpate in literacy training, and for other purposes.

QUICK REFERENCE: Expand Family and Medical Leave Act

INTRODUCED: 02/05/97

COSPONSORS: 10 (Dems: 10 Reps: 0 Ind: 0)

COMMITTEES: Senate Labor and Human Resources

RELATED BILLS: See HR191, HR234

CQ BILLWATCH BRIEF:

By Marc Birtel, CQ Staff Writer

S280 would expand the Family and Medical Leave Act to allow paren ts 24 hours of unpaid leave per year to participate in activities at their children's schools.

Current law guarantees employees of private sector companies (employing 50 or more) 12 weeks of unpaid leave for the birth or adoption of a child, placement of a foster child, or a major medical emergency. S280 would entitle parents to 24 additional hours to attend parent-teacher conferences, interview officials at a new school for their child or participate in family literacy training.

Bill sponsor Patty Murray, D-Wash., said she introduced the bill because many dual-income families and single parents lack the time to become more involved at their children's schools. She cited a 1996 national Parent Teacher Association (PTA) poll finding that 86 percent of people favor legislation that would grant workers unpaid leave to attend parent-teacher conferences or take other actions to improve learning for their children.

Several Democrats have introduced related legislation (HR109, HR191, HR234, S183).

CQ BILLWATCH INSIGHT:
No action has been scheduled on S280, which was referred to the Senate Labor and Human Resources Committee.

During a March 5, 1997, markup of an unrelated bill (HR1) to allow workers to choose comp time instead of overtime pay, the and the Workforce Committee rejected an amendment offered by ranking Democrat William L. Clay, D-Mo., that would have given workers an additional 24 hours of unpaid leave to use to serve as teacher's aides at their children's schools or attend parent-teacher conferences.

Vermont Republican James M. Jeffords, chairman of the Senate Labor committee, said a deal on comp time measures and family-leave langua
ge
is likely between congressional Republicans and Democrats and the White House.

In his State of the Union address Feb. 4, 1997, President Clinton advocated expanding the Family and Medical Leave Act to allow worker
s to
grant unpaid leave to parents so they can attend parent-teacher conferences and their children's medical checkups. However, Clinton did not explicitly endorse S280.

SHORT TITLE AS INTRODUCED:
Time for Schools Act of 1997

CRS DIGEST:
Time for Schools Act of 1997 - Amends the Family and Medical Leave

Act of 1993 to allow employees covered by such Act to take up to 24 hours, during any 12-month period, of school involvement leave to participate in: (1) an activity of their child's school; or (2) literacy training under a family literacy program.

Amends Federal civil service law to apply the same school involvement leave allowance to Federal employees.

CRS SUBJECT INDEX TERMS:
Labor
Education
Elementary and secondary education
Families
Family leave
Federal employees
Government employees
Government information
Government paperwork
Home schooling
Literacy programs
Parent-teacher relationships

LEGISLATIVE ACTION:

01/07/97 *** Related measure (HR191) introduced in House. ***

01/07/97 *** Related measure (HR234) introduced in House. ***

02/05/97 Referred to Committee on Labor and Human Resources (CR p. S1017)

02/05/97 MURRAY, D-Wash., Senate speech: Introduces the Time for Schools Act of 1997. (CR p. S1027)

02/05/97 Original cosponsor(s): 10

Akaka (D-HI)	Inouye (D-HI)	Moseley-Braun (D-IL)
Daschle (D-SD)	Kennedy, E. (D-MA)	Wellstone (D-MN)
Dodd (D-CT)	Kerry, J. (D-MA)	
Harkin (D-IA)	Lautenberg (D-NJ)	

04/16/97 KENNEDY, D-Mass., Senate speech: On the need to improve childhood development and learning, including accessible health insurance and extending the Family and Medical Leave Act. (CR p. S3243-S3245)

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: S756

SPONSOR: Kerry (D-MA)

BRIEF TITLE: Early Childhood Development Act of 1997.

OFFICIAL TITLE: A bill to provide for the health, education, and welfare of children under six years of age.

QUICK REFERENCE: Improve general health, education and welfare of children

INTRODUCED: 05/15/97

COSPONSORS: 8 (Dems: 8 Reps: 0 Ind: 0)

COMMITTEES: Senate Labor and Human Resources

CQ BILLWATCH BRIEF:
S756 would try to improve the general health, education and welfare of children younger than six.

The bill would authorize a number of grants for new and continuing programs that all would try to enhance children's physical, social, emotional and intellectual development.

The programs would include assistance to young children, child care for families and continuing and upgraded support of Head Start education programs.

The legislation also would expand the definition of acceptable leave under the Family and Medical Leave Act to include parent participati
on
in school or day-care-center activities, such as a parent-teacher conference.

CQ BILLWATCH INSIGHT:
S756 was referred to the Senate Labor and Human Resources Committee. No action has been scheduled.

SHORT TITLE AS INTRODUCED:
Early Childhood Development Act of 1997
Time for Schools Act of 1997

CRS DIGEST:
TABLE OF CONTENTS:

Title IV: Full Funding for the Women, Infants, and Children

Program

Title V: Amendments to the Head Start Act

Title VI: School Involvement Leave

Early Childhood Development Act of 1997

*Title I: Assistance for Young Children - Directs the Secretary of Health and Human Services to make allotments to eligible States to pay for the Federal share of the cost of enabling them to make competitive grants to local collaboratives for young child assistance activities.

(Sec. 104) Authorizes appropriations.

*Title II: Child Care for Families - Amends the Child Care and Development Block Grant Act of 1990 to establish a Zero-to-Six program of formula payments to States for child care assistance on behalf of children under six years of age.

(Sec. 201) Makes appropriations for such grants.

*Title III: Loan Repayment for Child Care Workers - Amends the Higher Education Act of 1965 to establish a program of student loan repayment for child care workers. Directs the Secretary of Education to assume the obligation to repay specified types of student loans for any borrower who is: (1) awarded an associate degree, or a baccalaureate or graduate degree, in early childhood development; and (2) employed, for not less than 2 years, in a child care facility serving low-income children who are primarily age birth through three.

Directs the Secretary to determine the maximum amount of loans that may be repaid under such program.

(Sec. 301) Authorizes appropriations.

*Title IV: Full Funding for the Women, Infants, and Children Program - Amends the Child Nutrition Act of 1966 to authorize appropriations for full funding of the Women, Infants, and Children Program (WIC). Makes appropriations for such purpose.

*Title V: Amendments to the Head Start Act - Amends the Head Start Act to extend the authorization of appropriations and revise requirements for allotment of funds.

*Title VI: School Involvement Leave - Time for Schools Act of 1997 - Amends the Family and Medical Leave Act of 1993 to allow covered employees to take up to 24 hours, during any 12-month period, of school involvement leave to participate in: (1) an activity of their child's school; or (2) literacy training under a family literacy program. (Sec. 603) Amends Federal civil service law to apply the same school involvement leave allowance to Federal employees.

CRS SUBJECT INDEX TERMS:

Children
Appropriations
Authorization
Budgets
Child care block grants
Child care workers
Child development
Child health services
Community health services
Congress
Congressional reporting requirements
Day care
Disabled
Disabled children
Drug abuse
Drug abuse treatment
Education
Education of disadvantaged children
Elementary and secondary education
Families
Family leave
Federal aid to child welfare
Federal aid to day care centers
Federal aid to disability services
Federal aid to education
Federal aid to higher education
Federal aid to Indians
Federal employees
Food
Government employees
Health education
Health policy
Higher education
Indian children
Infants
Labor
Literacy programs
Medical care
Medical screening
Medicine
Minorities
Parent and child
Parent-school relationships
Parent-teacher relationships
Poor children
Preschool education
Preventive medicine
Social services
State and local government
State politics and government
Student loan funds
Vaccination
Welfare

Women
WIC program

LEGISLATIVE ACTION:

05/15/97 Referred to Committee on Labor and Human Resources (Text of bill appears on pgs. S4606-S4611 of the May 15, 1997, Congressional Record) (CR p. S4588)

05/15/97 KERRY, D-Mass., Senate speech: Introduces the Early Childhood Development Act of 1997. (Text of bill) (CR p. S4606-S4611)

05/15/97 Original cosponsor(s): 7

Harkin (D-IA)	Moseley-Braun (D-IL)	Wellstone (D-MN)
Hollings (D-SC)	Murray (D-WA)	
Kennedy, E. (D-MA)	Rockefeller (D-WV)	

06/09/97 Cosponsor(s) added: 1
Moynihan (D-NY)

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: S883

SPONSOR: Gregg (R-NH)

BRIEF TITLE: Retirement Income, Security, and Savings Act of 1997.

OFFICIAL TITLE: A bill to amend the Internal Revenue Code of 1986 to encourage savings and investment through individual retirement accounts, to provide pension security, portability, and simplification, and for other purposes.

INTRODUCED: 06/11/97

COSPONSORS: 8 (Dems: 0 Reps: 8 Ind: 0)

COMMITTEES: Senate Finance

RELATED BILLS: See S957

SHORT TITLE AS INTRODUCED:
Retirement Income Security and Savings Act of 1997

CRS DIGEST:
TABLE OF CONTENTS:

Digest will follow.

CRS SUBJECT INDEX TERMS:

Pensions
Administrative procedure--Department of the Treasury
Administrative procedure--Department of Labor
Aged
Annuities
Business
Children
Civil service pensions
Collection of accounts
Collective bargaining agreements
Consent decrees
Cost of living adjustments
Data banks
Defined benefit pension plans
Depreciation and amortization
Dividends
Economic policy
Electronic data interchange
Employee ownership
Excise tax
Executive compensation
Executive departments
Families
Family leave
Federal preemption
Finance
Fines (Penalties)
Government employees
Government information
Government paperwork
Government publicity
Income tax
Indexing (Economic policy)
Individual retirement accounts
Investments
Labor
Law
Loans
Local employees
Married people
Maternity leave
Payroll deductions
Pension funds
Personal income tax
Public contracts
Self-employed
Small business
State and local government
State employees
State laws
Tax deductions
Tax exclusion
Tax penalties
Tax-deferred compensation plans

Tax-exempt organizations
Taxation
Technology
Trusts and trustees
Women

LEGISLATIVE ACTION:

06/11/97 Referred to Committee on Finance (CR p. S5508) (WR p. 1926)

06/11/97 GREGG, R-N.H., Senate speech: Introduces the Retirement Income Security and Savings Act of 1997. (CR p. S5528-S5530)

06/11/97 Original cosponsor(s): 6

Collins (R-ME)	Hutchison, K. (R-TX)	Roth (R-DE)
Faircloth (R-NC)	Murkowski (R-AK)	Santorum (R-PA)

06/12/97 Cosponsor(s) added: 2

Coverdell (R-GA)	Hatch (R-UT)

06/25/97 *** Related measure (S957) introduced in Senate. ***

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: HR191

SPONSOR: Hastings (D-FL)

OFFICIAL TITLE: A bill to amend the Family and Medical Leave Act of 1993 to apply the act to a greater percentage of the U.S. work force and to allow employees to take parental involvement leave to participate in or attend their children's educational and extra-curricular activities, and for other purposes.

QUICK REFERENCE: Expand Family and Medical Leave Act

INTRODUCED: 01/07/97

COSPONSORS: 5 (Dems: 5 Reps: 0 Ind: 0)

COMMITTEES: House Government Reform and Oversight
House Oversight
House Education and the Workforce

RELATED BILLS: See S183, S280, HR1113

CQ BILLWATCH BRIEF:

By Marc Birtel, CQ Staff Writer

HR191 would expand the Family and Medical Leave Act to cover more private-sector employees and grant an additional 24 hours of leave annually for parents to participate in school activities of their children.

Current law guarantees employees 12 weeks of unpaid leave annually for family reasons, including the birth or adoption of a child, placement of a foster child, or in times of serious medical emergency for a child, spouse or parent. But it only applies to private-sector companies of 50 or more employees. HR191 would lower the threshold to 25 employees.

The bill also would allow workers to take up to an additional four hours of unpaid leave per month (24 hours each year) to participate in activities sponsored by their children's school or community organizations. Coverage includes extracurricular activities, parent-teacher conferences and community events.

Bill sponsor Alcee L. Hastings, D-Fla., said the measure would expand coverage to 15 million additional American workers.

Several Democrats have introduced related measures (HR109, HR234, S183, S280).

CQ BILLWATCH INSIGHT:
No action has been scheduled on HR191, which was referred to the House Education and the Workforce Committee, House Oversight Committee, and Government Reform and Oversight Committee.

During a March 5, 1997, markup of an unrelated bill (HR1) to allow workers to choose comp time instead of overtime pay, the committee rejected an amendment offered ranking Democrat William L. Clay, D-Mo., that would have given workers an additional 24 hours of unpaid leave to use to serve as teacher's aides at their children's schools or attend parent-teacher conferences.

Vermont Republican James M. Jeffords, chairman of the Senate Labor and Human Resources Committee, said a deal on the comp time measures and family-leave language is likely between congressional Republicans, Democrats and the White House.

In his State of the Union speech Feb. 4, 1997, President Clinton advocated the expansion of the Family and Medical Leave Act, to gran
t
additional unpaid leave for parent-teacher conferences and medical checkups for an employee's children. However, he did not explicitly endorse HR191.

No action occurred in the 104th Congress on a related bill introduced by former Rep. Patricia Schroeder, D-Colo.

CRS DIGEST:
Amends the Family and Medical Leave Act of 1993 to extend cover
age
to employees at worksites where the employer employs at least 25 (currently 50) employees at the worksite and within 75 miles of that worksite.

Allows employees covered by such Act to take up to four hours during any 30-day period, and up to 24 hours during any 12-month period, of parental involvement leave to participate in or attend their children's educational and extracurricular activities.

Amends Federal civil service law to apply the same parental involvement leave allowance to Federal employees.

CRS SUBJECT INDEX TERMS:
Labor
Business
Children
Community organization
Day care
Education
Education of disadvantaged children
Elementary and secondary education
Elementary school students
Employee vacations
Families
Family leave
Federal employees
Foster parents
Government employees

Government information
Government paperwork
Leave of absence
Parent-school relationships
Preschool education
Secondary school students
Sick leave
Small business
Student activities

LEGISLATIVE ACTION:

01/07/97 Referred to Committee on Education and the Workforce, Committee on Government Reform and Oversight, Committee on House Oversight (for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned) (CR p. H145)

01/22/97 *** Related measure (S183) introduced in Senate. ***

02/05/97 *** Related measure (S280) introduced in Senate. ***

03/18/97 *** Related measure (HR1113) introduced in House. ***

04/29/97 Cosponsor(s) added: 5

Hinchey (D-NY)	Maloney, C. (D-NY)	Yates (D-IL)
Lewis, John (D-GA)	Owens (D-NY)	

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: HR234

SPONSOR: Maloney (D-NY)

BRIEF TITLE: Family and Medical Leave Enhancement Act.

OFFICIAL TITLE: A bill to amend the Family and Medical Leave Act of

1993 to allow employees to take, as additional leave, parental involvement leave to participate in or attend their children's educational and extracurricular activities and to clarify that leave may be taken for routine medical needs and to assist elderly relatives, and for other purposes.

QUICK REFERENCE: Expand Family and Medical Leave Act

INTRODUCED: 01/07/97

COSPONSORS: 44 (Dems: 43 Reps: 1 Ind: 0)

COMMITTEES: House Government Reform and Oversight
House Oversight
House Education and the Workforce

RELATED BILLS: See S183, S280, HR1113

CQ BILLWATCH BRIEF:

By Marc Birtel, CQ Staff Writer

HR234 would expand the Family and Medical Leave Act to cover more

private-sector employees, allow leave for routine medical needs, and grant an additional 24 hours of annual leave for parental participation in school activities.

Current law guarantees employees 12 weeks of unpaid leave annually for family reasons, including the birth or adoption of a child or the placement of a foster child, or in times of serious medical emergency for a child, spouse or parent. HR234 would expand coverage of the law to include routine family medical needs, including the transportation of children to medical or dental appointments and the professional care of elderly relatives.

The statute currently applies to private-sector companies of 50 or more employees. HR234 would lower the threshold to 25 employees.

The bill also would allow workers, including federal employees, to take up to an additional 24 hours (four hours per month) of unpaid "parental involvement leave" to participate in their children's educational, extracurricular or community activities.

Bill sponsor Carolyn B. Maloney, D-N.Y., said more than 12 million workers have benefited from the family-leave law since it became law
.
She said she introduced HR234 because it is a way to help workers balance the competing demands of job and family.

Several Democrats have introduced related measures (HR109, HR191, S283, S280).

CQ BILLWATCH INSIGHT:
No action has been scheduled on HR234, which was referred to the House Education and the Workforce, House Oversight, and Government Reform and Oversight committees.

During a March 5, 1997, markup of an unrelated bill (HR1) to allow workers to choose comp time instead of overtime pay, the committee rejected an amendment offered by ranking Democrat William L. Clay, Mo., that would have given workers an additional 24 hours of unpaid leave to use to serve as teacher's aides at their children's schools or attend parent-teacher conferences.

Vermont Republican James M. Jeffords, chairman of the Senate Labor and Human Resources Committee, said a deal is likely on the comp time measures and family-leave language between congressional Republicans
,
Democrats and the White House.

In his State of the Union address on Feb. 4, 1997, President Clinton advocated the expansion of the Family and Medical Leave Act to grant

employees additional unpaid leave for parent-teacher conferences and medical checkups for their children. Though these provisions are included in HR234, the president did not explicitly endorse the bill.

No action occurred in the 104th Congress on a related bill introduced by former Rep. Patricia Schroeder, D-Colo.

SHORT TITLE AS INTRODUCED:
Family and Medical Leave Enhancement Act

CRS DIGEST:
Family and Medical Leave Enhancement Act - Amends the Family
and
Medical Leave Act of 1993 to extend coverage to employees at worksites where the employeremploys at least 25 (currently 50) employees at the worksite and within 75 miles of that worksite.

Allows employees covered by such Act to take up to four hours during any 30-day period, and up to 24 hours during any 12-month period, of parental involvement leave to participate in or attend their children's educational and extracurricular activities.

Amends Federal civil service law to apply the same parental involvement leave allowance to Federal employees.

Provides that leave under such Act may be taken to meet: (1) routine family medical needs, including transportation of children for medical and dental appointments for annual checkups and vaccinations; and (2) the routine medical care needs of elderly relatives of the eligible employee, including visits to nursing homes and group homes.

CRS SUBJECT INDEX TERMS:
Labor
Aged
Business
Caregivers
Child health
Children
Community organization
Day care
Dental care
Education
Education of disadvantaged children
Educational policy
Elementary and secondary education
Elementary school students
Employee vacations
Families
Family leave
Federal employees
Foster parents
Geriatrics
Government employees
Government information
Government paperwork
Group homes
Health policy
Leave of absence
Medical care
Medicine
Nursing homes
Parent-school relationships
Preschool education
Secondary school students
Sick leave
Small business
Student activities

LEGISLATIVE ACTION:

01/07/97 Referred to Committee on Education and the Workforce, Committee on Government Reform and Oversight, Committee on House Oversight (for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned) (CR p. H147)

01/07/97 Original Cosponsor(s): 8

Ackerman (D-NY)	Lowey (D-NY)	Pelosi (D-CA)
Brown, C. (D-FL)	Millender-McDona (D-CA)	Rush (D-IL)
Lofgren (D-CA)	Norton (D-DC)	

01/22/97 *** Related measure (S183) introduced in Senate. ***

02/04/97 Cosponsor(s) added: 11

Barrett, T. (D-WI)	Hinchey (D-NY)	Moran, James (D-VA)
Dellums (D-CA)	Jackson-Lee, S. (D-TX)	Torres (D-CA)
Evans (D-IL)	McDermott (D-WA)	Velazquez (D-NY)
Ford (D-TN)	McKinney (D-GA)	

02/05/97 *** Related measure (S280) introduced in Senate. ***

02/13/97 Cosponsor(s) added: 3

Filner (D-CA)	Hastings, A. (D-FL)	McGovern (D-MA)

03/12/97 Cosponsor(s) added: 5

Kilpatrick (D-MI)	Roybal-Allard (D-CA)	Watt, M. (D-NC)
Owens (D-NY)	Towns (D-NY)	

03/18/97 *** Related measure (HR1113) introduced in House. ***

03/19/97 Cosponsor(s) added: 5

Carson (D-IN)	Olver (D-MA)	Woolsey (D-CA)
Manton (D-NY)	Vento (D-MN)	

04/14/97 Cosponsor(s) added: 2

Gejdenson (D-CT)	Gonzalez (D-TX)

05/14/97 Cosponsor(s) added: 3

Davis, D. (D-IL)	Engel (D-NY)	Lewis, John (D-GA)

06/18/97 Cosponsor(s) added: 4

Borski (D-PA)	Underwood (D-GU)
Frost (D-TX)	Yates (D-IL)

07/17/97 Cosponsor(s) added: 1

Fox (R-PA)

07/31/97 Cosponsor(s) added: 2

Bonior (D-MI)	Christian-Green, (D-VI)

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: HR851

SPONSOR: Roybal-Allard (D-CA)

BRIEF TITLE: Battered Women's Employment Protection Act.

OFFICIAL TITLE: A bill to amend the Family and Medical Leave Act of
1993 to allow leave to address domestic violence and its effects, and for other purposes.

QUICK REFERENCE: Aid battered women by helping them retain employment and gain financial independence

INTRODUCED: 02/26/97

COSPONSORS: 14 (Dems: 13 Reps: 1 Ind: 0)

COMMITTEES: House Ways and Means
House Government Reform and Oversight
House Oversight
House Education and the Workforce

RELATED BILLS: See S367

CQ BILLWATCH BRIEF:
HR851 would amend the Family and Medical Leave Act of 1993 to req
uire
employers to provide leave to employees for the purpose of dealing with domestic violence and its aftermath.

The bill also would ensure eligibility for unemployment compensation to women who are separated from their jobs as a direct result of domestic violence. The bill also would provide for specialized training of personnel involved in assessing such umemployment compensation claims.

CQ BILLWATCH INSIGHT:
No action has been scheduled on HR851, which has been referred to House Ways and Means, House Government Reform and Oversight, House Oversight and House Education and the Workforce committees.

Similar legislation (S367) has been introduced in the House. It is possible that the legislation may be offered as an amendment to the compensatory time bill (HR1).

Five related bills also have been introduced (HR109, HR191, HR234, S183 and S280).

SHORT TITLE AS INTRODUCED:
Battered Women's Employment Protection Act

CRS DIGEST:

Battered Women's Employment Protection Act - Amends the Internal Revenue Code with respect to unemployment tax to require appropriate State laws to provide for unemployment compensation for an individual separated from employment due to circumstances directly resulting from the individual's experience of domestic violence.

Amends the Social Security Act to require State laws approved under the Federal Unemployment Tax Act to provide for training for claims reviewers and hearing personnel in the nature of domestic violence, and in methods of ascertaining its existence, so that employment separations stemming from domestic violence are reliably screened, identified, and adjudicated.

(Sec. 4) Amends the Family and Medical Leave Act to entitle an employee to such leave: (1) in order to care for the employee's child or parent, if such child or parent is addressing domestic violence and its effects; or (2) because the employee is addressing domestic violence and its effects, the employee is unable to perform any of the functions of the employee's position. Allows leave, in such cases, to be taken intermittently or on a reduced leave schedule. Allows the employee to elect, or the employer to require, substitution of accrued paid leave for such leave. Sets forth provisions Provides for certification and confidentiality of domestic violence information involved in such cases.

(Sec. 5) Amends specified Federal law to provide for entitlement to leave for Federal employees in such domestic violence situations.

(Sec. 6) Allows unemployment compensation or leave benefits under other laws, collective bargaining agreements, or employment benefit programs greater then those provided by this Act; but prohibits diminishment of the rights and benefits established by this Act.

CRS SUBJECT INDEX TERMS:

Labor
Assault
Child abuse
Child sexual abuse
Children
Civil liberties
Claims
Collective bargaining agreements
Confidential communications
Counseling
Court records
Crimes against women
Criminal justice
Criminal justice information
Employee training
Employment at will
Evidence (Law)
Executive departments
Families

Family leave
Family violence
Federal employees--Department of Health and Human Services
Government employees
Government information
Job hunting
Job training
Law
Leave of absence
Medical care
Medicine
Parents
Personnel records
Relocation of employees
Right of privacy
Sex crimes
Sick leave
Social services
Social workers
Stalking
State and local government
State laws
Stress (Psychology)
Unemployment insurance
Wife abuse
Women
Women's shelters

CRS SIMILAR BILLS:
S367

LEGISLATIVE ACTION:

02/26/97 Referred to Committee on Education and the Workforce, Committee on Government Reform and Oversight, Committee on House Oversight, Committee on Ways and Means (for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned) (CR p. H669)

02/26/97 *** Related measure (S367) introduced in Senate. ***

02/26/97 Original Cosponsor(s): 14

Ackerman (D-NY)	Jackson, J. (D-IL)	Norton (D-DC)
Baldacci (D-ME)	Lewis, John (D-GA)	Pelosi (D-CA)
Conyers (D-MI)	Lofgren (D-CA)	Slaughter (D-NY)
Frost (D-TX)	Maloney, C. (D-NY)	Torres (D-CA)
Gutierrez (D-IL)	Morella (R-MD)	

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: HR1113

SPONSOR: Norton (D-DC)

OFFICIAL TITLE: A bill to provide that if an employer provides additional

leave to a parent for the birth of a child, such employer shall provide the same leave to a parent for an adopted child or a foster child.

QUICK REFERENCE: Mandate paid leave for foster or adoptive parents equa
l

to that of birth parents

INTRODUCED: 03/18/97

COSPONSORS: 0 (Dems: 0 Reps: 0 Ind: 0)

COMMITTEES: House Government Reform and Oversight
House Oversight
House Education and the Workforce

RELATED BILLS: See S183, HR109, HR191, HR234

CQ BILLWATCH BRIEF:
HR1113 would mandate that employees who become foster or adoptive parents be afforded the same leave policy -- including paid leave --
as
their coworkers who are birth parents. The bill would not require that employers provide leave benefits that are beyond those existing in law. But rather, if the employer chooses to provide such benefits, they must do so for all parents equitably.

The Family and Medical Leave Act of 1993 (FMLA) mandates that employers must grant up to 12 weeks of unpaid, job-protected leave for adoptive, birth or foster parents to care for a new child. Some employers exceed FMLA and offer such benefits as paid leave or paid sick leave to be used by employees with a new child, but often only extend such benefits to birth parents. HR1113 would mandate that an employer must provide the same leave and compensation to all parents - birth, foster or adoptive.

CQ BILLWATCH INSIGHT:
No action has been scheduled on HR1113, which was referred to House Government Reform and Oversight, House Oversight and House Education and the Workforce committees.

Four related bills also have been introduced in the 105th Congress (S183, HR109, HR191, HR234).

CRS DIGEST:
Requires an employer to provide an employee who is a parent of an

adopted child or a foster child with the same leave the employer provides (in addition to leave required by the Family and Medical Leave
Act of 1993) an employee who is on parental leave for the birth of a child.

CRS SUBJECT INDEX TERMS:
- Labor
- Adopted children
- Adoption
- Adoptive parents
- Children
- Families
- Family leave
- Foster home care
- Foster parents

LEGISLATIVE ACTION:

01/07/97 *** Related measure (HR234) introduced in House. ***

01/07/97 *** Related measure (HR191) introduced in House. ***

01/07/97 *** Related measure (HR109) introduced in House. ***

01/22/97 *** Related measure (S183) introduced in Senate. ***

03/18/97 Referred to Committee on Education and the Workforce, Committee on Government Reform and Oversight, Committee on House Oversight (for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned) (CR p. H1111)

03/18/97 NORTON, D-D.C., House speech: Introduces the Parental Leave Equity Act of 1997. (CR p. E500-E501)

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: HR1373

SPONSOR: DeLauro (D-CT)

BRIEF TITLE: Early Learning and Opportunity Act of 1997.

OFFICIAL TITLE: A bill to establish a grant program to improve the quality and expand the availability of child care services, and of family support services, for families with children less than three years of age; to amend the Internal Revenue Code of 1986 to modify the taxation of income of controlled foreign corporations attributable to imported property; to amend the Family and Medical Leave Act of 1993 to cover employers that have more than 20 employees; to amend the Head Start Act to authorize appropriations for fiscal years 1999 through 2002 and to increase the funds reserved for services for families with children less than 3 years of age; and for other purposes.

INTRODUCED: 04/17/97

COSPONSORS: 36 (Dems: 36 Reps: 0 Ind: 0)

COMMITTEES: House Ways and Means
House Education and the Workforce

SHORT TITLE AS INTRODUCED:
Early Learning and Opportunity Act of 1997

CRS DIGEST:
TABLE OF CONTENTS:

Title I: Early Learning and Opportunity Grants

Title II: Amendment to Internal Revenue Code of 1986

Title III: Amendment to Family and Medical Leave Act of 1993

Title IV: Amendments to the Head Start Act

Early Learning and Opportunity Act of 1997

*Title I: Early Learning and Opportunity Grants - Authorizes the Secretary of Health and Human Services to make grants to eligible States to improve the quality and increase the availability of child care services, and of family support services, for families with children less than three years of age.

(Sec. 103) Directs the Secretary to: (1) develop a voluntary model training program for employees of child care providers; (2) make available to Head Start agencies and child care providers the code developed for such model training program; and (3) provide technical assistance to such agencies and providers to implement it.

(Sec. 105) Authorizes appropriations.

*Title II: Amendment to Internal Revenue Code of 1986 - Amends the Internal Revenue Code to include imported property income (except for foreign oil and gas related income, or property subsequently exported) as foreign base company income in the gross income of a U.S. shareholder of a controlled foreign corporation.

*Title III: Amendment to Family and Medical Leave Act of 1993 - Amends the Family and Medical Leave Act of 1993 to extend its covera
ge
to employers with more than 20 employees (current law applies only to employers with more than 50 employees).

*Title IV: Amendment to the Head Start Act - Amends the Head Start Act to extend the authorization of appropriations.

(Sec. 402) Revises a formula for allotment of certain training and technical assistance funds under such Act. Increases the amount of funds reserved for services to families with children less than three years of age (programs for families with infants and toddlers).

CRS SUBJECT INDEX TERMS:
Children
Authorization--Department of Health and Human Services
Budgets
Business
Business income tax
Caregivers
Child care block grants
Day care--Standards
Education
Education of disadvantaged children
Elementary and secondary education
Employee training
Executive departments
Families
Family leave
Federal aid to child welfare
Federal aid to day care centers
Federal aid to education
Foreign corporations
Foreign tax credit
Imports
Income tax
Infants
International finance
Job training
Labor

Licenses
Parent and child
Poor children
Preschool education
Salaries
Sick leave
Small business
State and local government
Taxation
Taxation of foreign income
Trade
Transportation
Welfare

LEGISLATIVE ACTION:

04/17/97 Referred to Committee on Education and the Workforce, Committee on Ways and Means (for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned) (CR p. H1704)

04/17/97 Original Cosponsor(s): 2
Hoyer (D-MD) McGovern (D-MA)

04/23/97 Cosponsor(s) added: 1
Gephardt (D-MO)

04/24/97 MCGOVERN, D-Mass., House speech: Urges colleagues to support the Early Learning and Opportunity Act. (CR p. H1850)

04/30/97 PALLONE, D-N.J., House speech: On the Democratic education agenda, including the Early Learning and Opportunity Act of 1997. (Colloquy with several representatives) (CR p. H2060-H2067)

06/04/97 Cosponsor(s) added: 11
Clayton, E. (D-NC) Frost (D-TX) Slaughter (D-NY)
Dellums (D-CA) Gejdenson (D-CT) Tierney (D-MA)
Filner (D-CA) Lofgren (D-CA) Weygand (D-RI)
Ford (D-TN) Pelosi (D-CA)

06/05/97 Cosponsor(s) added: 1
Moakley (D-MA)

06/10/97 Cosponsor(s) added: 2
Davis, D. (D-IL) Lewis, John (D-GA)

06/19/97 Cosponsor(s) added: 5
Allen (D-ME) Evans (D-IL) Stark (D-CA)
Brown, G. (D-CA) Faleomavaega (D-AS)

06/25/97 Cosponsor(s) added: 2

DeGette (D-CO)	Jefferson (D-LA)

07/08/97 Cosponsor(s) added: 2

Brown, S. (D-OH)	Thompson, B. (D-MS)

07/11/97 Cosponsor(s) added: 1

Gutierrez (D-IL)

07/31/97 Cosponsor(s) added: 2

Christian-Green, (D-VI)	Kucinich (D-OH)

09/04/97 Cosponsor(s) added: 7

Abercrombie (D-HI)	Payne, D. (D-NJ)	Underwood (D-GU)
Johnson, E.B. (D-TX)	Rush (D-IL)	
Mink (D-HI)	Towns (D-NY)	

*** FULL REPORT -- DIGEST, LEGISLATIVE ACTION, COSPONSORS, SPEECHES ***

MEASURE: HR1573

SPONSOR: Oberstar (D-MN)

OFFICIAL TITLE: A bill to provide equal leave benefits for parents who adopt a child or provide foster care for a child.

INTRODUCED: 05/08/97

COSPONSORS: 50 (Dems: 44 Reps: 5 Ind: 1)

COMMITTEES: House Education and the Workforce

SHORT TITLE AS INTRODUCED:
Leave Equity for Adoptive Families Act of 1997

CRS DIGEST:
Leave Equity for Adoptive Families Act of 1997 - Entitles any employee who needs it, because of placement of a child with the employee for adoption or foster care, to any leave benefit provided by the employer for care of an employee's newborn biological child or for recovery from the employee's own illness, injury, or disability. Requires that such leave commence no later than 12 months after such placement.

Authorizes civil actions to enforce this Act.

CRS SUBJECT INDEX TERMS:
Labor
Actions and defenses
Adoption
Adoptive parents
Children
Civil rights
Damages
Discrimination in employment
Employee rights
Families
Family leave
Finance
Foster home care
Injunctions
Interest
Law
Legal fees
Sick leave

LEGISLATIVE ACTION:

05/08/97 Referred to Committee on Education and the Workforce (CR p. H2445)

05/08/97 Original Cosponsor(s): 19

Ackerman (D-NY)	Gejdenson (D-CT)	Norton (D-DC)
Burton, D. (R-IN)	Gutierrez (D-IL)	Peterson, C. (D-MN)
Clement (D-TN)	Hyde (R-IL)	Rahall (D-WV)
Conyers (D-MI)	Klug (R-WI)	Sanders (I-VT)
Dellums (D-CA)	Lofgren (D-CA)	Stabenow (D-MI)
Frank, Barney (D-MA)	Maloney, C. (D-NY)	
Frost (D-TX)	McDermott (D-WA)	

05/16/97 Cosponsor(s) added: 6

Evans (D-IL)	Lewis, John (D-GA)	Sabo (D-MN)
LaFalce (D-NY)	Meek (D-FL)	Slaughter (D-NY)

05/22/97 Cosponsor(s) added: 2

Rivers (D-MI)	Smith, C. (R-NJ)

06/04/97 Cosponsor(s) added: 8

Clyburn (D-SC)	Hilliard, E. (D-AL)	Shays (R-CT)
Delahunt (D-MA)	Johnson, E.B. (D-TX)	Towns (D-NY)
Gordon, B. (D-TN)	Rush (D-IL)	

06/05/97 Cosponsor(s) added: 4

Barrett, T. (D-WI)	Poshard (D-IL)
Bonior (D-MI)	Smith, Adam (D-WA)

06/17/97 Cosponsor(s) added: 5

Carson (D-IN)	Kleczka (D-WI)	Payne, D. (D-NJ)
Davis, D. (D-IL)	Miller, G. (D-CA)	

07/10/97 Cosponsor(s) added: 2

Snyder (D-AR)	Vento (D-MN)

07/31/97 Cosponsor(s) added: 3

Engel (D-NY)	Faleomavaega (D-AS)	Strickland (D-OH)

09/11/97 Cosponsor(s) added: 1

Brown, G. (D-CA)