

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. resume	[Personally Identifiable Information] [partial] (1 page)	11/00/1993	b(6)

COLLECTION:

Clinton Presidential Records
Staff Secretary
John Podesta (Subject Files)
OA/Box Number: 5486

FOLDER TITLE:

National Labor Relations Board Third Vacancy Slot Resumes [Binder]

2018-0662-S
rs3137

RESTRICTION CODES

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

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

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

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

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- 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]

NLRB Third Vacancy Slot Resumes

Clinton Presidential Records Digital Records Marker

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This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

Ken Hipp

Divider Title: _____

KENNETH B. RIPP

Private Law Practice

Goodsill Anderson Quinn & Stifel, Honolulu, Hawaii

Partner and Chairman of Labor Section (1987-Present)

Founding partner of firm's labor section presently composed of eleven attorneys. Practice involves both litigation and business counseling on behalf of employers and union pension, welfare, and market recovery funds. Practice has included extensive litigation at trial and appellate levels in both state and federal courts, as well as commercial and labor arbitration and litigation before state and federal administrative agencies.

Appointed by Hawaii Supreme Court to be a Bar Examiner for the State of Hawaii (1988-1991); Chairman, Hawaii State Bar Association Section on Labor and Employment Law (1990-1991); numerous papers and speeches presented to seminars of business executives and attorneys; listed in Who's Who in American Law.

Government Law Practice

National Labor Relations Board, Enforcement Litigation Division, Washington, D.C.

Deputy Assistant General Counsel for Contempt Litigation (1986-1987)

Deputy Assistant General Counsel for Appellate Court Litigation (1978-1986)

Deputy Assistant General Counsel for Special Litigation (1977-1978)

Supervisory Attorney for Appellate Court Litigation (1977)

Attorney for Enforcement Litigation (1971-1973 and 1976-1977)

Litigated over two hundred cases in the United States Courts of Appeals throughout the country. Managed a team of 13-23 supervisory and briefing attorneys engaged in full-time federal appellate litigation. Nationwide discovery and trial practice in contempt cases before Special Masters appointed by the U. S. Courts of Appeals. Nationwide trial and motions practice in U. S. District Courts.

Withdrawal/Redaction Sheet

Clinton Library

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Micronesian Claims Commission, Saipan, N.M.I., and Palau, W.C.I.

Regional Director/Supervisory Attorney (1973-1976)

Selected to head one of two regional offices in Micronesia for agency created by Congress to adjudicate World War II and post-war claims for property losses, personal injuries, and deaths. Conducted investigations and hearings, drafted decisions and advised the Commission on applicable federal and international law.

Academic Employment

University of Hawaii Graduate School of Business,
Lecturer (1991-Present)

Georgetown University Law Center, Adjunct Professor
(1984-1987)

Boston College Law School, Visiting Associate Professor
(1983-1984)

Catholic University of America Law School, Lecturer
(1978-1979)

As a member of four graduate or law school faculties, I have taught a variety of courses dealing with labor relations and litigation.

Education

University of North Carolina School of Law -- J.D. 1971

Graduated with High Honors; ranked 4th in class; Articles Editor of the Law Review; Order of the Coif; Clark Award for Academic Excellence; Breckenridge Award in Taxation; Holderness Moot Court certificate winner; a founding member of the Chapel Hill Legal Services Clinic; Research Assistant for the Director of the Institute of Government.

Duke University -- A.B. 1967

Personal

Married; Two Children; Birth Date: (b)(6)
Republican; Honorable Discharge, USMCR, 1973; Residence: 314 Poipu Drive, Honolulu, Hawaii 96825; (808) 395-2572 (H); (808) 547-5794 (B).

United Brotherhood of Carpenters and Joiners of America

KATHY L. KRIEGER
GENERAL COUNSEL

JOSEPH E. MAYER
ASSOCIATE GENERAL COUNSEL

TIMOTHY SEARS
SHANNAN M. KANE
CRAIG M. ROSENBERG
STAFF ATTORNEYS



101 CONSTITUTION AVE., N.W.
WASHINGTON, D.C. 20001
(202) 546-6206
TELEFAX: (202) 546-7802

November 5, 1993

Thomas P. Glynn III, Deputy Secretary
U.S. Department of Labor
200 Constitution Ave., N.W.
Washington, D.C. 20210

Re: Kenneth Hipp, Candidate for NLRB

Dear Tom:

I have just learned that attorney Ken Hipp, of Honolulu, Hawaii, is under consideration for nomination to the "Republican/Independent" seat on the National Labor Relations Board.

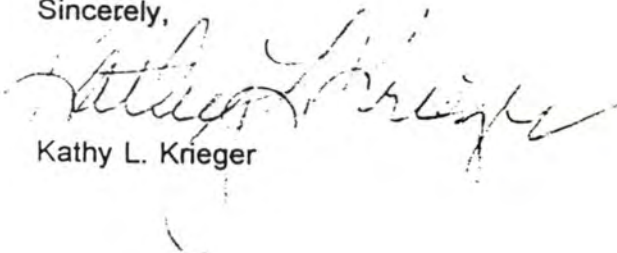
I have known Ken Hipp professionally and personally for many years, and I believe he would be an excellent candidate for this critical position. In addition to his intellectual integrity and fairness, Ken would bring to the Board an impressive background in public service, academia, and private practice.

Ken Hipp has extensive experience with the National Labor Relations Board, where he was one of the most respected litigators and managers. In his private practice, Ken represents employers as well as negotiated benefit funds, and he understands the practical and legal concerns of both business and labor. Over the past 15 years Ken has also taught at three law schools and currently lectures at the University of Hawaii's graduate Business School.

Ken Hipp would be a significant asset to this Administration as it struggles to put together a team of NLRB appointees who can revitalize the Agency. He would readily earn bipartisan support in the political and labor relations communities, and--what is equally important, in my view--he would command immediate respect from everyone at the NLRB.

Enclosed is a copy of Ken's resume. If there is anything I can do on his behalf, please let me know.

Sincerely,


Kathy L. Krieger

enc.



Republican
National
Committee

Jared H. Jossem
Hawaii State Chair
700 Bishop Street, 15th Floor
Honolulu, HI 96813-4187
(808) 521-1051
FAX: (808) 521-8239

November 10, 1993

VIA FACSIMILE 202/224-8952

Senator Bob Dole
SH-141 Hart Senate Office Building
Washington DC 20510-1601

Re: Mr. Kenneth B. Hipp

Dear Senator Dole:

Please note my support and recommendation of Mr. Kenneth Hipp for appointment to the National Labor Relations Board.

His resume is enclosed.

Mr. Hipp has outstanding qualifications for this appointment and has been an active supporter and member of the Republican Party and its candidates.

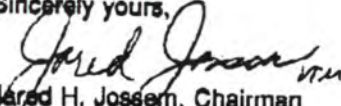
Ken represents Management and Labor Law matters, but I believe he has the respect of Organized Labor which shows support from the Clinton administration.

Please call if further information or references are needed.

It was good to see you in New Mexico. Keep up the great job.

Best regards.

Sincerely yours,


Jared H. Jossem, Chairman
Republican Party of Hawaii

JHJ/vtm

Offices at:
2552 Waiwai Loop
Honolulu, Hawaii

Mailing Address:
Post Office Box 29688
Honolulu, Hawaii 96820
Fax: 833-6731



November 5, 1993

Senator Daniel K. Inouye
United States Senate
722 Hart Building
Washington, D.C. 20510-1102

Dear Senator Inouye:

We understand that nominations are being made for the open Republican seat on the National Labor Relations Board. The Hawaii Employers Council would like to submit to you the name of Kenneth B. Hipp, who is a partner in the Goodsill Anderson Quinn and Stifel law firm in Hawaii, for consideration as a nominee to this vacant NLRB seat.

The Council staff has worked with Ken and obtained advice and assistance on many labor relations and employment law questions. He is an excellent and thorough labor attorney and an effective management representative in Hawaii. In addition to assisting the Council, he also has represented many individual member companies. Ken will be an excellent NLRB member to provide management perspective and balance to the Board's deliberations of labor cases.

Ken has excellent academic credentials and has taught labor law at four universities, including the MBA program at the University of Hawaii. He has also been a speaker and workshop leader at many of the Council's seminars on labor laws. He is no stranger to the NLRB having worked there for many years in a number of positions. (A copy of Ken's resume is attached for your information.)

The Hawaii Employers Council and its membership of over 670 companies in Hawaii would appreciate your assistance in submitting Ken Hipp's name to fill the vacant Republican seat. If you have any questions, please call me at (808) 836-1511. Also enclosed for your information is a brochure about the Council. Thank you very much.

Sincerely,


Albert L. Fraga
President

Dillingham
Construction

November 8, 1993

Via Telecopier #202/224-6747

Senator Daniel K. Inouye
United States Senate
722 Hart Building
Washington, D.C. 20510-1102

Dear Senator Inouye:

I am writing to urge you to nominate Ken Hipp, who is a partner in the Goodsill, Anderson law firm, for appointment to the open Republican seat on the National Labor Relations Board. I have worked with Ken on several occasions in dealing with labor questions and cases for Dillingham Construction Pacific (Hawaiian Dredging and Hawaiian Bitumuls and Paving), and he is an excellent labor attorney.

Dillingham Construction is concerned, as are all employers with unionized work forces, about the need for balance on the NLRB and the possibility that the NLRB could fail to include someone who has represented management and understands the viewpoint of employers. I am sure that fair results from administrative agencies and commissions are best achieved if all affected parties are adequately represented.

I believe that Ken Hipp would be an outstanding member of the NLRB. He has excellent academic credentials and has taught labor law at four universities, including in the MBA program at the University of Hawaii. He worked for the NLRB for 13 years in high level positions in the Division of Enforcement Litigation, which is responsible for the NLRB's litigation in the U.S. Courts of Appeals throughout the country. He has been highly effective in his representation of management in Hawaii and represents many of Hawaii's major companies. One of the main reasons he has been so effective and successful has been that he is able to achieve practical solutions to labor problems without the need for litigation. I think he would do a terrific job of consensus building on the NLRB to achieve practical results that both unions and employers could live with.

Ken was Goodsill's first labor attorney, and he has built the labor section of that firm up to 11 attorneys. Both he and other members of the section frequently give speeches and seminars to employers and attorneys in Hawaii, and Goodsill puts on two free labor breakfast briefings each year at the Plaza Club. I mention those facts because I have seen a number of speeches Ken has given, and they were well done. I am sure he would do a good job in the public relations aspects of being an NLRB member. Ken has also put time into the community by being a Bar Examiner for the State, serving as the first management chairman of the Bar Association's Labor and Employment Law Section, and being a member of the Rotary Club of Honolulu.

Dillingham Construction Pacific, Ltd.
An Employee Owned Company

Box 4088 Honolulu HI 96812-4088 Telephone (808) 735-3211 Telefax (808) 735-7415

Dillingham
Construction

Senator Daniel K. Inouye
November 8, 1993
Page 2

I would greatly appreciate your assistance in putting Ken's name forward to fill the vacant Republican NLRB seat. Thank you very much.

Sincerely,

DILLINGHAM CONSTRUCTION PACIFIC, LTD.



William J. Wilson
President & C.E.O.

Bancorp Hawaii Inc.

H. HOWARD STEPHENSON
Chairman of the Board
Chief Executive Officer

November 12, 1993

Honorable Daniel K. Inouye
United States Senator
722 Hart Building
Washington, D. C. 20510-1102

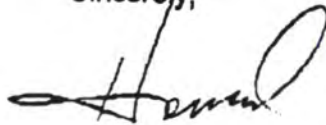
Dear Dan:

The National Labor Relations Board (NLRB) has impacted American business and society for several decades. As we approach the 21st century, the direction and guidance provided by the NLRB will be critical to sustaining America as an economic superpower in our developing world economy. I would like to encourage the nomination of Kenneth B. Hipp, Esq., of the law firm of Goodsill Anderson Quinn & Stifel, to fill the vacant Republican seat on the NLRB.

As our nation struggles to create more high-paying jobs, focus economic growth on inner cities and balance the pros and cons of NAFTA, we need to maximize the resources of people like Ken Hipp. I have had the opportunity of working with Ken for over five years, as he has provided legal counsel on labor relations issues to Bancorp Hawaii. Ken is an individual with superior intellect, experience and wisdom--three qualities that will make him an exemplary member and contributor to labor relations issues in our country. Ken will offer the NLRB a much-needed and interesting balance in the critical labor and management area. Ken has over 12 years' experience working with the NLRB in the Division of Enforcement Litigation. He is a person of extraordinary depth and brings an open and intelligent opinion to critical issues.

In the years that I have known Ken, he has demonstrated a perseverance to research issues thoroughly and bring forth resolutions based on facts. Ken Hipp will bring to the National Labor Relations Board exceptional talents, valuable insights and objective decisions. I would highly recommend Ken to you. Management and labor from the State of Hawaii will be proud to have him serve.

Sincerely,



H. Howard Stephenson



Jackie Mahi Erikson
Vice President
General Counsel

November 10, 1993

Bruce Lindsey
Director of Presidential Personnel
Old Executive Office Building
Washington, D.C. 20500

Attention: John Emerson
Deputy Director of Personnel

Dear Mr. Lindsey:

I am writing to urge you to nominate Ken Hipp, who is a partner in the Goodsell, Anderson, Quinn & Stifel law firm, for appointment to the open Republican seat on the National Labor Relations Board (NLRB). I have worked with Ken on numerous occasions in dealing with labor questions and cases for Hawaiian Electric, and he is an excellent labor attorney.

Hawaiian Electric is concerned, as are all employers with unionized work forces, about the need for balance on the NLRB and the possibility that the NLRB could fail to include someone who has represented management and understands the viewpoint of employers. I have myself experienced the importance of having all viewpoints represented on matters concerning employment, as I have served as the sole employer representative on the Hawaii Civil Rights Commission for the past several years. That has been a very rewarding experience, and it has convinced me that fair results from administrative agencies and commissions are best achieved if all affected parties are adequately represented.

I believe that Ken Hipp would be an outstanding member of the NLRB. He has excellent academic credentials and has taught labor law at four universities, including in the MBA program at the University of Hawaii. He worked for the NLRB for 13 years in high level positions in the Division of Enforcement Litigation, which is responsible for the NLRB's litigation in the U. S. Courts of Appeals

NOV 17 '93 15:33 HECO LEGAL 808 543-4710

P.3/7

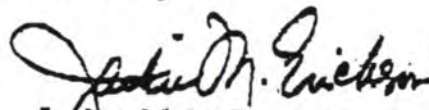
Bruce Lindsey
Attention: John Emerson
Page 2
November 10, 1993

throughout the country. He has been highly effective in his representation of management in Hawaii and represents many of Hawaii's major companies. One of the major reasons he has been so effective and successful has been that he is able to achieve practical solutions to labor problems without the need for litigation. I think he would do a terrific job of consensus building on the NLRB to achieve practical results that both unions and employers could live with.

Ken was Goodsill's first labor attorney, and he has built the labor section of that firm up to 11 attorneys. Both he and other members of the section frequently give speeches and seminars to employers and attorneys in Hawaii, and Goodsill puts on two free labor breakfast briefings each year at the Plaza Club. I mention those facts because I have seen a number of speeches Ken has given, and they were well done. I am sure he would go a good job in the public relations aspects of being an NLRB member. Ken has also put time into the community by being a Bar Examiner for the state, serving as the first management chairman of the Bar Association's Labor and Employment Law Section, and being a member of the Rotary Club of Honolulu.

I would greatly appreciate your assistance in putting Ken's name forward to fill the vacant Republican NLRB seat. If you have any questions, please call me at 808-543-4700. Thank you very much.

Sincerely,



Jackie Mahi Erickson
Vice President, General Counsel



November 12, 1993

Senator Daniel K. Inouye
United States Senate
722 Hart Building
Washington, DC 20510-1102

VIA FACSIMILE: 202/224-8749
Attn: Margaret Kumicki

Dear Senator Inouye:

I am writing to urge you to nominate Kenneth B. Hipp, who is a partner in the law firm of Goodsell Anderson Quinn & Stifel ("Goodsell"), for appointment to the open Republican seat on the National Labor Relations Board ("NLRB"). I was previously an Associate Attorney at Goodsell and worked with Ken from June 1990 through September 1993 on various cases including but not limited to labor arbitration proceedings for Hawaiian Airlines, Inc. ("Hawaiian") and EEOC complaints. Ken was Goodsell's first labor attorney in 1987 and has since built the labor section of that firm up to 11 attorneys.

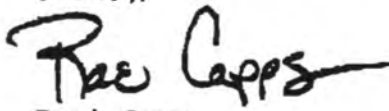
I am now Vice President and General Counsel of Hawaiian. As with all employers with unionized work forces, Hawaiian is concerned about the need for balance on the NLRB and the possibility that the NLRB could fail to include someone who has represented management and understands the viewpoint of employers. As an attorney previously working with clients with these needs and now being a part of a company which needs these viewpoints represented, I feel the importance of Ken's addition to the NLRB.

I believe that Ken would be an outstanding member of the NLRB. His academic credentials are excellent. He has taught labor law at Catholic University of America Law School, Boston College Law School, Georgetown University Law Center and the University of Hawaii. He worked for the NLRB for 13 years in the Division of Enforcement Litigation, which is responsible for the NLRB's litigation in the U.S. Appeals throughout the country, and has been involved in litigating over 200 cases. He has argued cases before the U.S. Courts of Appeals and has been involved with nation-wide trial and motions practice in the U.S. District Courts. He has also been highly effective in his representation of management in Hawaii and represents many of Hawaii's major companies. Through his experience, Ken is able to achieve practical solutions to labor problems without the need for litigation. I know Ken would do a terrific job of consensus building on the NLRB to achieve practical results with which both unions and employers could live.

Ken was appointed by the Hawaii Supreme Court to be Bar Examiner for the State of Hawaiian in 1988 and held that position until 1991. He was also Chairman of the Hawaii State Bar Association, Labor and Employment Law Section during the period 1990-1991.

I would greatly appreciate your assistance in putting Ken's name forward to fill the vacant Republican NLRB seat. If you have any questions, please feel free to call me at 835-3610. Thank you for your time and consideration of this nomination.

Sincerely,


Rae A. Capps

OTHER EMPLOYER CLIENTS WHO MIGHT SEND LETTER

General Growth/Center Cos	(Worldwide Shopping Center Mgmt)
Hyatt Hotels	
Classic Resorts	Manpower Temp. Services
Hill + Knowlton	Select Temp. Services
GTE Hawaiian Tel	R.D. Olson Construction
Pan Pacific Hoteliers	Finance Factors/Home Builders
Blockbuster Video	Aston Hotels
Costco	Reyn's Clothing
Hawai Conf. of 7th Day Adventists	Rovers Tanaka Construction
Hawai Pacific University	Maeda Construction
Kahala Hilton	First Insurance
First Hawaiian Bank	Castle + Cooke / Dole
American Workboats/Divers	Island Mortgage
Armstrong Builders	I also represent the

WESTERN ENGINEERING

BRIGHAM YOUNG UNIV.

INDUSTRIAL WELDING

DIGITAL EQUIPMENT

STATE OF HAWAII
AND ALL OF THE COUNTIES
IN INTEREST ARBITRATION
WITH THE FIREFIGHTERS
& POLICE UNIONS

OTHERS WHO CAN SEND
LETTERS

- 1- Chairman of Board of the Hoover Institute
(one of my law partners)
Martin Anderson
- 2- First Governor of Hawaii (Republican)
(one of my law partners)
Bill Quinn
- 3- FDIC Chairman under Nixon (currently
a lobbyist/lawyer for banks in D.C., esp. Citibank)
Bob Barnett
- 4- Last Republican Governor of N.C. -- Tim Martin
- 5- Republican State Chair -- Jared Tossem (management
labor lawyer)
- 6- Small Business Admin. Director Pat Saiti, Bush Admin.
- 7- American Banking Association (maybe)
- 8- Associated Gen K'oro (maybe)
- 9- Chamber of Commerce (maybe)

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Theodore Swift

Divider Title: _____

Theodore Wells Swift

FOSTER, SWIFT, COLLINS & SMITH, P.C.
 313 South Washington Square
 Lansing, MI 48933
 (517) 371-8124

815 Southlawn
 East Lansing, MI 48823
 (517) 351-7045

Family Status:

Married, Anne Gilbert Swift, August 22, 1953

- Wife is a graduate of the University of Michigan, 1952

Three children born of marriage:

- Timothy (35) (DePauw University) of Cincinnati, Ohio
- Sarah Morgan (33) (Allegheny College) of Sterling, Virginia
- Thomas (29) (Northwestern University) of Washington, D.C.

Educational Background:

East Lansing High School, East Lansing, Michigan (1948)

DePauw University, Greencastle, Indiana, B.A., 1950, Political Science

- Alpha Delta Sigma (advertising honorary)
- Phi Sigma Alpha (political science honorary)
- Duxer Du (dramatics honorary)

University of Michigan Law School, 1952 to 1955, J.D.

- Member of Toastmasters Club
- Member of Barristers Society (Law School honorary)

Military Experience:

United States Marine Corps, October, 1950-July, 1952

- Infantry Platoon Leader and Regimental Assistant
- G-3 Officer, Second Marine Regiment, Second Marine Division
- Released from active duty in July of 1952 with rank of Captain, USMCR

Professional Employment:

FOSTER, SWIFT, COLLINS & SMITH, P.C., Lansing, Michigan

- Became partner, 1957. Firm employs 143 persons including 58 lawyers
- When firm reorganized and assumed corporate form in 1970, served as first elected President or managing partner, 1970-1972

Assistant Prosecuting Attorney, Ingham County

- Shared time basis with law firm, 1958

Thomas M. Cooley Law School, Lansing, Michigan, 1980-81

- Served as full-time professor of law, teaching Contracts and Labor Law

Activities and Organizations:

Lansing Legal Aid Society

- Past President

Family Service Association

- Past member of Board of Directors

Lansing Rotary Club

- Past member of Board of Directors and President, 1974-1975
- Named Paul Harris Fellow, 1982

Greater Lansing Urban League

- Past member of Board of Directors

Suitcase Theater, Inc.

- Member of Board of Directors and President, 1971 to 1975

State Bar of Michigan

- Committee on Judicial and Professional Ethics, 1970-1974
- Chairman, 1972-1974

Lansing Junior Chamber of Commerce, 1982

- Distinguished Service Award (Outstanding Young Man in Lansing)

State Board of Ethics, 1974-1980

- Appointed Chairman by Governor William Milliken, 1979-1980

Michigan Bar Foundation, 1983

- Fellow

American Bar Foundation

- Fellow, 1982
- Named Life Member, 1991.

DePauw University

- Board of Visitors, 1983-1988

Who's Who in American Law, 3rd Edition.***Best Lawyers in America, 1987, 1989, 1991, 1993***

- Labor and Employment Discrimination Law and Business Litigation Categories

Capital Region Community Foundation

- Board of Trustees, 1987-1989

Marine Corps Command and Staff College Foundation, Quantico, Virginia

- Board of Trustees, 1989-1993

Significant Legal Activities and Representative Clients***Grand Traverse Area Sport Fishing Association***

- Indian tribal fishing dispute, 1978-1985

Michigan State Accident Fund

- General Counsel, 1976-1988

Blue Cross and Blue Shield of Michigan

- General Counsel, Lansing, 1976-1988

Charter Township of Meridian, Ingham County, Michigan

- Township Attorney, 1957-1975

The Michigan Education Association

- General Counsel, 1957-1988

The Detroit Edison Company

- General Counsel, Lansing, 1977-1988

DePauw University

- General Counsel, 1984-

Norris Grain Company, Olympia Stadium, Inc., Detroit Hockey Club, 1985-1987***Arbitrator, American Arbitration Association, 1981-******Ingham County Bar Association***

- President, 1980-1981

Career Summary:**June, 1955 - January, 1956**

Basic research for partners and trial preparation and appellate brief writing.

January, 1956 - December, 1956

Criminal trial work as Assistant Prosecuting, County of Ingham, State of Michigan. Insurance defense and subrogation trial work as private practitioner.

January, 1957 - September, 1965

Appointed as Township Attorney, Township of Meridian, County of Ingham, in April of 1957. A large portion of the intervening years was devoted to the legal problems of the Township. During this period, the area experienced a population explosion. Meridian Township changed its form of government during this period by becoming Michigan's first Charter Township in 1959. I drafted the first comprehensive Zoning Ordinance for the Township and the first Subdivision Control Act and became heavily committed to the public works program. During this period, Meridian built a massive sanitary sewer system and, in cooperation with the City of East Lansing and Michigan State University, expanded a jointly owned sanitary sewage treatment plant. The Township also created some thirty-five special assessment districts for the construction of lateral sewer and water mains.

I negotiated on behalf of the Township, litigated some ten condemnation cases before juries, participated in federal grants designed to clean up the Red Cedar River and Lake Lansing, arbitrated and resolved issues with contractors, developers and land owners, and participated in various annexation issues. During this same period, I personally researched and indexed 144 formal written opinions for the Township.

In 1957, I was retained by a teacher in Laingsburg, Michigan, who claimed that he had been discharged wrongfully by the Laingsburg School Board. After a stormy series of public meetings which resulted in the firings of the Superintendent and another teacher, we mounted a recall campaign to remove the School Board President, one Robert Tisch, from office. A lawsuit was filed seeking to enjoin the election. The lawsuit was defeated, the election was held. Tisch was recalled. My clients (the two teachers and the Superintendent) were rehired.

The above case, and a Wayne County Circuit Court case wherein we forced the removal of the Township Supervisor of Dearborn Township on an incompatibility charge, brought me to the attention of the Michigan Education Association. As a result of these cases, I began to do considerable work for the MEA largely in the area of defending teachers who were wrongfully discharged. Much of this work was in areas where tenure was not then mandatory.

I also spent considerable time during this period in general litigation, insurance defense and adjustment, corporate organizations and banking.

September, 1965 - January, 1975

My professional career changed dramatically with the passage of the Michigan Public Employee Relations Act (PERA). Michigan immediately zoomed to the forefront in public employee bargaining and its attendant problems. The MEA retained me to assist them during this traumatic period, and I became an "instant" labor lawyer.

In the early years (1965-1966), the problems were organizational in that we formed bargaining units, battled a competing union for representation rights, and attempted to negotiate the first teacher-board collective bargaining contracts in Michigan. I personally traveled throughout the state negotiating contracts and negotiated one of the first collective bargaining contracts to be completed in Michigan (East Grand Rapids). I represented teachers in the first work stoppages experienced in Michigan (Flint, Holland, Battle Creek Springfield, and Waterford), and I also represented the MEA and teachers in various confrontations with then Governor George Romney.

This period was also featured by my appearance at various forums and seminars around the country wherein I was asked to lecture on my public sector collective bargaining experiences. These appearances included Emory University, Atlanta; San Francisco, California; Springfield, Illinois; Cincinnati, Ohio; Akron, Ohio; Toledo, Ohio; and Boston, Massachusetts. I also represented teacher groups in Sheridan, Wyoming; Fort Wayne, Indiana; Gary, Indiana, and Edina, Minnesota, during this period. The first three involved teacher strikes; the latter was the first public fact-finding conducted under the newly-enacted Minnesota Public Employee Bargaining Law.

In 1967, I argued the matter of School District for the City of Holland v Holland Education Association, before the Michigan Supreme Court. A favorable decision defining the rights of public employees to participate in work stoppages was entered on April 1, 1968.

Finally, during this same time frame, I participated in numerous teacher-oriented cases involving some of the great issues of the day, to wit, desegregation (Kalamazoo, Grand Rapids, and Detroit), academic freedom, students rights and discipline, parochial, due process for teachers, and equitable school financing.

During this same period, I continued to serve as Meridian Township Attorney. I attended all board meetings, and handled all Township litigation. Some 151 additional formal opinions were written by me during this time frame.

Many of my Township legal efforts during this period were devoted to the acquisition and presentation of adequate recreational and park lands to guarantee adequate open space for future citizens. I was also instrumental in creating the East Lansing-Meridian Water Authority, a joint and unique effort to meet the water needs of the two communities. I helped create a Building Authority which, in turn, built a new municipal building to house the burgeoning Township staff. Representing the Township, I also participated in bargaining, fact-finding, mediation and interest arbitration with the police and fire fighters and other municipal unions.

1975 - 1978

In 1975, I began to be contacted by corporations who were experiencing increasing problems with the Michigan regulatory agencies located in Lansing, the state capital.

I first represented Blue Cross and Blue Shield of Michigan (BCBSM) in 1975. I served as local counsel in an Ingham County Circuit Court trial testing the regulatory powers of the Michigan Insurance Commissioner. BCBSM lost on eight of the nine issues framed. I was then hired as the principal attorney. An appeal was filed, the Court of Appeals was by-passed, and a decision of the Michigan Supreme Court completely reversed the trial court (403 Mich 399). I have since served as lead counsel in numerous other trial and appellate cases representing BCBSM.

I was also hired in 1976 by The Detroit Edison Company to appeal two decisions of the Michigan Public Service Commission which were adverse to the Company. We were successful in the first case and obtained a Temporary Injunction allowing Edison to collect a sum in excess of \$13,000,000. The decision was subsequently appealed to the Michigan Supreme Court and reversed.

In a fuel clause case, we were also successful for Edison in winning an Ingham County Circuit Court judgment for the sum of \$52,000,000. This sum was also collected. The judgment was reversed by the Court of Appeals, but the Michigan Supreme Court reversed the Court of Appeals and remanded the matter for further hearings before the Public Service Commission. The matter was subsequently lost.

1978 - Present

A good deal of this period was spent in affording representation to the Michigan State Accident Fund, a large corporation located in Lansing, Michigan, which engaged in the issuance of workers' compensation insurance. The turmoil involved the efforts of the State of Michigan to declare the Fund to be an entity of the state and the efforts of the Fund to remain as a private corporation.

The balance of my efforts during the past 15 years have been devoted to the private practice of law, with some emphasis on arbitration and serving as the Department Chairman of the Labor and Employment Law Department of the law firm by which I am employed.

I am currently involved in a number of plaintiff cases arising out of employment discrimination and sexual harassment. In addition, I have undertaken the representation of an AIDS victim who is processing a major piece of litigation against a well known public figure.

I attach a list which indicates some of the cases in which I have participated in the appellate courts of the State of Michigan and the federal system. In all the cases cited, I was either primarily responsible for the processing of the litigation on appeal or I wrote the principal brief filed on behalf of my client.

Hobbies:

Tennis, golf, hunting and fishing, writing (poetry), public speaking, acting

Search Result Documents: 45

Database: CTA6-ALL

1. School Dist. for City of Holland, Ottawa and Allegan Counties v. Holland Bd. Ass'n, 7 Mich.App. 569, 152 N.W.2d 572 (Mich.App., Sep 09, 1967) (NO. 4328)
2. School Dist. for City of Holland, Ottawa and Allegan Counties v. Holland Bd. Ass'n, 380 Mich. 314, 157 N.W.2d 206 (Mich., pr 01, 1968) (NO. 17)
3. Witzke v. Johnson, 656 F.Supp. 294 (W.D.Mich., Feb 26, 1987) (NO. G84-45)
4. Anderson v. Oakland County Clerk, 419 Mich. 142, 350 N.W.2d 232 (Mich., Jun 19, 1984) (NO. 74338, CALENDAR 11)
5. Nicholas v. Charter Tp. of Watertown, 43 Mich.App. 510, 204 N.W.2d 365 (Mich.App., Oct 26, 1972) (NO. 12966)
6. Midwest Mental Health Clinic, P.C. v. Blue Cross and Blue Shield of Michigan, 119 Mich.App. 671, 326 N.W.2d 599 (Mich.App., Sep 22, 1982) (NO. 60493, 61017, 61018)
7. Munro v. Elk Rapids Schools, 385 Mich. 618, 189 N.W.2d 224 (Mich., Aug 27, 1971) (NO. 18 JUNE TERM)
8. Desgranges Psychiatric Center, PC v. Blue Cross and Blue Shield of Michigan, 124 Mich.App. 237, 333 N.W.2d 562, 1983-1 Trade Cases P 65,303 (Mich.App., Feb 11, 1983) (NO. 54787)
9. U. S. v. State of Mich., 623 F.2d 448, 10 Env'tl. L. Rep. 20,388 (6th Cir. (Mich.), May 28, 1980) (NO. 79-1414, 79-1527, 79-1528)
10. Ballenger v. Cahalan, 145 Mich.App. 811, 378 N.W.2d 607 (Mich.App., Sep 20, 1985) (NO. 87455, 87456)
11. Blue Cross and Blue Shield of Michigan v. Baerwaldt, 726 F.2d 296 (6th Cir. (Mich.), Feb 03, 1984) (NO. 83-1053)
12. Parisi v. Michigan Townships Ass'n, 123 Mich.App. 512, 332 N.W.2d 587 (Mich.App., Feb 25, 1983) (NO. 61662)
13. Kethman v. Ocoila Tp., 88 Mich.App. 94, 276 N.W.2d 529 (Mich.App., Jan 16, 1979) (NO. 77-4299)
14. U. S. v. State of Mich., 653 F.2d 277 (6th Cir. (Mich.), Jul 10, 1981) (NO. 79-1414, 79-1527, 79-1528)
15. Berry v. School Dist. of City of Benton Harbor, 494 F.Supp. 118 (W.Mich., Jun 19, 1980) (NO. CA-9)
16. U. S. v. State of Mich., 89 F.R.D. 307 (D.Mich., Jul 09, 1980) (NO. M26-73 CA)

17. Detroit Edison Co. v. Public Service Com'n, 155 Mich.App. 461, 400 N.W.2d 644 (Mich.App., Oct 20, 1986) (NO. 83595, 83674, 87867, 87868)
18. U.S. v. State of Mich., 712 F.2d 242 (6th Cir.(Mich.), Jul 22, 1983) (NO. 80-1795, 80-1819, 81-1199, 81-1268)
19. Detroit Edison Co. v. Michigan Public Service Commission, 82 Mich.App. 59, 266 N.W.2d 665 (Mich.App., Mar 20, 1978) (NO. 30365, 30366)
20. Ryde Bros. Development Co. v. Eaton County Drain Com'r, 145 Mich.App. 269, 377 N.W.2d 857 (Mich.App., Aug 22, 1985) (NO. 77724)
21. Westland Convalescent Center v. Blue Cross & Blue Shield of Michigan 414 Mich. 247, 324 N.W.2d 851 (Mich., Sep 28, 1982) (NO. 64172, 64173, 64174, 64175, 64176, 64177, 64178, 64286, CALENDAR 8)
22. Munro v. Elk Rapids Schools, 383 Mich. 661, 178 N.W.2d 450 (Mich., Jul 17, 1970) (NO. 24)
23. Ryde Bros. Development Co. v. Eaton County Drain Com'r, 427 Mich. 271, 398 N.W.2d 297 (Mich., Dec 29, 1986) (NO. 77250, 77377)
24. Commissioner of Ins. v. Advisory Bd. of Michigan State Acc. Fund, 173 Mich.App. 566, 434 N.W.2d 433 (Mich.App., Dec 19, 1988) (NO. 94712, 103942)
25. Anderson v. Oakland County Clerk, 419 Mich. 313, 353 N.W.2d 448 (Mich., Aug 20, 1984) (NO. 74338)
26. Doe v. Johnson, 817 F.Supp. 1382 (W.D.Mich., Feb 18, 1993) (NO. 5:92:CV:125)
27. Detroit Edison Co. v. Michigan Public Service Com'n, 416 Mich. 510, 331 N.W.2d 159 (Mich., Dec 23, 1982) (NO. 615, 61294, JUNE TERM 1979, CALENDAR 4)
28. Kavanagh v. Kavanagh, 30 Mich.App. 636 186 N.W.2d 870 (Mich.App., Feb 18, 1971) (NO. 8363)
29. U.S. v. Austin, 99 F.R.D. 292 (W.D.Mich., Sep 15, 1983) (NO. G 83-53 CR)
30. Bradley v. Milliken, 484 F.2d 215 (6th Cir.(Mich.), Jun 12, 1973) (NO. 72-1809, 72 1814)
31. Hillsdale Community Schools v. Michigan Labor Mediation Bd., 24 Mich.App. 36, 179 N.W.2d 661, 75 L.R.R.M. (BNA) 2443, 63 Lab.Cas. P 52,400 (Mich.App., May 26, 1970) (NO. 6697)
32. Seitz v. Probate Judges Retirement System, 189 Mich.App. 445, 474 N.W.2d 125 (Mich.App., May 20, 1991) (NO. 121980)

33. Oliver v. Kalamazoo Bd. of Ed., 346 F.Supp. 766
(W.D.Mich., Aug 25, 1971) (NO. C. A. K-88-71)
34. Cotter v. Blue Cross and Blue Shield of Michigan, 94 Mich.App. 129,
288 N.W.2d 594 (Mich.App., Dec 05, 1979) (NO. 78-1957)
35. Curtis v. Michigan Public School Emp. Retirement System, 10
Mich.App. 508, 159 N.W.2d 889 (Mich.App., Mar 29, 1968) (NO. 3503)
36. Berry v. School Dist. of City of Benton Harbor, 515 F.Supp. 344
(W.D.Mich., May 01, 1981) (NO. C.A. 9)
37. Accident Fund v. Baerwaldt, 579 F.Supp. 724 (W.D.Mich., Jan 24,
1984) (NO. G 81-224)
38. Peoples Bank of Trenton v. Saxon, 373 F.2d 185
(6th Cir.(Mich.), Jan 19, 1967) (NO. 16802, 16804)
39. Peoples Bank-Trenton v. Saxon, 244 F.Supp. 389
(E.D.Mich., May 14, 1965) (NO. CIV. 26166, CIV. 26167)
40. Willamore v. Oceola Tp., 106 Mich.App. 671, 308 N.W.2d 796,
23 A.L.R.4th 1012 (Mich.App., Jun 03, 1981) (NO. 44835)
41. Chriss v. Board of Regents of University of Mich., 354 Mich. 202,
111 N.W.2d 30 (Mich., Sep 22, 19) (NO. 59)
42. American Bank & Trust Co. v. Saxon, 373 2d 283
(6th Cir.(Mich.), Feb 28, 1967) (NO. 17140)
43. Accident Fund v. Baerwaldt, 579 Fupp. 729 (W.D.Mich., Feb 02, 1984)
(NO. G 81-224)
44. Accident Fund v. Baerwaldt, 545 F.Supp. 1030
(W.D.Mich., Aug 19, 1982) (NO. G 81-224)
45. American Bank & Trust Co. v. Saxon, 248 F.Supp. 324
(W.D.Mich., Dec 13, 1965) (NO. CIV. 4833)

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Eric J. Schmertz

Professor Schmertz served as Dean of the Hofstra University School of Law from 1982 to 1989. In May of 1981 he was named the Edward F. Carlough Distinguished Professor of Labor Law, occupying the school's first endowed Chair, and has been a Professor of Law at Hofstra since the establishment of its School of Law.

Professor Schmertz has had a distinguished career in public service. For the last 30 years he has been one of the country's top labor-management arbitrators and impartial chairman of several industries.

From 1960 to 1968, by appointment of Governor Nelson Rockefeller, he was Executive Director and Member of the New York State Board of Mediation. For 12 years following its inception in 1968, he was a Public Member of the three-member New York City Office of Collective Bargaining by appointment of the City of New York and the municipal labor unions. From 1967 to 1978 he was the chief mediator in virtually every contract negotiation between the City of New York and its firefighter unions; was impartial chairman between those parties for 14 years; and was the chairman of the arbitration board that ended the only firefighter strike in the city's history in 1974.

He has served as the arbitrator or mediator in other major public and private sector labor disputes in Pennsylvania, Massachusetts, Illinois, and New York, including the New York City nursing home strike of 1978, the apartment house strike in 1979, the strike of the Radio City Music Hall Rockettes in 1967, and the private sanitation strike of 1991. He arbitrated the first contract between the City of Chicago and its firefighter unions. In 1974, 1976, and 1978 he was commissioned by the governments of the Philippines and Thailand to set up arbitration systems for those countries.

By appointment of Mayor David N. Dinkins, Professor Schmertz was Commissioner of Labor Relations of the City of New York from 1990-1991, following which Governor Mario Cuomo appointed him a Member of the New York State Public Employment Relations Board.

In 1992 President George Bush named him a Member of a Presidential Emergency Board to recommend settlements of labor disputes involving three of the nation's largest railroads.

He was the first recipient and occupant of the American Arbitration Association's J. Noble Braden Chair of Arbitration; has been a member of the Association's Board of Directors since 1987; and has been awarded the Whitney North Seymour, Sr., Arbitration Medal and the Alexander Hamilton Law Citation.

He is a member of the New York Bar and holds memberships in several bar associations and professional societies. With Russell L. Greenman, he is the author of the text, *Personnel Administration and the Law*, and has written numerous professional articles.



CONVOCATION
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ERIC J. SCHMERTZ
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<i>Presiding</i>	Stuart Rabinowitz Dean, Hofstra University School of Law Alexander M. Bickel Distinguished Professor of Communications Law
<i>Welcome</i>	Dr. James M. Stuart President, Hofstra University
<i>Addresses</i>	Honorable David N. Dinkins Mayor, City of New York Mr. Gus Tyler Assistant President International Ladies' Garment Workers Union
<i>Remarks</i>	Eric J. Schmertz Edward F. Carlough Distinguished Professor of Labor Law
<i>Introduction of Professor Lane</i>	Burton C. Agata Max Schmertz Distinguished Professor of Law
<i>Acceptance</i>	Eric Lane Eric J. Schmertz Distinguished Professor in Public Law and Public Service Reception to follow 2nd Floor Lounge Hofstra Law School Library

September 2, 1993

A Special News Report on People And Their Jobs in Offices, Fields and Factories

WORKPLACE PRIVACY becomes a hot issue for Congress, business and workers.

Sen. Paul Simon's bill would force companies to alert staffers in advance if they regularly monitor electronic-mail messages or computer keystrokes, and to disclose after the fact if they entered a worker's computer hard drive. To stop the "targeting" of employees, the bill would place limits on how many times a worker could be monitored. The White House backs the idea, but worries about overreaching.

Business groups split on how to handle the bill. Staunch opponents, who see monitoring as a must, refuse to debate the matter, hoping not to help the bill in Congress. More moderate groups back making restrooms and locker rooms "privacy zones," but worry the bill is too sweeping. "This legislation creates a doctrine that employees who work on equipment own the data," says Lawrence Fineran of the National Association of Manufacturers.

After Sen. Simon appears on "Donahue," a woman calls him to complain that, despite punching a time clock, she is docked if she doesn't type 11,000 keystrokes an hour on her computer.

THE WHITE HOUSE tries to placate business over the NLRB.

Facing skirmishes over chairman-designate William Gould IV, the administration hopes to show that its full slate for the labor board is balanced. Eric Schmertz, former Hofstra University Law School dean, emerges as the front-runner for the panel's Republican slot. Business groups grumble about Mr. Schmertz's recent appointment to a panel by Democratic New York Mayor David Dinkins.

The nomination of Mr. Gould, whose pro-union writings anger business, was approved by the Senate Labor Committee with only Democratic support; five Republicans voted against the Stanford law professor. Some GOPers threaten lengthy debate on the Senate floor; with Congress facing a late November recess, Democrats may be wary about bringing his name to a floor vote.

RETAILERS START adding holiday staff, but the hiring outlook is mixed.

Bombay Co. plans to boost its 3,000-person work force by 50% to 60%. "We're reasonably optimistic that this could be a good holiday season," says Jim Herlihy of the home furnisher. Discounter Dollar General also foresees a strong season, and adds 10% to staffs at its Kentucky and Georgia distribution centers. Charming Shoppes may bring in a few more workers to supplement extra hours for part-timers.

But optimism isn't universal. Limited Inc. sees holiday staffing about the same as last year's. Rich's, an Atlanta-based retailer, also is cautious; it will add 2,300 seasonal workers at its 24 Southeastern stores — about the same as last year. Parisian will rely almost entirely on extra hours for its current work force.

Workers aren't hard to find. "We always have a ton of people applying for the jobs," says R. Don Morris of Michaels Stores, an arts and crafts retailer.

STEP TWO: Nearly half of all unemployed executives expect a salary cut in their next jobs, according to a look at 415 ex-managers by Lee Hecht Harrison, a New York-based firm. More than a quarter expect the cut to be more than 15%. The bright side: Jobs at small companies, where many executives find new work, often offer more stock and bonuses.

UP IN SMOKE: More than 2,000 workers fired from RJR Nabisco after its 1989 LBO provide an even bleaker look at corporate cuts. While 72% found new work, their pay averaged 47% of earlier wages, a study by Wayne Landsman and Douglas Shackelford of the University of North Carolina business school shows. Women got a lower percentage of prior wages than men did.

FIXING THE NLRB: Arguing the panel would make quicker decisions with three members rather than five, departing board member John Raudabaugh backs returning it to its pre-1947 size. He estimates he has been involved in only 45 split decisions in 3,000 cases in three years, with the rest being unanimous and often "no-brainers."

WORKERS' COMP: Clintonites and companies scramble to cut costs.

The White House health-care plan stops short of merging workers' compensation into the rest of the health-care system, leaving financing separate. But Clinton aides contend that forcing injured workers to see the same doctors as they would with nonworkplace injuries will save money; doctors who specialize in workers' compensation injuries won't be cost-competitive, argues Walter Zelman, senior health adviser for the White House.

Meanwhile, Southwest Airlines cuts its average claim cost by \$500 to \$3,800. Hughes Aircraft credits fast treatments, as well as putting a doctor in charge of worker-injury programs, for its 16% drop in per-claim costs from a year ago. But Northrop sees both costs and claims rise 10%; it says injuries rise as fewer workers are forced to do more.

Under the Clinton plan, an employer or insurer who wants workers to receive extra treatment in order to get someone back to work faster would have to pay for that, Mr. Zelman says.

THE CHECKOFF: Restaurants have started giving pagers to customers to alert them when their tables are ready, says Terry Scott of Paging Network Inc. . . . The highest percentage of complaints under the Americans With Disabilities Act come in Washington; D.C., and New Mexico, the Bureau of National Affairs says.

—KEVIN G. SALWEN

More Small Firms Would Get Subsidy Under Health Plan

By HILARY STOUT
And RICK WARTZMAN
Staff Reporters of THE WALL STREET JOURNAL

WASHINGTON — The Clinton administration has increased the number of small businesses that would be eligible for government subsidies under its health-care plan.

Under the revisions, companies with 75 or fewer workers would be eligible for federal financial assistance to help them provide health insurance for their employees, provided their wages average less than \$24,000. An earlier version of the health plan put the eligibility criteria at 50 or fewer workers; the wage requirement would remain unchanged.

The 75-employee threshold is one of a number of last-minute changes included in the 1,600-page health-care bill that President Clinton and Hillary Rodham Clinton plan to present to Congress tomorrow. While Mr. Clinton outlined the major aims of his health proposal in a speech to Congress last month, he has yet to send lawmakers a formal legislative proposal.

The subsidies would cap employers' contributions toward their employees' health coverage. The White House plan would require that all employers pay, on behalf of each full-time worker, 80% of the average price of a federally-set package of health benefits. No company would have to spend more than 7.9% of its payroll, however. And companies that qualify for the subsidies could pay as little as 3.5%.

The revised version of the plan would base the generosity of subsidies on a company's size, as well as its average

wage. That means a firm that has 50 employees and average wages of \$12,000 would receive a less generous subsidy than a firm that has 10 workers and an average wage of \$12,000. The earlier draft of the plan would have based the size of the subsidy solely on the average wage of the business.

Officials also said that the president won't propose limiting the number of traditional "fee-for-service" plans that can be offered in a region. The earlier draft had suggested there would be a limit.

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I am a professional labor-management arbitrator; a tenured, full professor of law occupying an endowed chair; "of counsel" to a national law firm; a gubernatorial appointed state official; a former law school Dean and a former Commissioner of the City of New York.

My original plan was to enter the diplomatic service. (See attached "Man in the News" articles from the New York Times and the New York Post which make reference to that ambition and which note similarities between arbitration and diplomacy).

My education was first so directed:

Graduated New Rochelle High School,
1943 receiving the George M. Davis
Memorial Prize in Social Science

Graduated Union College, A.B. degree,
1948, with honors in Government.

Attended Alliance Francaise, Paris,
France, 1948-1949, to gain proficiency
in the French language.

Attended School of Advanced
International Studies, Washington,
D.C. 1949-1950, to prepare for the
Foreign Service examination.

The foregoing was twice interrupted:

By service in World War II as an
Ensign and Lt. (jg), United States
Navy, in the Pacific aboard USS Ancon
AGC-4.

By my father's death which required
leaving the School of Advanced
International Studies to go to work.

When I left the School of Advanced International Studies an official of the Department of State suggested that to meet my immediate employment needs I should work for a labor union and aim, later, for a labor attaché appointment. Following that advice I worked for:

The International Ladies Garment
Workers Union from 1949-1950 as an
educational director.

The American Federation of State, County and Municipal Employees AFL-CIO, from 1950-1952 as an international representative.

Thereafter I worked for:

The Metal Textile Corporation (subsidiary of General Cable Corporation) as labor relations director, from 1957-1959.

The American Arbitration Association, as assistant vice President and director of labor tribunals, from 1952-1957, 1959-1960.

During these periods of employment I gained an interest and experience in labor-management relations and the law, which changed my employment plans and which, over the 25 years thereafter developed in to a concurrent three pronged career; as one of the country's busiest labor-management arbitrators; as a legal educator and (for significant periods) in public service. Key events along the way were:

Graduated from the New York University School of Law (night studies) with J.D. degree in 1954. Admitted to New York State Bar (Martindale-Hubbell "a.v." rating.)

Served as Executive Director and Member, New York State Board of Mediation (by appointment of Governor Nelson A. Rockefeller), 1960-1968.

Began teaching at Hofstra University, first in its School of Business (1962-1970) and then as a Professor of Law on the inaugural faculty of its School of Law, 1971.

By appointment of the City of New York and its municipal unions, served as one of the three impartial Members of the Office of Collective Bargaining, 1968-1980.

Named Edward F. Carlough Distinguished Professor of Labor Law (Hofstra Law School's first endowed Chair), 1981.

Became Dean of the Hofstra University School of Law in 1982, and served in that capacity until June 1, 1989.

Became counsel to Rivkin, Radler, Bayh, Hart & Kremer, June 2, 1989.

Served as Commissioner of Labor Relations of The City of New York, 1990-1991 (by appointment of Mayor David N. Dinkins).

Appointed by Governor Cuomo as Member, New York State Public Employment Relations Board, 1991-

Built a private labor-management arbitration and mediation practice highlighted by such activity as:

Ad hoc arbitration cases in a wide range of industries since 1962 (over 10,000 decisions to date).

Past and present Permanent Chairmanships or Umpireships include:

New York City Nursing Home Industry and Service Employees International Union.

Jonathan Logan Corporation and International Ladies Garment Workers Union.

General Electric Corporation and International Union of Electrical Workers.

Motion Picture Film Laboratory and IATSE.

New York Bus Service and Transport Workers Union of America.

Port of New York-New Jersey Authority and Transport Workers Union.

New York Shipping Association and Radio Officers Union.

General Dynamics Corporation (Electric Boat) and various craft unions.

New York City Taxicab Industry and Metropolitan Taxicab Union.

New York and New Jersey Brewery Industry and Teamsters Union.

New York City Milk Dealers and Teamsters Union.

City of New York and Uniformed Firefighter and Fire Officers Unions.

Off-Track Betting Corporation and American Federation of State, County and Municipal Employees Union.

Referee of disciplinary cases, New York City Transit Authority.

International Ladies Garment Workers Union and Office of Professional Employees International Union.

New Jersey Newspapers and Typographical Union.

Nuclear Laboratory ' Industry and Utility Workers Union.

New York Telephone and Communications Workers of America.

Trans World Airlines and Federation of Flight Attendants.

Consultant to labor, industry, and the governments of the Philippines and Thailand to establish private labor-management arbitration systems for those countries, 1974, 1976 and 1978.

Member, American Bar Association, New York State Bar Association, Bar Associations of the City of New York and Nassau and Suffolk counties, National Academy of Arbitrators, American Arbitration Association, panels of Federal Mediation and Conciliation Service and various state and local mediation agencies.

Other public service activities include:

Chairman of Mayor's (New York City) Fact Finding Panel in dispute over discharge of ferry boat workers, 1966.

Chief Mediator, Mediator, Chairman or member of impasse panels in contract disputes between City of New York and Firefighter and Fire Officer Unions, 1966, 1969, 1974.

Public member, Health Industry Wage and Salary Committee, United States Cost of Living Council, 1973.

Arbitrator of "inside men" dispute in New York City taxicab strike, 1966.

Special Mediator in "Rockettas" (AGVA) and Radio City Music Hall strike, 1967.

Special Mediator by appointment of Mayor, New York City Day Care Center strike, 1969.

Fact Finder in contract dispute between Philadelphia Transportation System (SEPTA) and Transport Workers Union of America, 1975.

Mediator by appointment of the Superior Court of Massachusetts in state-wide strike of State employees, 1976.

Fact Finder, contract negotiations, State of Illinois, and American Federation of State, County and Municipal Employees, 1977.

Chairman, Board of Inquiry, New York Metropolitan Nursing Home Association and Service Employees International Union, 1977 and 1978.

Member, Arbitration Board, City of New York and Union Coalition, 1978.

Special Mediator of the New York City apartment house strike, 1979.

Arbitrator of new contract terms, City of Chicago and Uniform Firefighter Association of Chicago, 1981.

Director, Dwight D. Eisenhower International Presidential Conference, Hofstra University, 1984.

Arbitrator of new contract terms, State of Connecticut and State Employees Union, 1987.

Appointed by Federal Judge Robert W. Sweet as Special Master to resolve internal disputes in Local 1199 Drug, Hospital and Health Care Employees Union, RWDSU/AFL-CIO, 1988.

Mediator, New York City private haulage strike, 1991.

Member, Board of Directors, Wilshire Oil Company, 1986-

Principal writings and speeches include:

Management and Regulation of Metropolitan New York Milk Industry: Volumes I and II, Hofstra University Yearbook of Business, 1969 (Editor, with J. Sirefman).

Grievance Arbitration in the Public Sector: NYU Labor Conference, 1971.
Pragmatic Fact-Finding, An Alternative to the Strike? NYU Law Center Bulletin, 1971.

Personnel Cuts in NYC Fire Department: The Public Safety and the Role of the Impartial Chairman: Employee Relations Journal, September 1976.

Health Care Disputes and the Arbitrator: National Academy of Arbitrators Convention, 1977.

Fact Finding in State Employment: Convention, American Federation of State, County and Municipal Employees, AFL-CIO, 1977.

Compulsory Arbitration Revisited: The Relevance of the Public Sector Experience to Private Sector: Arbitration Journal of the Philippines, Vol. II, No. 1, October 1977: Management for the Future: McGraw-Hill, Marsh 1978.

Arbitration Training Program and Course for Philippine Arbitrators: Asian-American Free Labor Institute: June 1977.

Value Judgments in Arbitration: Case Study of Saul Wallen Book Review (with J. Sirefman) Hofstra Law Review, Vol. 6, No. 2, 1978.

Productivity Bargaining: The Public Sector: Productivity Analysis at the Organizational Level: Martinus Nijhoff Publishing, 1979.

Givebacks, Deferrals and Moratoriums: American Arbitration Association, Arbitration Day, 1980.

Interest Arbitration: Governor's Conference on Public Sector Labor Law, Albany, New York, November 1980.

Politics of Labor Unions: Proceedings, Conference on Corporate and Labor Political Activity, Hofstra University, November 1980.

Voluntary, Compulsory Arbitration: Inaugural lecture, Beckley endowed Chair in Business, University of Vermont, November 1981.

The Role of the Neutral in Collective Bargaining: American Arbitration Association's Arbitration Day, June 1982.

Commencement Address: Graduation exercises, Hofstra Law School, May 1982.

Expanded Role of Neutrals: Meeting, Industrial and Labor Relations School, Cornell University, February 1983.

Current Issues In Labor Arbitration: Second Bermuda International Conference, April 1983.

The Transferability of Big Cases From Litigation to Alternative Dispute Settlement Forums: Society of Professionals in Dispute Resolution, Philadelphia, October 1983.

Uniqueness of American Labor-
Management Arbitration Process:
International Bar Association
Convention, February 1984.

Is There a Glut of Lawyers? If so,
What Should Be Done? Phi Beta Kappa
Society, October 1984.

Some New Ideas to Resolve Labor-
Management Disputes: Boston Bar
Association-Boston University Law
School Labor Conference, November
1986.

Mandatory Drug Testing in the Work
Place: Second Annual Honorable Frank
A. Gulotta Lecture, Nassau County Bar
Association, 1987.

The Relevance of Four Years to the
Subsequent Forty Years: Banquet
Address, 40th Reunion of the Class of
1948, Union College, June 1988.

Deregulation and Its Effect on Labor
Relations: A Neutrals View: 6th
Annual Edward F. Carlough Labor Law
Conference, Hofstra Law School and
Queens College of Cambridge
University, Cambridge, England, July
1988.

Judicial Review of Arbitration
Decisions: Keynote Address, Rhode
Island Bar Association Conference,
March 18, 1989.

Professional Conduct of Parties to
Arbitration: Arbitration Day,
American Arbitration Association,
April 14, 1989.

There is Nothing Wrong With
Litigation: Principal Address, Inn of
Court, Federal District Court, June 5,
1989.

Public Sector Collective Bargaining During a Financial Crisis: Pace Law School; New York State United Teachers Annual Convention; Harvard Law School Faculty Meeting; Law Committee, American Arbitration; IRRA Conference, and ALRA and AAA Annual Conventions, 1991; Visiting Professor SUNY, November 1991.

Recognition for the foregoing activities took the following forms:

Biographies in:

Marquis: Who's Who in America.
 Marquis: Who's Who in American Law.
 Marquis: Who's Who in the World.
 New York Times: Who's Who in Labor.
Directory of American Law Teachers.

Recipient Testimonial Award, Southeast Republican Club, 1969.

First Recipient, American Arbitration Association's J. Noble Braden Chair of Arbitration, 1972.

"Man in the News": New York Times, January 9, 1971.

"Man in the News": New York Post, April 10, 1971.

Profile: Wall Street Journal, September 20, 1972.

Profile: Boston Globe, June 24, 1976.

Profile of a Mediator: NBC-TV News, May 2, 1979.

Profile: Newsday Magazine, March 27, 1977.

Profile: Newsday, January 1981.

Profile: New York Law Journal, June 6, 1988.

Profile: Newsday, January 16, 1989.

Profile: Manhattan Lawyer, March 1991.

Profile: New York Times, March 11, 1991.

Interview: Newsday, March 18, 1991.

Honorary Doctor of Laws Degree, Union College, 1978; Board of Trustees, Union College, 1980-1983.

Legislative Resolution: New York
State Senate: February 17, 1982:

Commendation on Inauguration as Dean
of Hofstra University School of Law.

1983 Alexander Hamilton Award: "The
Outstanding New York State Lawyer."

Whitney North Seymour, Sr. Medal:
"For Outstanding Contributions to the
Use of Arbitration": American
Arbitration Association, 1984.

Distinguished Alumni Award, 1986, New
Rochelle High School.

Member, Board of Directors, American
Arbitration Association, 1987-

Honorary Alumnus: Hofstra University,
1991.

Personal

Born: December 24, 1925, New York
City
Married: Four Children
Member: Princeton Club
Hofstra University Club

1992

ADDENDUMImpartial Chairman:

Wesleyan University -and- Office and Professional
Employees Union. April 1992 -

New York Shipping Association -and- International
Longshoremans Association. April 1992 -

Appointed by President Bush as Member
Presidential Emergency Boards:

RE: Labor Disputes between National Freight
Carriers, Conrail and Amtrak -and-
Various Railroad Union. April 1992 - May 1992 -

Director:

Ronald Reagan Presidential Conference:
Hofstra University. April 1993 -

United States Senate

WASHINGTON, DC 20510-3202

October 25, 1993

Honorable Joseph Velasquez
Special Assistant to the President
and Deputy Director Political Affairs
Old Executive Office Building
Washington, D.C. 20500

Dear Mr. Velasquez:

I understand that Eric J. Schmertz is under consideration for nomination by the President as a Member of the National Labor Relations Board.

Mr. Schmertz would be an excellent appointment. His long service as one of the country's top labor-management arbitrators and mediators in both the public and private sectors and as a Distinguished Professor of Labor Law and former Dean of the Hofstra University School of Law make him eminently qualified.

He would bring to the Board an outstanding knowledge of labor law and, most importantly, a 35-year demonstrated history of service to both Management and Labor in the resolution of contract and collective bargaining disputes.

His public service activities lend themselves perfectly to the work of the Board. Over the years, he has served as Executive Director and Member of the State Board of Mediation, as a Public Member of the New York City Office of Collective Bargaining, as Commissioner of Labor Relations of the City of New York, and as a Public Member of the New York State Public Employment Relations Board. By appointment of President George Bush he served as a Member of a Presidential Emergency Board to recommend settlements of labor disputes involving three of the nation's largest railroads.

Mr. Schmertz' impartial work on behalf of Management and Labor proved successful in the many strike situations he mediated, particularly the New York City Nursing Home strike in 1978, the New York City apartment house strike in 1979, the strike of the Radio City Music Hall Rockettes in 1967, the strike of Massachusetts State employees in 1980, and the private sanitation strike in New

Honorable Joseph Velasquez
October 25, 1993
Page Two

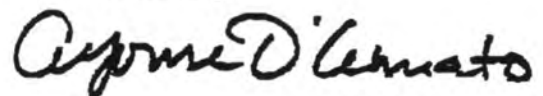
York City in 1991. As chairman of an arbitration board he ended the only firefighter strike in the history of New York City in 1976 and arbitrated the first contract between the City of Chicago and its firefighter unions. As a leading arbitrator and mediator Mr. Schmertz enjoys the confidence and acceptability of both management and labor. This is evidenced by the many impartial chairmanships he holds in significant industries country-wide. This activity and his reputation for impartiality and integrity will enable him to serve effectively and with distinction on the National Labor Relations Board and will reassure Management and Labor that his decisions will be based on the merits.

At the Hofstra Law School, Mr. Schmertz teaches or has taught the entire series of labor law courses including basic labor law, collective bargaining, Labor Board practice, public sector labor law, and dispute settlement techniques.

He is a Member of the Board of Directors of the American Arbitration Association; was the first recipient and occupant of the American Arbitration Association's J. Noble Braden Chair of Arbitration and was awarded the Association's Whitney North Seymour, Sr., Medal. Additionally, Mr. Schmertz has authored a book on Personnel Administration and the Law and has written numerous professional articles.

I would support Mr. Schmertz' nomination as a Member of the National Labor Relations Board enthusiastically and I would seek support of the nomination amongst my colleagues in the Senate.

Sincerely,

A handwritten signature in dark ink, appearing to read "Alfonse D'Amato". The signature is fluid and cursive, with the first name "Alfonse" written in a larger, more prominent script than the last name "D'Amato".

Alfonse D'Amato
United States Senator

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

Don Zimmerman

Divider Title: _____

DON A. ZIMMERMAN

1420 Fifth Avenue
Suite 4100
Seattle, WA 98101
(206) 223-2543
(800) 426-5801

1575 Eye Street, N.W.
10th Floor
Washington, D.C. 20005
(202) 289-8660

Summary of Qualifications

- Extensive background and experience in the Congress, the National Labor Relations Board, Executive Office of the President and academia in the legislative process and in all regulatory and political aspects of labor and employee relations.
- Extensive first hand knowledge of private and public sector labor issues through national law practice concentrating on labor, employment and legislative matters involving trade associations, labor organizations, individuals, corporations, and public entities.
- Enjoy labor and management reputation for fairness, practical problem solving, innovative solutions, and cooperative dispute resolution.
- Legislative contributions on job creation, economic stimulus, unemployment compensation, employment and training programs, employment discrimination, labor relations and related laws.
- Professor, author and lecturer on a wide range of labor and employment issues pending before the courts, independent agencies, departments and the Congress.

Areas of Experience

Federal Labor Law Enforcement
Regulatory Agency Management
Judicial Decisions
Litigation Strategy
Private Law Practice
Mediation and Arbitration
Staff Development & Training

Senate Counsel/Staff Director
Federal Legislative Process

- Legislative Strategy
- Drafting Bills & Statements

Writing and Public Speaking
Business and Labor Negotiations
University Teaching

Education

Bachelor of Arts
Juris Doctor

Pomona College
George Washington University

Special Projects

- Enforcement of the National Labor Relations Act, including 2,000 published decisions, and co-management of the administration and budget of the NLRB and its 2,600 employees.
- Key role in the enactment of legislation on job creation, unemployment compensation, sex discrimination, safety and health, wage and hour, labor-management cooperation, and labor relations. Authored the Labor-Management Cooperation Act.

- Numerous articles published in industrial relations, health care, bar association and other journals; many addresses to national audiences of bar associations, labor conferences, and business and labor organizations.

Employment History

1985 to
Present

Private Practice of Law

- 1991 - 1993 • Lane Powell Spears Lubersky, Seattle, WA and Washington, D.C. Partner and Chair, Labor and Employment Law Dept.
1988 - 1991 • Bricker & Eckler, Columbus, OH, and Washington, D.C.
1985 - 1988 • Covington & Burling, Washington, D.C.
- Practice has concentrated on labor and employment matters, including counseling and litigation involving labor disputes, collective bargaining, employment discrimination, wrongful discharge, employment contracts and wage-hour issues.
- Practice also has included representation of private and public sector clients on legislative and regulatory matters before the Congress and federal departments and agencies, as well as state legislatures and agencies.
- 1985 • Appointed **Distinguished Visiting Professor of Labor Law**, Cornell University. Conducted Federal Labor Policy seminar for Law School and School of Industrial and Labor Relations graduate students.
- 1980 • Appointed by President Carter to serve as a **Member of the National Labor Relations Board**. Responsibility for enforcement and administration of federal labor law, including participation in more than 2,000 published decisions, devising litigation strategy before the federal courts, testifying before Congressional committees, and directing attorneys and other staff. Key dissenting opinions (from Reagan appointee rulings) were adopted as law by federal courts of appeals and U.S. Supreme Court.
- 1984
- 1974 • Appointed by Senator Jacob K. Javits of New York as **Chief Minority Counsel and Staff Director to the Committee on Labor and Human Resources**, and to its Subcommittee on Labor. Developed legislative strategy, organized legislative and oversight hearings, drafted bills and amendments, authored committee report and other key legislative history, and maintained effective working relationships with White House and departmental executives, the press, and with labor and management organizations. Contributed to the enactment of job creation, unemployment compensation, equal employment opportunity, occupational health and safety, and labor relations laws.
- 1980
- Previous positions include Senior Associate at the National Manpower Institute under the leadership of former Secretaries of Labor W. Willard Wirtz and John T. Dunlop; Special Counsel to the bankruptcy trustees of the Penn Central Transportation Co.; Legislative Analyst, Office of Management and Budget, Executive Office of the President; and Intelligence Research Officer, U.S. Army.

References/publications listing/legislative activities are available upon request.

DON A. ZIMMERMAN ENDORSEMENTS

MEMBERS OF CONGRESS

House Speaker Thomas Foley

Senators:

John Chafee

Slade Gorton

Mark Hatfield

Barbara Mikulski

Patty Murray

Bob Packwood

Arlen Specter

Former Senator Birch Bayh

Congressman Jim McDermott

MANAGEMENT

National Association of Manufacturers

National Grocers Association

American Forest & Paper Association

American Insurance Association

Food Marketing Institute

Labor Policy Association

International Mass Retail Association

National Paint & Coatings Association

Food Employers, Inc.

United Grocers

Oregon Food Industries

URM Stores, Inc.

Allied Employers

Managing Director of the Pacific Coast Association of Pulp and Paper
Manufacturers

Ohio Grocers Association

Associated Grocers

General Electric

Weyerhaeuser

Willamette Industries

Albertsons

Fred Meyer, Inc.

LABOR

The AFL-CIO

Western Conference of Teamsters

Ohio Conference of Teamsters

United Association of Journeymen and Apprentices of the Plumbing and
Pipe Fitting Industry

United Steelworkers of America

Communications Workers of America



National Association
of Manufacturers

Jerry J. Jasinowski
President

May 3, 1993

Mr. Bruce R. Lindsey
Director of Presidential Personnel
Room 151
Old Executive Office Building
Washington, DC 20500

Dear Mr. Lindsey:

We strongly urge President Clinton to nominate Don A. Zimmerman to fill one of the vacancies that will occur on the National Labor Relations Board this year, or to the position of General Counsel which will also be vacant later this year.

In fact, the announcement this week by Board member Clifford R. Oviatt of his resignation effective May 28, 1993, accelerates the need for prompt submission of nominations to ensure the Board is not confronted with growing case backlogs, as has so often occurred in the past. It is particularly critical now as the Commission on the Future of Worker/Management Relations recently established by Labor Secretary Reich and Commerce Secretary Brown is charged with examining causes for delay and conflict in labor law.

The National Association of Manufacturers supported Mr. Zimmerman's appointment to the Board by President Carter in 1980. During his service on the Board from 1980 to 1984, he won the respect of both labor and management for his decisions which were admired for their pragmatism as applied to the workplace, as well as for their independence, fairness and scholarship.

His significant Board, academic and Senate Labor Committee experience as Minority Counsel, coupled with his years in private labor practice, provide a superbly informed, balanced and broad basis for his nomination. The National Association of Manufacturers recommends your most favorable and prompt consideration of his candidacy for the NLRB. Underscoring the well-deserved broad basis of support for Mr. Zimmerman, the AFL-CIO also supported his appointment in 1980, and we understand has advised you and Secretary Reich of its support for his appointment to the NLRB this year.

Sincerely,

Enclosure

cc: Honorable Robert B. Reich
Secretary of Labor
U.S. Department of Labor
Washington, DC 20210



May 26, 1993

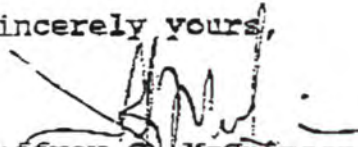
Mr. Bruce R. Lindsey
Director of Presidential Personnel
Old Executive Office Building
Room 151
Washington, DC 20500

Dear Mr. Lindsey:

Our purpose in writing is to express the Labor Policy Association's support of Don A. Zimmerman to fill one the vacancies on the National Labor Relations Board. LPA is an association of 190 major U.S. corporations who are represented in the Association by their senior human resource executives. LPA member companies employ over 11 million Americans, and a substantial number of those employees are represented by labor unions.

Mr. Zimmerman was appointed to the Board by President Carter in 1980 and served there until 1984 at which point he entered private practice. Those two experiences have given him a wealth of experience in all facets of labor law. Several of our member companies who have worked closely with him since he left the Board feel strongly that he has developed and maintained the confidence of both labor and management--qualities essential in an individual charged with administering a law like the National Labor Relations Act. His appointment to the NLRB, therefore, would help ensure that the Board's work is balanced.

Sincerely yours,


Jeffrey C. McGuinness
President

JCM/aw



The Speaker
United States House of Representatives
Washington, D. C. 20515

June 21, 1993

Dear Bruce:

I am writing on behalf of Mr. Don A. Zimmerman of Seattle, Washington to recommend him for appointment to the National Labor Relations Board. I understand that a vacancy exists for the non-Democratic seat, and Mr. Zimmerman has indicated that he is a long-time registered Independent with more than ten years of management side labor law experience.

Mr. Zimmerman was previously appointed to the NLRB by President Carter in 1980. Prior to that, he was Chief Minority Counsel and Staff Director to the Senate Committee on Labor and Human Resources, and since his four years at the NLRB, has been practicing labor law with a private firm in Seattle. Mr. Zimmerman enjoys the support of Senators Murray and Gorton, and has maintained close working relationships with both management and labor groups. Indeed, he has strong support from a number of trade associations, whom I understand have also voiced their support.

I hope that you will give Don Zimmerman every consideration for appointment to the National Labor Relations Board.

With warmest regards, I am,

Sincerely,

Thomas S. Foley
Speaker

Mr. Bruce Lindsey
Director of Presidential Personnel
The White House
Washington, D.C. 20500



UNITED STATES SENATE
WASHINGTON, D. C.

JOHN H. CHAFEE
RHODE ISLAND

August 3, 1993

The President
The White House
Washington, DC 20500

Re: Don A. Zimmerman
Appt. to NLRB

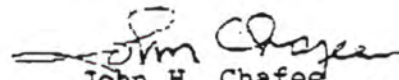
Dear Mr. President:

I write to add my support for the nomination of Don A. Zimmerman to serve as a member of the National Labor Relations Board (NLRB).

Having served as Minority Counsel and Staff Director to the Senate Labor and Human Resources Committee, and the Labor Subcommittee, Don Zimmerman would bring considerable experience and expertise to the NLRB. He enjoys broad management support, including that of the National Association of Manufacturers, National Grocers Association, Allied Employers, and a host of others.

Don previously served on the NLRB from 1980 to 1984. I was pleased to support him then, and I am pleased to support him now. He would make a fine contribution to the Board and to our nation.

Sincerely yours,


John H. Chafee

SLADE GORTON
WASHINGTON

730 HART SENATE OFFICE BUILDING
(202) 224-3441

TOLL FREE ISSUES HOTLINE
1-800-282-8085

TDD 202-224-8273

United States Senate

WASHINGTON, DC 20510-4701

COMMITTEES:
APPROPRIATIONS
BUDGET
COMMERCE, SCIENCE,
AND TRANSPORTATION
INDIAN AFFAIRS
INTELLIGENCE

April 13, 1993

Mr. Bruce Lindsey
Director of Personnel
Old Executive Office Building
Washington, D.C. 20500

Dear Bruce:

I am extremely pleased to support the nomination of Mr. Don A. Zimmerman of Seattle, Washington to the National Labor Relations Board.

As you know, Mr. Zimmerman served as a member of the NLRB from 1980 - 1984. Prior to his service on the Board, he served as Minority Council and Staff Director on the Labor and Resources Committee. Since his term on the NLRB, Mr. Zimmerman has served in the private sector as a management labor attorney in Washington, D.C. and in Seattle. Obviously, with this experience, Mr. Zimmerman is uniquely qualified to work on the intricate and important issues that come before the National Labor Relations Board.

Mr. Zimmerman has received support from both labor and management for his appointment to the "non-Democratic" seat which will become vacant this year.

I am honored to add my name to those who support the nomination Mr. Don A. Zimmerman to a seat on the National Labor Relations Board. I ask that you provide every consideration to Mr. Zimmerman as you deliberate on filling the Board's vacancies.

Please contact me or my State Field Director, Jim Keough, at 206/553-0350 if you have any questions concerning Mr. Zimmerman.

Sincerely,


SLADE GORTON
United States Senator

SG:zjd

3206 JACKSON FEDERAL BUILDING
819 SECOND AVENUE
SEATTLE, WA 98174
(206) 553-0350

18800 REDMOND WAY
SUITE #300
REDMOND, WA 98052
(206) 883-6072

130 FEDERAL BUILDING
800 WEST 12TH STREET
VANCOUVER, WA 98660
(206) 696-7928

887 U.S. COURT HOUSE
W. 820 RIVERSIDE AVENUE
SPokane, WA 99201
(509) 353-2507

Box 4083
402 EAST YAKIMA AVENUE
YAKIMA, WA 98901
(509) 248-8064

1350 GRANDRIDGE BLVD.
SUITE #212
KENNEWICK, WA 98538
(509) 782-0840

MORRIS BUILDING, ROOM 119
23 SOUTH WENATCHEE AVENUE
WENATCHEE, WA 98801
(509) 863-2118

BARBARA A. MIKULSKI
MARYLAND

COMMITTEE:

APPROPRIATIONS

LEADERSHIP COMMITTEE ON ETHICS

FOR AND HUMAN RESOURCES

United States Senate

WASHINGTON, DC 20510-2003

SUITE 708
HART SENATE OFFICE BUILDING
WASHINGTON, DC 20510-2003
(202) 224-4654
TTY: (202) 224-6222

RECEIVED

AUG 09 1993

LPSL

August 3, 1993

Don A. Zimmerman
1420 Fifth Avenue
Suite 4100
Seattle, WA 98101

Dear Mr. Zimmerman:

Thank you for writing to me and expressing your interest in being appointed to the National Labor Relations Board. I have sent your resume to the Presidential Personnel Office for their consideration.

Best of luck in all of your endeavors.

Sincerely,

Barbara A. Mikulski

Barbara A. Mikulski
United States Senator

BAM:aag

THE WHITE HOUSE
WASHINGTON

May 14, 1993

Mr. Don Zimmerman
1420 Fifth Avenue, Suite 4100
Seattle, WA 98101

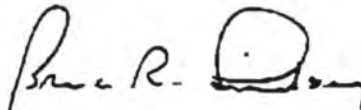
Dear Mr. Zimmerman:

→ Senator Patty Murray and Senator Arlen Specter have shared with me your interest in a position in the Administration.

You may be assured that your resume will be given every possible consideration. Should we need additional information, we will contact you at that time.

Again, we appreciate both your interest and your continued support.

Sincerely,



Bruce R. Lindsey
Assistant to the President and
Director of Presidential Personnel

SENATE FINANCE COMMITTEE
RANKING REPUBLICAN

SENATE COMMERCE,
SCIENCE, AND
TRANSPORTATION COMMITTEE

SENATE JOINT COMMITTEE
ON TAXATION

United States Senate

BOB PACKWOOD
OREGON

WASHINGTON, DC OFFICE:
259 RUSSELL SENATE
OFFICE BUILDING
WASHINGTON, DC
20510-3702
(202) 224-5244

STATE OFFICE:
101 SW MAIN STREET
SUITE 240
PORTLAND, OREGON 97204
(503) 326-3370

June 10, 1993

Mr. Bruce R. Lindsey
Director of Personnel
Old Executive Office Building
Room 152
Washington, DC 20500

Dear Mr. Lindsey:

It is with great pleasure that I offer this letter of support for the nomination of Mr. Don A. Zimmerman to serve on the National Labor Relations Board.

Mr. Zimmerman possesses a wealth of experience, independence and fairness which I believe will effectively serve the NLRB. His resume is quite impressive. He has been a previous member of the NLRB in the early '80s, served as Minority Counsel and Staff Director on the Labor and Human Resources Committee, and has extensively practiced labor law in the private sector. In addition, Mr. Zimmerman has received broad support from both labor and management for this appointment.

Please add my name to those who support Mr. Zimmerman's nomination to fill the vacant seat due to the early resignation of Dick Oviatt.

If you have any questions regarding Mr. Zimmerman, please feel free to call Pete Sekulow in my personal office at (202) 244-5244.

Sincerely,


BOB PACKWOOD

BP/ps

United States Senate

WASHINGTON, DC 20510-3802

COMMITTEES:
AGING
JUDICIARY
APPROPRIATIONS
VETERANS' AFFAIRS
ENERGY AND
NATURAL RESOURCES

March 25, 1993

The Honorable Bruce R. Lindsey
Director of Presidential Personnel
and Special Assistant to the President
The White House
Washington, D.C. 20500

Dear Mr. Lindsey:

I am writing in support of Don Zimmerman, who is seeking a position on the National Labor Relations Board.

As reflected in the enclosed resume, Mr. Zimmerman has over 20 years of experience with the U.S. Department of Labor, the National Labor Relations Board, and related agencies. In 1974, he was appointed by Senator Jacob Javits to serve as Chief Minority Counsel and Staff Director to the Committee on Labor and Human Resources and its Subcommittee on Labor. In this position, I understand that Mr. Zimmerman developed legislative strategy, organized legislative and oversight hearings, and drafted bills, amendments, and committee reports. He also contributed to the enactment of job creation, unemployment compensation, and equal opportunity health legislation.

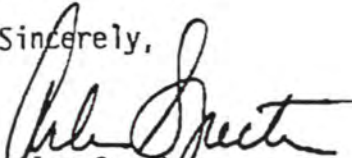
In 1980, President Carter appointed Mr. Zimmerman to served as a member on the National Labor Relations Board. I am advised that Mr. Zimmerman became well known for his scholarship in the labor relations field and subsequently was appointed "Distinguished Visiting Professor of Labor Law" at Cornell University.

Since 1985, Mr. Zimmerman has been in private practice, where he primarily practices labor and employment matters, including counseling and litigation involving labor disputes, collective bargaining, and employment contracts.

While I do not know Mr. Zimmerman personally, I am impressed by his credentials and he comes to me highly recommended. I, therefore, request that you give his application your full consideration.

Thank you for your attention to this matter.

Sincerely,



Arlen Specter

AS/bs
Enclosure

BAYH, CONNAUGHTON, FENSTERHEIM & MALONE, P.C.

1350 EYE STREET, N. W., SUITE 200

WASHINGTON, D. C. 20005

(202) 289-8660

FAX (202) 371-0065

1300 DOVE STREET, SUITE 200

NEWPORT BEACH, CA 92660

June 29, 1993

The Honorable Robert B. Reich
Secretary of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

Attn: Ms. Kitty Higgins
Chief of Staff

Dear Bob:

I know you have an enormous number of responsibilities and I regret possibly adding to your burdens. However, I do want to bring to your attention Don A. Zimmerman who is, I understand, being considered for one of the available seats on the National Labor Relations Board.

Don was Chief Minority Counsel and Staff Director for the Senate Labor and Human Resources Committee under Senator Jacob Javits. He was appointed by President Carter as a member of the NLRB and served with distinction from 1980 to 1984. He earned the respect of both labor and management for his well reasoned opinions and also distinguished himself during his last two years on the Board for his effective dissents from the "Reagan Board" majority's attempts to undermine collective bargaining and federal labor law enforcement by the NLRB. His separate opinions provided a basis for the federal courts of appeals to reject aberrational Board decisions attempting to overrule long-standing Board precedent.

Don's academic and private law practice experience in the years since he left federal service, some of which has been in association with my partners and me, has deepened his knowledge and insight.

Don has been involved with nearly every aspect of federal labor regulation administered by the Department of Labor, the NLRB and the NMB, and has worked with or represented a great many of the employers, labor organizations and trade associations affected by those laws. He has maintained close working relationships with labor and management, and enjoys the support of both groups for the "non-Democratic" seat on the NLRB.

The Honorable Robert B. Reich
June 29, 1993
Page Two

Bob, the bottom line is, President Clinton would be proud of
the appointment of Don A. Zimmerman.

Best regards,

Reich

Birch Bayh

BB:bwr

Bob -
if we have to appoint
someone other than a Dem,
Don is an outstanding choice.
Hope all is well.
Reich

11/04/80 12:04 FAX 200425/107
COMMITTEE ON WAYS AND MEANS
SUBCOMMITTEE ON HEALTH
SUBCOMMITTEE ON HUMAN RESOURCES

JIM McDERMOTT
7TH DISTRICT, WASHINGTON

CO-CHAIRMAN
CONGRESSIONAL URBAN CAUCUS

CHAIRMAN
CONGRESSIONAL TASK FORCE ON
INTERNATIONAL HIV/AIDS

SECRETARY-TREASURER
ARMS CONTROL AND FOREIGN
POLICY CAUCUS

ELECTED REGIONAL WHIP, ZONE 2

Congress of the United States
House of Representatives
Washington, DC 20515

CHAIRMAN
COMMITTEE ON STANDARDS OF
OFFICIAL CONDUCT
COMMITTEE ON DISTRICT OF COLUMBIA
CHAIRMAN
SUBCOMMITTEE ON FISCAL AFFAIRS
AND HEALTH
SUBCOMMITTEE ON JUDICIARY AND
EDUCATION

5 August 1993

COPY

The Honorable William J. Clinton
President of the United States
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

ATTENTION: Bruce R. Lindsey
Assistant to the President and
Director of Presidential Personnel

Dear President Clinton:

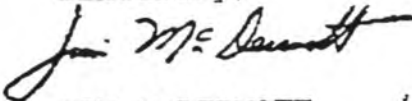
Don A. Zimmerman is seeking appointment to the National Labor Relations Board and I am writing to note my endorsement of his candidacy. Mr. Zimmerman is a former member of the Board who was appointed by President Carter in 1980. He served for four years, during which time he established a reputation for fairness and knowledgeability. Since leaving the Board, he has engaged in the private practice of labor law in Seattle.

I had the pleasure of meeting with Mr. Zimmerman a few weeks ago to discuss his interest in returning to the Board. He noted that he is seeking appointment to the "non-Democratic" seat, and explained that his candidacy is supported by a range of organizations representing both management and labor groups. He also has secured the support of Senators Murray and Gorton.

I found Don Zimmerman to be a thoughtful and articulate candidate whose understanding of the National Labor Relations Board and its very substantial responsibilities is thorough. He presents excellent credentials and his experience as a former member offers a continuity to the Board's work that is likely to be valuable. I am pleased to support Don Zimmerman for appointment to the Board.

Thank you for your consideration.

Sincerely,



JIM McDERMOTT
Member of Congress

THE WHITE HOUSE
WASHINGTON

June 2, 1993

Dear Don:

Thank you for your recent letter. It was good to hear from you.

I was glad to learn of your interest in serving on the National Labor Relations Board. I am happy to look into the matter on your behalf and hope to be in touch with you soon with an answer.

Best regards.

Sincerely,

Howard G. Paster

Mr. Don A. Zimmerman
Lane, Powell, Spears, Lubersky
1420 Fifth Avenue
Suite 4100
Seattle, Washington 98101-2338

**NATIONAL
GROCERS
ASSOCIATION**

May 20, 1993

Mr. Bruce R. Lindsey
Director of Presidential Personnel
Room 151
Old Executive Office Building
Washington, D.C. 20500

Dear Mr. Lindsey:

On behalf of the board of directors and members of the National Grocers Association (N.G.A.), I am writing to express N.G.A.'s strong support and endorsement for Don A. Zimmerman to be nominated to the National Labor Relations Board (NLRB) by President Clinton. The National Grocers Association (N.G.A.) is the national trade association representing the retail and wholesale grocers who comprise the independent sector of the food distribution industry. Operating more than 50,000 stores, this industry segment accounts for nearly one-half of all food store sales in the United States.

Mr. Zimmerman's outstanding career of public and private sector service more than qualifies him to serve once again on the NLRB. He served with distinction on the NLRB from 1980 to 1984. As a member of the Board, he exhibited a balanced and broad based knowledge and interpretation of the nation's labor law. Following his Board service, Mr. Zimmerman has shown an ability to represent labor and management in a fair and independent manner.

N.G.A. believes that Mr. Zimmerman's experience, as a former member of the NLRB, a private practitioner in labor law, and former Chief Minority Counsel and Staff Director to the Senate Committee on Labor and Human Resources, speaks well for his renomination to the board. In conclusion, N.G.A. respectfully requests President Clinton to appoint Mr. Zimmerman to fill one of the vacancies that exist on the NLRB.

Sincerely,



Thomas K. Zaucha
President and CEO

TKZ:ghh

11/04/89 12:00 FAX 2002207107 LANE FOWELL 010
AMERICAN
FOREST &
PAPER
ASSOCIATION

May 18, 1993

Mr. Bruce R. Lindsey
Director of Presidential Personnel
Room 151
Old Executive Office Building
Washington, D.C. 20500

Dear Mr. Lindsey:

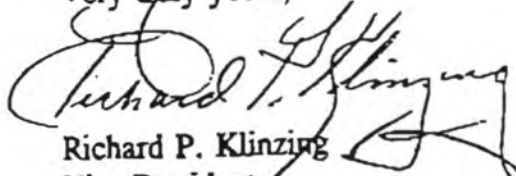
First, permit me to note that the American Forest and Paper Association (AFPA) is the national trade association representing companies and related organizations which are involved in growing, harvesting and processing wood and wood fiber, manufacturing pulp, paper and paperboard products from both virgin and recovered fiber and producing solid wood products. This overall industry accounts for over 7 percent of the total manufacturing output in this country and 90 percent of domestic recycled paper manufacturing capacity.

Employing some 1.4 million people, this industry ranks among the top 10 employers in 46 states, with an annual payroll of about \$46 billion. It also generates sales of \$200 billion annually.

On behalf of the members of the Employee Relations Committee and the Labor Relations Subcommittee of AFPA, I strongly urge President Clinton to nominate Don A. Zimmerman for either one of the vacancies which will occur on the National Labor Relations Board this year, or to the position of General Counsel of the Board which will also be vacant later in 1993.

As you know, Mr. Zimmerman was a member of the NLRB from 1980 to 1984 during which time he won the respect of both labor and management for his decisions which exhibited extensive knowledge of the law, practicality, independence and fairness. Today, in this period of change, innovation, and exciting challenges in workplace structures and relationships, these qualities are essential for the individuals who hold these crucial national government positions and, again, we strongly urge positive consideration and action on behalf of Mr. Zimmerman.

Very truly yours,


Richard P. Klinzing
Vice President
Employee Relations

c: Honorable Robert B. Reich
Secretary of Labor
U.S. Department of Labor

260 Madison Avenue, New York, N.Y. 10016-2499
Phone: 212-340-0600 Fax: 212-689-2628



AMERICAN INSURANCE ASSOCIATION

1130 Connecticut Avenue N.W.
Suite 1000
Washington, D.C. 20036
(202) 828-7100
(202) 293-1219 FAX

July 8, 1993

Mr. Bruce R. Lindsey
Director of Presidential Personnel
Room 151
Old Executive Office Building
Washington, D.C. 20500

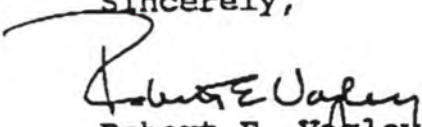
Dear Mr. Lindsey:

I am writing to express my strong support for the nomination of Don A. Zimmerman to a seat on the National Labor Relations Board.

Mr. Zimmerman's extensive experience in both the public and private sectors makes him an outstanding candidate to serve on the board once again. His broad-based knowledge and balanced interpretation of the nation's labor laws earned him the respect of both labor and management during his 1980-84 term on the board. His additional accomplishments as a labor and employment attorney in private practice, professor of labor law, and chief minority counsel and staff director to the Senate Committee on Labor and Human Resources contribute significantly to his qualifications for this key post.

Moreover, Mr. Zimmerman has developed a reputation for fairness, practical problem solving, innovative solutions and cooperative dispute resolution that would make him a notable asset to the board. It is for these reasons that I am honored to add my name to those who support Mr. Zimmerman's nomination.

Sincerely,


Robert E. Vagley
President

REV/ejs

ROBERT B. SANBORN
CHAIRMAN

JOHN P. MASCOTTE
CHAIRMAN ELECT

DOUGLAS W. LEATHERDALE
VICE CHAIRMAN

WILLIAM H. BOLINDER
VICE CHAIRMAN

ROBERT E. VAGLEY
PRESIDENT



800 CONNECTICUT AVE., N.W.
WASHINGTON, D.C. 20006-2701
TELEPHONE: 202/452-8444
FAX: 202/429-4519

July 20, 1993

Mr. Bruce R. Lindsey
Assistant to the President and
Director of Presidential Personnel
Old Executive Office Building
Washington, D.C. 20500

Dear Mr. Lindsey:

The Food Marketing Institute (FMI) urges President Clinton to nominate Don A. Zimmerman to the National Labor Relations Board (NLRB). We believe he is uniquely qualified to serve as a member of the NLRB.

The Food Marketing Institute (FMI) is a nonprofit association conducting programs in research, education, industry relations and public affairs on behalf of its 1,500 members — food retailers and wholesalers and their customers in the United States and around the world. FMI's domestic member companies operate approximately 19,000 retail food stores with a combined annual sales volume of \$190 billion — more than half of all grocery store sales in the United States. FMI's retail membership is composed of large multi-store chains, small regional firms and independent supermarkets. Its international membership includes 250 members from 60 countries.

Mr. Zimmerman is highly regarded in the food distribution industry for his expertise and experience. During his long and distinguished career he has served in a variety of capacities and has won universal respect for fairness, judgment and scholarship. He has, of course, served previously as a member of the NLRB having been appointed to the Board by President Carter in 1980. This experience along with his Senate Labor Committee, academic and private practice background provide a superbly informed, balanced and broad basis for his nomination.

Accordingly, FMI is very pleased to endorse Mr. Zimmerman's candidacy and we urge President Clinton to nominate him to serve as a member of the NLRB.

Sincerely,

Tim Hammonds
President & CEO

INTERNATIONAL
MASS RETAIL
ASSOCIATION



Robert J. Verdisco
President

June 8, 1993

Mr. Bruce Lindsay
Director of Presidential Personnel
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. Lindsay:

The International Mass Retail Association (IMRA) wishes to express our strong support for Don A. Zimmerman as a candidate for the non-Democratic seat on the National Labor Relations Board, recently vacated by Clifford Oviatt.

IMRA represents 150 mass retail chains, including full-line and specialty discount stores, off-price stores, membership warehouse clubs, home centers, catalog showrooms, dollar/variety stores, deep-discount drug stores and other value-oriented retail formats. IMRA members -- who represent the overwhelming majority of the \$175 billion U.S. mass retail industry -- are found in every state, operate more than 50,000 stores, and employ millions of Americans.

Mr. Zimmerman has already served with distinction on the NLRB from 1980 through 1984. Prior to that, his public service career included six years as Minority Counsel and Staff Director to the Senate Labor and Human Resources Committee and its Labor subcommittee. For the past eight years, he has taught and practiced labor law, representing management interests. He is currently based in Seattle, Washington. From first-hand experience, IMRA can speak to Mr. Zimmerman's careful analysis and thorough professionalism.

With twenty years practical experience in public- and private-sector labor law practice, wide support in the business community, and a well-deserved reputation for fairness and balance, Mr. Zimmerman would be a highly creditable appointment to the NLRB. Particularly in view of the need for speedy appointments to prevent a substantial backlog developing at the NLRB, IMRA urges your prompt and favorable consideration of Mr. Zimmerman's candidacy.

Sincerely,

A handwritten signature in dark ink, appearing to read "Robert J. Verdisco", written in a cursive style.

Robert J. Verdisco
President, IMRA

1901 PENNSYLVANIA AVENUE, NW
10TH FLOOR
WASHINGTON, DC 20006
TEL: 202-861-0774
FAX: 202-785-6588

11/04/88 12:00 PM 2002207107 LANE POWELL 021

J. Andrew Doyle
Executive Director



bcc: Timothy J. Waters, Esq.

May 24, 1993

Mr. Bruce R. Lindsey
Assistant to the President
Office of Presidential Personnel
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D. C. 20500

Dear Mr. Lindsey:

I am writing to recommend that the President appoint Don A. Zimmerman to the non-Democratic seat on the National Labor Relations Board that will become vacant this Month.

Mr. Zimmerman's extensive public and private sector experience make him uniquely qualified for a key labor post. His more than twenty years of experience resulted in a distinguished record of public service.

I can't stress enough the importance that the NLRB maintain the confidence and respect of both labor and management, and that appointments to the NLRB remain well balanced.

I am confident that his distinctive combination of public service, academic standing, and practical labor relations experience make him a superior candidate that would serve the National Labor Relations Board well.

Thank you for your consideration of this recommendation.

Sincerely

A handwritten signature in dark ink, appearing to be "J. Andrew Doyle", written over a horizontal line.

May 28, 1993

FOOD EMPLOYERS, INC.

7100 S.W. Hampton St. Suite 126 Tigard, Oregon 97223 503/684-3536

Mr. Bruce Lindsey
Director of Presidential Personnel
Old Executive Office Building
Washington, D.C. 20500

Dear Mr. Lindsey:

My name is Paul Johnson and I am Executive Director of Food Employers, Inc., a non-profit association that represents approximately 120 unionized employers in the retail food industry, bargaining with some 20 different labor organizations.

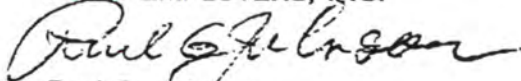
I am writing to recommend President Clinton appoint Don A. Zimmerman to the National Labor Relations Board – either to one of the three vacant positions or to the General Counsel position to be filled later this year. Mr. Zimmerman has extensive public and private sector experience and is therefore ably qualified for such a key labor post. He has 20+ years' experience with the Labor Department and the NLRB, as well as a distinguished record of public service, including having served as Chief Minority Counsel to the Senate Labor and Human Resources Committee.

During his NLRB tenure under the Carter administration, Mr. Zimmerman won the respect of both labor and management for his independent, fair, and scholarly decisions. He was subsequently appointed as Distinguished Visiting Professor of Labor Law at Cornell University.

The labor relations field is often characterized by great antagonism between labor and management, yet both support Mr. Zimmerman's appointment to the NLRB because of his background, experience and integrity. He has the necessary experience in private sector labor relations, enhanced by his governmental and academic expertise. I urge your favorable consideration of Don Zimmerman for one of these important labor posts.

Respectfully,

FOOD EMPLOYERS, INC.



Paul G. Johnson
Executive Director

PGJ/sk

cc: Don A. Zimmerman



June 1, 1993

Mr. Bruce R. Lindsey
Director of Presidential Personnel
Room 151
Old Executive Office Building
Washington, D.C. 20500

Dear Mr. Lindsey:

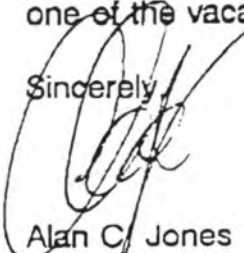
It is a pleasure to write this letter to you in support of the appointment of Don A. Zimmerman to the National Labor Relations Board by President Clinton. United Grocers is a cooperative wholesaler of grocery and related items serving over 350 independent retailers in Washington, Oregon, and northern California. We recognize Mr. Zimmerman's outstanding service in the public and private sectors, which highly qualifies him for this position.

We believe that Mr. Zimmerman's experience as a former member of the NLRB, a private practitioner in labor law, and former Chief Minority Counsel, and Staff Director to the Senate Committee on Labor and Human Resources speaks well for his renomination to the Board.

It is most important that the NLRB have the confidence of both labor and management and believe it is of very positive significance that Mr. Zimmerman has the support of both of these groups. Mr. Zimmerman has had substantial practical experience, along with his governmental and academic experience that makes him an ideal choice for the seat on the NLRB.

In conclusion, I respectfully request President Clinton to appoint Don Zimmerman to fill one of the vacancies on the NLRB.

Sincerely,



Alan C. Jones
President and CEO

ACJ:BMc:zimmerman

Headquarters • 6435 SE Lake Road • Portland, Oregon 97222-2197 • P.O. Box 22167 • Portland, Oregon 97222-0187
503-653-6330 • FAX 503-7376

Medford Division • 2195 Sage Road • Medford, Oregon 97504-1177 • P.O. Box 1647 • Medford, Oregon 97501-0249

OFI

Association of OREGON FOOD INDUSTRIES Inc.

P.O. Box 12847

Salem, OR 97309

(503) 363-3768, Toll Free 1-800-824-1602, Fax (503) 363-5433

May 27, 1993

Mr. Bruce R. Lindsey
Director of Presidential Appointments
Room 151
Old Executive Office Building
Washington, D.C. 20500

Dear Mr. Lindsey:

I am writing on behalf of the board of directors and members of the Association of Oregon Food Industries (OFI) in support of the nomination of Mr. Don A. Zimmerman to the National Labor Relations Board (NLRB) by President Clinton.

OFI is the state trade association representing the grocery industry in Oregon. OFI's 400+ corporate members represent retailers, wholesalers and the many businesses selling goods and services within the grocery industry. Our members transact over 90% of the annual grocery sales in Oregon and employ over 50,000 Oregonians.

Mr. Zimmerman possesses an outstanding list of career achievements that qualify him to fill this important position. His twenty year career includes experience in both public and private labor law. He served with distinction on the NLRB from 1980-1984 after being appointed by President Carter. His candidacy for the open non-Democratic position on the NLRB is supported by management and labor alike underscoring the broadbased support he enjoys.

OFI believes that Mr. Zimmerman is uniquely qualified to fill the open position on the NLRB. We respectfully request that President Clinton appoint Mr. Don A. Zimmerman to fill one of the open positions on the board.

Sincerely,

Steven McCoid
President



Printed on Recycled Paper



P.O. BOX 3365
N. 7511 FREYA
SPOKANE, WA 99220-3365
509 467-2620

June 23, 1993

Mr. Bruce R. Lindsey
Director of Personnel
Old Executive Office Building
Room 152
Washington, DC 20500

Dear Mr. Lindsey:

It is my pleasure to inform you of my support for the nomination of Mr. Don A. Zimmerman to serve on the National Labor Relations Board. Mr. Zimmerman has worked with clients of U.R.M. Stores, Inc. and in my opinion, would fairly and honestly represent the NLRB.

Don has practiced labor law in the private sector, and has received broad support from both labor and management for this available appointment.

If you or your staff have questions regarding Mr. Zimmerman's qualifications, please feel free to call me at (509) 467-2620.

Sincerely,

U.R.M. STORES, INC.

A handwritten signature in cursive script that reads "Steve Herbison".

Steve Herbison
President and CEO

SH/bd

Allied Employers, Inc.

LABOR RELATIONS REPRESENTATIVE

Koll Business Center • Building 17

2447 - 152nd Ave. N.E. • Redmond, WA 98052-5517 • 883-3022

April 8, 1993

Mr. Bruce Lindsey
Director of Presidential Personnel
Old Executive Office Bldg.
Washington, D.C. 20500

Dear Mr. Lindsey:

My name is Richard L. King and I am the Executive-Director of Allied Employers, Inc. which is a non-profit Association that represents Employers in mostly Food Industry bargaining with labor organizations. We represent approximately three hundred Unionized Employers who have Labor Agreements with some 70 different labor organizations. I have been employed with the organization since 1967.

I am writing to recommend President Clinton's appointment of Don A. Zimmerman to the National Labor Relations Board, either to one of the three vacancies on the Board to be filled this year, or the General Counsel position which also is up for appointment this year.

Mr. Zimmerman's extensive public and private sector experience makes him especially qualified for a key labor post in this administration. He has more than twenty years of experience with the Labor Department and the NLRB, including the strong representation of my organization and other clients before those agencies. He has a distinguished record of public service, which includes having served as the Chief Minority Counsel to the Senate Labor and Human Resources Committee.

During his tenure on the NLRB, Mr. Zimmerman won the respect of both labor and management for his decisions, which were noted for their independence, fairness and scholarship. It is also noteworthy that he subsequently was appointed as Distinguished Visiting Professor of Labor Law at Cornell University.

11/04/88 10:01 FAX 200225/107 LANE POWELL 027
Mr. Lindsey
Director of Presidential Personnel

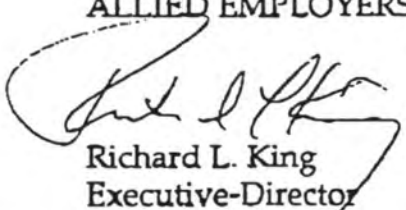
Page 2

Having been an active practitioner in the labor relations field, which is often characterized by great antagonism between labor and management, it is quite remarkable that both labor and management support Mr. Zimmerman's appointment to the NLRB. I am confident that Mr. Zimmerman possesses the background, experience and integrity necessary to serve the government in a key labor position.

All too often NLRB appointees have had little or no practical experience in private sector labor relations. Mr. Zimmerman has had substantial practical experience, which along with his governmental and academic experience makes him an ideal choice for the NLRB. Therefore, I urge your favorable consideration of him for one of these important labor posts.

Respectfully,

ALLIED EMPLOYERS, INC.



Richard L. King
Executive-Director

RLK:df

bcc

11/04/80 10:01 FAX 200225/107 LINE 10/111
19168 Westminster Drive
Lake Oswego, OR 97034
May 21, 1993

Mr. Bruce R. Lindsey
Director of Presidential Personnel
Room 151
Old Executive Office Building
Washington, DC 20500

Dear Mr. Lindsey:

I am writing to recommend that President Clinton nominate Don A. Zimmerman to fill one of the vacancies that will occur on the National Labor Relations Board this year, or to the position of General Counsel which will also be vacant later in the year.

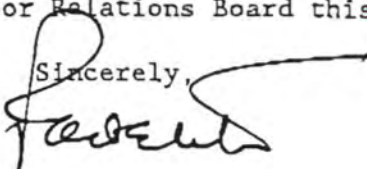
I am Managing Director of the Pacific Coast Association of Pulp and Paper Manufacturers and I am convinced that Don Zimmerman has the background, experience and integrity necessary to serve in this key labor position.

Don Zimmerman has distinguished himself during more than twenty years of public service with the Labor Department, as Chief Minority Counsel to the Senate Labor and Human Resources Committee, and as Distinguished Visiting Professor of Labor Law at Cornell University. During his service on the Board from 1980 to 1984, Mr. Zimmerman won the respect of both labor and management for his decisions which were pragmatic with respect to the workplace, as well as independent, fair and well reasoned.

Too often NLRB appointees have had little or no practical experience in private sector labor relations. Mr. Zimmerman's substantial practical background, his governmental and academic experience, and broad-based support from labor and management make him an ideal choice for the NLRB.

Please add my name to the growing list of those who support the appointment of Don Zimmerman to the National Labor Relations Board this year.

Sincerely,



Robert E. Lawton

cc: Honorable Robert B. Reich, Secretary of Labor



ASSOCIATED GROCERS, INCORPORATED

June 21, 1993

Mr. Tom Foley
Speaker of the House
1201 Longworth HOB
Washington, D.C. 20515

Dear Mr. Foley:

I am writing on behalf of the board of directors and members of Associated Grocers, Inc. in support of the appointment of Don A. Zimmerman to the National Labor Relations Board (NLRB) by President Clinton. Associated Grocers is one of the largest and most progressive grocery distributors in the Northwest. We provide food, general merchandise and retail services to over 350 independently owned retail supermarkets.

Mr. Zimmerman has more than twenty years experience with the Labor Department and the NLRB. His distinguished record includes having served as Chief Minority Counsel and Staff Director to the Senate Committee on Labor and Human Resources, and as a former member of the National Labor Relations Board. During his tenure on the NLRB, Mr. Zimmerman won the respect of both labor and management for his decisions, which were noted for their independence, fairness and scholarship. He subsequently received an appointment as Distinguished Visiting Professor of Labor Law at Cornell University.

I have worked with Mr. Zimmerman in labor relations cases so I am aware first hand of his extensive background and capabilities. He is highly regarded in the grocery industry for his expertise and experience. I believe him to be an ideal choice for this key labor position. Mr. Zimmerman is politically attributable to Washington State; therefore, I am requesting your favorable consideration in support of this appointment.

Sincerely,

Angelo Bruscas
Vice President, Human Resources

cc: Mr. Don Zimmerman



Arthur E. Joyce
Sr. Counsel Labor and Employment Law

General Electric Company
3135 Easton Turnpike, Fairfield, CT 06431
203 373 2426

May 7, 1993

Mr. Bruce R. Lindsey
Assistant to the President
Office of Presidential Personnel
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. Lindsey:

I am Arthur E. Joyce, Senior Labor and Employment Law Counsel, of the General Electric Company. We employ approximately 50,000 workers who are represented by over 30 labor organizations with which we have collective bargaining agreements.

I am writing to urge the President to appoint Don A. Zimmerman to one of the National Labor Relations Board vacancies to be filled this year.

Mr. Zimmerman's extensive public and private sector experience make him especially qualified for a key labor post. He has more than twenty years of experience with the Labor Department, the NLRB and related agencies. He has a distinguished record of public service, which includes having served as the Chief Minority Counsel to the Senate Labor and Human Resources Committee, where he was appointed by Senator Jacob K. Javits.

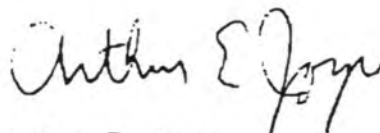
Subsequently, with the endorsement of Republicans and Democrats, and of labor and management, Mr. Zimmerman was appointed as a Member of the NLRB in 1980 by President Carter. There he won the respect of both labor and management for the independence and integrity displayed in his published opinions. In recognition of his scholarship in the labor relations field, he was appointed in 1985 as Distinguished Visiting Professor of Labor Law at Cornell University. Having engaged in private labor law practice for the past several years, he has continued to write articles and to speak on a variety of labor law topics to various organizations, including General Electric Company.

It is vitally important that the NLRB maintain the confidence and respect of both labor and management. It is essential, therefore, that appointments to the

-2-

NLRB are well balanced. I note that as an Independent, Mr. Zimmerman can be appointed to the "non-Democratic" seat to be filled this year. That seat, in particular, should be occupied by someone whose background includes practical labor relations experience and first hand knowledge of management's perspective on labor regulatory issues. Mr. Zimmerman certainly fits that description. I am confident that his unique combination of public service, academic standing, and practical labor relations experience make him an outstanding candidate to serve as a Member of the NLRB.

Sincerely,



Arthur E. Joyce

AEJ/mb

Weyerhaeuser

Issaquah, Washington 98027
Tel (206) 924 7719
Fax (206) 924 3604

May 19, 1993

Marvin E. Waters
Vice President
Corporate Labor Relations

Mr. Bruce R. Lindsey
Assistant to the President
Office of Presidential Personnel
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear Mr. Lindsey:

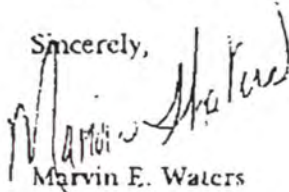
I am Marvin E. Waters, Vice President of Corporate Labor Relations at Weyerhaeuser Company. We employ approximately 17,000 workers who are represented by over 20 national and international labor organizations with which we have 102 collective bargaining agreements.

I am writing to urge President Clinton to appoint Don A. Zimmerman to the "non-Democratic" seat on the National Labor Relations Board to be filled this year.

It is vitally important that the NLRB regain and maintain the confidence and respect of both labor and management. As a past Board member during the Carter administration and with more than 20 years of labor relations experience in key public and private sector positions, Mr. Zimmerman is a "known quantity" whose independent judgment and integrity have earned the trust of labor and management.

I believe Mr. Zimmerman is uniquely qualified to serve as a member of the NLRB and will, if appointed, make an outstanding contribution.

Sincerely,



Marvin E. Waters

mew574wd

WILLAMETTE INDUSTRIES, INC.

First Interstate Tower

Portland, Oregon 97201

DAVID W. MORTHLAND

Vice President

June 2, 1993

The Honorable Senator Mark O. Hatfield
United States Senate
Washington, D.C. 20510-3701

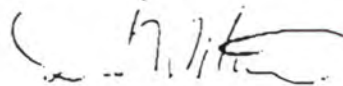
Dear Senator Hatfield:

Subject: Republican Appointments to the National Labor
Relations Board

Don Zimmerman is seeking reappointment to forthcoming vacancies on the National Labor Relations Board. I support Don's pursuit of the position of one of the Republican seats. He served the board well during his previous tenure as a board member from 1980 to 1984.

Don has broad-based business support in this effort including that of the American Forest Products Association and its Employee Relations Committee on which I serve, the National Association of Manufacturers, etc. I think he has credibility with organized labor and can continue to serve the board well in carrying out the purposes of this important statute.

Yours very truly,



David W. Morthland

DWM:ls

bc: Don Zimmerman
Lou Livingston



June 2, 1993

Mr. Bruce Lindsey
Director of Presidential Personnel
Old Executive Office Bldg.
Washington, D.C. 20500

Dear Mr. Lindsey:

On behalf of Albertson's, Inc., I am writing to recommend that President Clinton appoint Don A. Zimmerman to the National Labor Relations Board, either to one of the three vacancies on the Board to be filled this year or the General Counsel position which also is up for appointment this year. Albertson's, Inc. is the sixth largest operator of retail food and drug stores in the United States, with 651 stores in 19 western, midwestern and southern states and approximately 73,000 employees.

Mr. Zimmerman served as a member of the NLRB from 1980-1984. Prior to his service on the Board, he was Minority Counsel and Staff Director of the Labor and Resources Committee. Since his term on the NLRB, Mr. Zimmerman has served in the private sector as a Management Labor Attorney in Washington, D.C. and Seattle. It is also noteworthy that he was recently appointed as Distinguished Visiting Professor of Labor Law, Cornell University.

During Mr. Zimmerman's tenure on the NLRB, he won the respect of both labor and management for his decisions, which were noted for their independence, fairness and scholarship.

The AFL-CIO recently endorsed Mr. Zimmerman's candidacy for the NLRB. As I am sure you know, the labor relations field is often characterized by great antagonism between labor and management. Consequently, it is quite remarkable that both labor and management support Mr. Zimmerman's appointment.

All too often NLRB appointees have little or no practical experience in the labor relations arena. Mr. Zimmerman has substantial practical experience, which along with his governmental and academic experience makes him an ideal choice for the NLRB. Therefore, we at Albertson's urge your favorable consideration of him for one of these important posts. Please do not hesitate to contact me at 208/385-6385 if you have any questions concerning Mr. Zimmerman.

Respectfully,

Bruce Paolini
Vice President, Labor Relations

BP:ej
d:bruce\appoint

cc: Honorable Robert B. Reich
Secretary of Labor
U.S. Dept. of Labor
Washington, D.C. 20210

bcc: Don A. Zimmerman
Steven D. Young
Gerald R. Rudd

July 13, 1993

Mr. Bruce R. Lindsey
Director of Presidential Personnel
Room 15J
Old Executive Office Building
Washington, DC 20500

Dear Mr. Lindsey:

I am Carl Wojciechowski, Vice President and Director of Employee Relations at Fred Meyer, Inc. We employ approximately 24,000 employees, of which 14,000 are represented by 31 labor organizations with which we have 105 collective bargaining agreements.

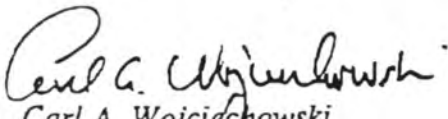
I am writing to recommend President Clinton appoint Don A. Zimmerman to the National Labor Relations Board to fill one of the three vacancies open this year, or the General Counsel position which is also open for appointment.

Mr. Zimmerman's extensive public and private sector experience makes him especially qualified for a key position in this Administration. He has more than 20 years of experience with the Labor Department, the NLRB, and related agencies. He has a distinguished record of public service, which includes having served as the Chief Minority Counsel to the Senate Labor and Human Resources Committee.

Mr. Zimmerman was a member of the NLRB from 1980 to 1984, during which time he won the respect of both labor and management for his decisions, which were noted for their independence, fairness, and practicality.

Mr. Zimmerman's experience makes him an ideal choice for the NLRB and I urge your favorable consideration of him for one of these important labor posts.

Sincerely,


Carl A. Wojciechowski

cc: Honorable Robert B. Reich
Secretary of Labor
US Department of Labor
Washington, DC 20210



WESTERN CONFERENCE OF TEAMSTERS

Affiliated with the International Brotherhood of Teamsters

101 Elliott Avenue West • Suite 500 • Seattle, Washington 98119 • (206) 441-7050

FAX: (206) 441-7058

Michael J. Riley
Chairman

June 18, 1993

MR. BURCE R. LINDSEY
Assistant to the President and
Director of Presidential Personnel
Old Executive Office Building
Washington, D.C. 20500

Attention Ms. Cynthia A. Metzler

Dear Sir:

I am taking this opportunity to communicate with you regarding the vacancies that currently exist at the National Labor Relations Board. It is without hesitation that I support the nomination of Don A. Zimmerman for appointment to the "non-democratic" seat.

Mr. Zimmerman's credentials are well respected in all labor management circles. His most obvious qualification is that of his previous tenure with the NLRB. His decisions, opinions and dissents during the years 1980 - 1984, were always respected by those of us in labor even though they may not have supported our immediate interest. In all cases we could expect his decisions to be well researched, logical and overall very fair.

In addition, because of his prior experience with the Committee on Labor and Human Resources as well as his involvement in the private practice of law as it relates to labor and employment matters, he has distinguished himself in the field of labor management relations.

In order for the NLRB to be effective in the coming years it is imperative it be staffed with members who possess a combination of practical experience and legal expertise. In our opinion Mr. Don A. Zimmerman possesses these qualifications and would be an asset to the NLRB and labor management relations in general. In the coming deliberations on the NLRB vacancies we urge you to give every consideration to the candidacy of Don A. Zimmerman.

Very truly yours,

WESTERN CONFERENCE OF TEAMSTERS

Anthony C. Lock
ANTHONY C. LOCK

ACL:mck

cc: Mr. David A. Sweeney, IBT Legislative Director

bcc: ☒ Mr. Don A. Zimmerman

Mr. Richard L. King

Freight Division
1616 West Ninth Street, Room 535
Los Angeles, California 90015

LOGOTHETIS & PENCE

Attorneys at Law

Sorrell Logothetis
Bruce E. Pence
Daniel N. Kosanovich
John R. Doll
Susan D. Jansen
Julie C. Ford

111 West First Street, Suite 1100
Dayton, Ohio 45402-1156
Telephone (513) 461-5310
Facsimile (513) 461-7219

Cincinnati Office
210 Gwynne Building
602 Main Street
Cincinnati, Ohio 45202
Telephone (513) 651-0559
Facsimile (513) 241-5036

Of Counsel

Thomas F. Phalen, Jr.
Manager, Cincinnati Office

July 9, 1993

Honorable Howard M. Metzenbaum
United States Senate
Washington, D.C. 20510-3502

Attn: Mr. Joel Johnson, Administrative Assistant

Dear Senator Metzenbaum:

This letter is being written to strongly recommend and urge the appointment of Don A. Zimmerman to one of the National Labor Relations Board vacancies to be filled this year. To establish my interest and great concern in this matter, it should be explained that our firm is exclusively engaged in the representation of labor organizations and employees throughout the State of Ohio and has served in those capacities for a period in excess of thirty (30) years. I personally have served as counsel for the Ohio Conference of Teamsters since 1976. This matter has been discussed with Les Singer, President of the Ohio Conference of Teamsters, and he has authorized the sending of this letter on behalf of the Ohio Teamsters in support of Mr. Zimmerman's appointment.

Mr. Zimmerman has been an Independent for most of his adult life and has extensive experience in the public service, including having served as Chief Minority Counsel to the Senate Labor and Human Resources Committee.

In 1980, Mr. Zimmerman was appointed as a member of the NLRB by President Carter and served on the Board until 1984. As you know, those were difficult times with the Board as far as labor was concerned. The Reagan appointed majority on the Board undertook efforts to subvert the principles of the Act and the agency's ability to protect the interests of working people. The Reagan/Dodson Board acted to reverse long standing Board precedent in a number of significant areas. Mr. Zimmerman opposed those efforts in many strong descending opinions and through public denunciation of the Reagan appointees' attempts to obstruct the agency's enforcement of the Act.

*Don, I was to reach
long for the
delay. I was to reach
not add client on
my this until
this week.
Good Luck
Paul*

←

Honorable Howard M. Metzenbaum
July 9, 1993
Page 2

I understand that Mr. Zimmerman is under serious consideration for appointment to the "non-democratic" vacancy on the Board. Due to his outstanding record of public service and his prior performance as a Board member, Mr. Zimmerman is broadly acceptable to labor. Certainly, we would be well served by Mr. Zimmerman's appointment to that seat.

I feel that it is important to note that in urging your support for this appointment, ~~I am speaking from more than just my~~ observation and knowledge of Mr. Zimmerman's record. Due basically to American Bar Association activities, I have been personally acquainted with Mr. Zimmerman since 1980. Mr. Zimmerman's integrity and sense of fairness are unquestioned. He is totally committed to the principles of free and fair collective bargaining and even-handed enforcement of the Act.

On behalf of the Ohio Conference of Teamsters, I strongly recommend Mr. Zimmerman's appointment as a member of the National Labor Relations Board.

Very truly yours,

LOGOTHETIS & PENCE

Sorrell Logothetis

SL/lg

cc: Gregory R. Watchman
Lester A. Singer

UNITED ASSOCIATION
of Journeymen and Apprentices
Plumbing and Pipe Fitting Industry
United States and Canada



Office of the General President—Marvin J. Boede

General Office File Reference: **MJB**

Founded 1889

July 26, 1993

Mr. Bruce R. Lindsey
Assistant to the President and
Director of Presidential Personnel
Old Executive Office Building
Washington, DC 20500

Attn: Ms. Cynthia A. Metzler

Dear Mr. Lindsey:

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO represents over 300,000 plumbers and pipefitters throughout the United States and Canada. Our union strongly recommends President Clinton's appointment of Mr. Don A. Zimmerman to the non-Democratic seat on to the National Labor Relations Board, where he previously served with distinction from 1980 to 1984.

During his NLRB service, as well as his prior public service as Chief Minority Counsel to the Senate Labor and Human Resources Committee, he earned the confidence and respect of both labor and management for his thorough understanding of labor relations issues, the independence of his opinions, and his commitment to the fair and effective administration of federal labor law.

Mr. Zimmerman's public service, his teaching experience at the Cornell University School of Industrial and Labor Relations, and his private labor law practice combine to uniquely qualify him to serve another term as a member of the NLRB. Moreover, his dedication to the fundamental principles of the National Labor Relations Act was demonstrated time and again by his effective dissenting opinions when the Reagan Board majority attempted to subvert the rights of employees to organize and engage in collective bargaining.

Mr. Zimmerman's even-handed approach has earned him the support of both labor and management for appointment to the NLRB. That is quite extraordinary in

United Association Building • 901 Massachusetts Avenue, N.W. • Washington, D.C. 20001 • 202/628-5823 • FAX 202/628-5024

MARVIN J. BOEDE

MARION A. LEE

DONALD F. McNAMARA





United Steelworkers of America

AFL-CIO/CLC

Five Gateway Center
Pittsburgh, PA 15222

(412) 562-2300 • FAX (412) 562-2598

Lynn R. Williams
International President

July 27, 1993

Honorable Robert B. Reich
Secretary of Labor
Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Dear Secretary Reich:

I wish to express my strong support for the appointment of Mr. Don A. Zimmerman to the "non-Democratic" seat on the National Labor Relations Board.

Mr. Zimmerman is uniquely qualified for appointment to the NLRB, where he served so capably from 1980 to 1984. Both there, and in his prior position as Minority Counsel to the Senate Labor and Human Resources Committee, he earned the confidence and respect of both labor and management for his knowledge of labor relations issues, his independence, and his sense of fairness to the parties who depend on the effective administration of federal labor law.

Now that he has added to his experience both in academia and in private sector labor law practice, Mr. Zimmerman is ready to bring his rich background to bear on the important task of enforcing the National Labor Relations Act. His commitment to the basic principles of the Act has been amply demonstrated by his public and private record. That history, coupled with his legal ability and years of practical experience in the labor relations field, has brought both labor and management together in urging his appointment to the NLRB.

I ask that you favorably consider Mr. Zimmerman's candidacy for the NLRB.

Yours sincerely,

LYNN R. WILLIAMS
International President

Mr. Bruce R. Lindsey
July 26, 1993
Page Two



the often highly contentious labor law field. We urge you to endorse his appointment to the NLRB. We are confident he will be a credit to Clinton administration.

Sincerely,

A handwritten signature in dark ink, appearing to read "Marvin J. Boede". The signature is fluid and cursive, with a large initial "M".

Marvin J. Boede
General President
United Association

jb

Communications
Workers of America
AFL-CIO, CLC

501 Third Street, N.W.
Washington, D.C. 20001-2797
202/434-1110 Fax 202/434-1139

Morton Bahr
President

August 5, 1993

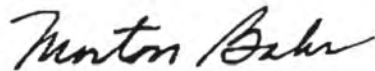
Mr. Bruce Lindsey, Assistant to the President
and Director of Presidential Personnel
The White House
Washington, D. C. 20500

Dear Mr. Lindsey:

On behalf of the Communications Workers of America, I am pleased to endorse the recommendation of Mr. Don A. Zimmerman for the non-Democratic vacancy on the NLRB.

Mr. Zimmerman's experience and prior service makes him most qualified to assume this important position.

Sincerely,



Morton Bahr
President

LANE
POWELL
SPEARS
LUBERSKY

FACSIMILE COVER LETTER

Please deliver the following pages to:

Name: Steven Rosenthal
Firm/Company: Associate Deputy Secretary of Labor
Facsimile No: 1-202/219-7971

From: Don A. Zimmerman

Re: NLRB

Total number of pages including this cover sheet: 42

Date: November 4, 1993

Time: 12:46pm

If you do not receive all pages, please call (206) 223-6127.

When replying, please include a cover sheet indicating to whom the facsimile is to be delivered, total number of pages transmitted, and phone number to call if all pages are not received. Thank you.

Steve, Enclosed are letters you requested. Senator Hatfield's personal secretary, Ms. Brenda Hart, assured me that his letters to the White House and to Secretary Reich were sent, I will call you back this afternoon.

The information contained in this message is intended only for the addressee or addressee's authorized agent. The message may contain information that is privileged, confidential, or otherwise exempt from disclosure. If the reader of this message is not the intended recipient or recipient's authorized agent, then you are notified that any dissemination, distribution or copying of this message is prohibited. If you have received this message in error, please notify the sender by telephone and return the original and any copies of the message by mail to the sender at the address stated below.

LANE
POWELL
SPEARS
LUBERSKY

Law Offices
1420 Fifth Avenue
New York, NY 10010
Tel: (212) 610-1000
Fax: (212) 610-1001

(206) 223-7000
Facsimile:
(206) 223-7107

Original Document to be mailed:

☐ Yes ☒ No

Client number: 999,999.999

Operator: _____

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

Merideth Wellington

Divider Title: _____

MEREDITH KAYS WELLINGTON
18 West Lenox Street
Chevy Chase, Maryland 20815
(202) 637-9147 - office / (301) 986-9458 - home

EDUCATION

GEORGE WASHINGTON UNIVERSITY, Washington, D.C.
J.D., with honors, 1974

WELLESLEY COLLEGE, Wellesley, Massachusetts
B.A., with honors, 1971

WORK EXPERIENCE

MANAGEMENT CONSULTANT - Washington, D.C. (1991 - present) litigating labor cases and providing advice on compliance with labor law; assisting trade associations as a registered lobbyist with legislative matters involving employment tax proposals pending before Congress.

ASSISTANT CHIEF COUNSEL - National Labor Relations Board, Washington, D.C. (1983 - 1986) for Board member Robert P. Hunter; **Senior Counsel Expert** (1980-1983) for Board Member John C. Truesdale; **Counsel, Senior Counsel** (1977-1980) for Board Members Truesdale and Peter Walther.

ASSOCIATE - Lederer, Fox and Grove (now Fox and Grove), Chicago, Illinois (1974-1977), litigating large and small labor and employment cases, providing advice on compliance with labor and employment laws.

CIVIC ACTIVITIES

- Wellesley College - Fund and Friends of Art Committees
- CARE - National 48th Anniversary Committee
- Homemakers Health Aide Society - Advisory Board
- Best Friends Foundation - Board of Directors
- St. Albans School Parents Club - Board of Directors

PROFESSIONAL:

American Bar Association
District of Columbia Bar
State of Illinois Bar

11/04/93 17:55

002

DAN COATS
INDIANA404 RUSSELL SENATE OFFICE BUILDING
(202) 224-6629INDIANAPOLIS OFFICE
11 [REDACTED] TOWER, 10 WEST MARKET STREET
INDIANAPOLIS, IN 46204
(317) 226-6555United States Senate
WASHINGTON, DC 20510COMMITTEES:
ARMED SERVICES
LABOR AND HUMAN
RESOURCES

November 1, 1993

The Honorable Bruce R. Lindsey
Assistant to the President
Director, Office of Presidential Personnel
The White House
Washington, D.C. 20500

Dear Bruce:

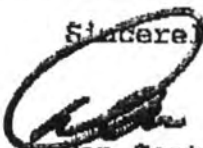
I am pleased to lend my strongest support to Meredith Kays
Wellington for an appointment to the National Labor Relations
Board.

Meredith's professional experience in labor law and her
tenure at the National Labor Relations Board will ensure that she
brings ready understanding and sound judgment to the issues at
hand. I am certain that she will exercise independent thinking
and balance in her decision making capacity.

Meredith has my full confidence both personally and
professionally and I ask that you give her every consideration.

I appreciate your assistance and would be pleased to discuss
her qualifications if you should desire further information.

Sincerely,



Dan Coats

cc: The Honorable Cynthia Metzler

United States Senate

WASHINGTON, DC 20510-2002

October 27, 1993

EX-107
ENTERED

Bruce Lindsey, Director
Office of White House Personnel
The White House
Washington, DC 20500

Dear Bruce:

I am enclosing correspondence received from Mr. Dennis Papadopoulos in support of Meredith Wellington for appointment to the Republican position of Board Member at the National Labor Relations Board. I would appreciate your careful consideration of Mr. Papadopoulos' recommendation.

Thank you for your assistance in this matter.

With best regards,

Sincerely,



Paul S. Sarbanes
United States Senator

PSS/bmk

Enclosure



THE SECRETARY OF THE INTERIOR
WASHINGTON

November 1, 1993

Mr. Bruce R. Lindsey
Director, Office of
Presidential Personnel
The White House
Washington, D.C. 20500

Dear Bruce:

I understand that Meredith Wellington is under consideration for a Republican seat on the National Labor Relations Board. She has interviewed both with White House personnel and at the Department of Labor. I have known Meredith for years; she is the wife of one of my former law partners, Peter Wellington. Peter and Meredith moved from Washington to Phoenix, Arizona for a year to help with a matter my former law firm was handling there. During that year, I had an opportunity to see a good bit of both of them, and I have the highest regard for Meredith and her abilities.

As a quick review of the attached resume shows, Meredith has all of the appropriate qualifications for this position. If you have to choose a Republican, and I know the statute requires it, Meredith is the kind of person you would be proud to put on the Board. She is a very bright, very thoughtful and careful lawyer with a real sense of concern for the kind of policy issues that the NLRB has come before it.

As you know, Cabinet Officers are often placed in the position of making "form" recommendations. I want to assure you that is not the case here; I really think Meredith would be a great addition, and that you would not go wrong if you decide to make her your selection.

Sincerely,

STEPTOE & JOHNSON

ATTORNEYS AT LAW

PHOENIX, ARIZONA
CITIBANK TOWERTELEPHONE: (602) 266-6610
FACSIMILE: (602) 274-1970SHIRLEY D. PETERSON
(202) 429-62421330 CONNECTICUT AVENUE, N.W.
WASHINGTON, D.C. 20036-1795(202) 429-3000
FACSIMILE: (202) 429-8204
TELEX: 88-2503STEPTOE & JOHNSON INTERNATIONAL
AFFILIATE IN MOSCOW, RUSSIA

TELEPHONE: (011-7-502) 220-2220

October 25, 1993

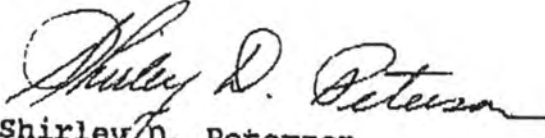
The Honorable Bruce R. Lindsey
Assistant to the President, Advisor and
Director, Office of Presidential Personnel
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. Lindsey

I am writing to recommend Meredith Wellington for the Republican seat on the National Labor Relations Board. I have known Meredith for nearly fifteen years, and I believe that she would serve with distinction in this important position. She is smart, thorough, and fair, and no matter how trying the circumstances, she is always a pleasure to deal with. In short, she has the capabilities required to be an effective member of the NLRB.

A copy of Ms. Wellington's resume is enclosed.

Sincerely,


Shirley D. Peterson

Enclosure

cc: The Honorable Cynthia Metzler



October 14, 1993

1776 I Street, NW, Suite 890
Washington, DC 20006
(202) 452-8200

The Honorable Nancy Landon Kassebaum
United States Senate
Washington, D.C. 20510

Dear Senator Kassebaum:

I am writing to strongly recommend my friend, Meredith Wellington, for the Republican position of Board member at the National Labor Relations Board, because Meredith -- a Marylander and a registered Independent -- has the experience and the judgment to help guide labor law and American labor-management relations at a time when corporations and their employees are trying to forge new relationships.

As you can see from her resume, Meredith's background uniquely prepares her for this important position. In her professional life, she has the rare combination of having represented management -- thus knowing the realities of the workplace and the concerns of corporations -- and having worked for nine years with the National Labor Relations Board. In her civic life, she has been deeply involved in a variety of activities that benefit the community -- with particular concern for those less fortunate. In her work for CARE, the Homemakers Health Aide Society and the Best Friends Foundation. People of all persuasions know her both professionally and privately as someone who is fair and open-minded in her dealings.

Meredith recognizes the need to increase the efficiency of the agency, and to serve all parties -- individual workers, unions, and employers -- expeditiously and with full due process. She will examine the issues which come before her under the National Labor Relations Act -- not with a narrow ideological bias but with an open mind, deciding each case on its own merits.

Nancy, would you be willing to meet Meredith? I would be happy to join you, or, if you prefer we could talk about this on the phone if you could give me a call. Thanks very much.

Sincerely,

William J. Bennett

Chairman
Theodore J. Furstenburg

President
Vic Weber

Directors
William J. Bennett
Malcolm S. Fortney, Jr.

Jack Kucop

Jeanne J. Kirkpatrick

al Novak

Robert H. Robertson, Jr.

Donald H. Rumsfeld

Thomas W. Welzel

Executive Director
Charles M. Kupperman

CONSTANCE A. MORELLA

8TH DISTRICT, MARYLAND

COMMITTEES

POST OFFICE AND CIVIL SERVICE

SCIENCE, SPACE, AND TECHNOLOGY



Congress of the United States

House of Representatives

October 1, 1993

WASHINGTON OFFICE

223 CANNON HOUSE OFFICE BUILDING
WASHINGTON DC 20515-2008
(202) 725-6341

DISTRICT OFFICE

91 MONROE STREET
SUITE #507
ROCKVILLE, MD 20850
(301) 474-3501

The Honorable Robert B. Reich
Secretary of Labor
Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Dear Mr. Secretary:

I am writing to recommend Meredith Wellington, a constituent from Chevy Chase, Maryland, for the Republican position of Board member at the National Labor Relations Board, because Ms. Wellington has the experience to help guide labor law and American labor-management relations in a changing, and increasingly global economy.

Ms. Wellington's background indicates that she has the rare combination of having represented management--thus knowing the realities of the workplace--and having worked for nine years within the National Labor Relations Board. Her resume shows that, in her civic life, she has been involved in a variety of activities--with particular concern for gender issues in her work for Wellesley College and the Homemakers Health Aide Society.

Ms. Wellington notes the need to increase the efficiency of the agency, and to communicate to the "customers" of the NLRB--individual workers, unions, and employers--that the Board is there to serve all parties expeditiously and with full due process. She states that she will examine the issues which come before her under the National Labor Relations Act--not with a narrow ideological bias but with an open mind, deciding each case on its own merits.

I urge you to give Ms. Wellington full consideration as you evaluate candidates for the NLRB post.

Sincerely,

Constance A. Morella
Member of Congress

LAW OFFICES OF
HOWE, ANDERSON & STEYER, P.C.

SUITE 1080

1747 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, D.C. 20005TELEPHONE
(202) 295-5500

FACSIMILE (202) 331-8049

WILLIAM H. HOWE
JAMES E. ANDERSON
RICHARD A. STEYER
MARY LOU SMITH
DANIEL E. DURDEN
PATRICIA T. GONSALVESJOHN J. KELLY
OF COUNSEL

October 21, 1993

The Honorable Robert B. Reich
Secretary of Labor
U. S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Dear Secretary Reich:

I understand that the Clinton Administration is considering nominating Meredith Kays Wellington to serve as a member of the National Labor Relations Board. I am writing to express my strong support for her nomination.

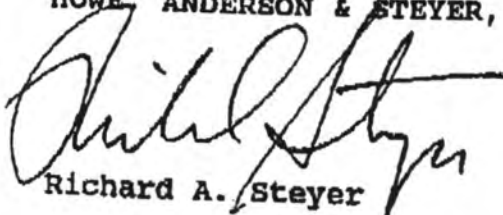
I have been engaged in the practice of labor law for 18 years. For the past 15 years, I have represented employers in labor relations matters, including collective bargaining with unions in the construction and manufacturing sectors. I agree with the statements of President Clinton that the NLRB must reflect a balanced approach to interpreting the nation's labor laws.

Meredith Wellington has an excellent reputation in the labor relations field. She would bring the kind of independent, fair-minded judgment needed at the Board. Her blend of experience in the private sector and as counsel and assistant chief counsel to three Board members makes her superbly qualified for service on the Board.

In sum, I believe Meredith Wellington would be an excellent choice for the NLRB and would have the strong support of the management bar.

Very truly yours,

HOWE, ANDERSON & STEYER, P.C.


Richard A. Steyer

RAS:gm



Kenda Systems, Inc.
One Stiles Road
Salem, NH 03079
800.435.3632

Quality Computer Consultants

October 21, 1993

Senator Judd Gregg
United States Senate
SR-393 Russell
Senate Office Building
Washington, D.C. 20510

Dear Judd:

I know that you, as a member of the Senate Labor Committee, will be looking into candidates for the Republican slot for Board Member at the National Labor Relations Board. I highly recommend Meredith Wellington for that position.

I have worked with Meredith for two years in her capacity as a consultant to the National Association of Computer Consultant Businesses, and I have found her to be hard-working and open minded, and someone who clearly understands the concerns of business in a world of increasing competition. Meredith is well qualified for this important position both because of her experience as a management attorney and her work at the National Labor Relations Board.

I understand that the Republican leadership is presently considering candidates for the Board position. Could you please urge the Republican leadership to include Meredith as a candidate? I'll be in touch.

Sincerely,

Stephan Kenda
President

SK/mc

Member NACCB

CONSTANCE A. MORELLA

8TH DISTRICT, MARYLAND

COMMITTEES

POST OFFICE AND CIVIL SERVICE

SCIENCE, SPACE, AND TECHNOLOGY



WASHINGTON OFFICE
223 CANNON HOUSE OFFICE BUILDING
WASHINGTON DC 20515-2008
(202) 225-5341

DISTRICT OFFICE
151 MONROE STREET
SUITE 2507
ROCKVILLE MD 20850
(301) 424-3501

Congress of the United States

House of Representatives

October 1, 1993

RECEIVED
OCT 4 2 18 PM '93
EXECUTIVE
OFFICE
DEPT. OF
LABOR

LEGISLATIVE
COUNCIL
SECRETARY
2507
20210

930728613

The Honorable Robert B. Reich
Secretary of Labor
Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Dear Mr. Secretary:

I am writing to recommend Meredith Wellington, a constituent from Chevy Chase, Maryland, for the Republican position of Board member at the National Labor Relations Board, because Ms. Wellington has the experience to help guide labor law and American labor-management relations in a changing, and increasingly global economy.

Ms. Wellington's background indicates that she has the rare combination of having represented management--thus knowing the realities of the workplace--and having worked for nine years within the National Labor Relations Board. Her resume shows that, in her civic life, she has been involved in a variety of activities--with particular concern for gender issues in her work for Wellesley College and the Homemakers Health Aide Society.

Ms. Wellington notes the need to increase the efficiency of the agency, and to communicate to the "customers" of the NLRB--individual workers, unions, and employers--that the Board is there to serve all parties expeditiously and with full due process. She states that she will examine the issues which come before her under the National Labor Relations Act--not with a narrow ideological bias but with an open mind, deciding each case on its own merits.

I urge you to give Ms. Wellington full consideration as you evaluate candidates for the NLRB post.

Sincerely,

Constance A. Morella
Constance A. Morella
Member of Congress

Cc/Deputy Secretary Thomas Glynn

**DENNIS PAPADOPOULOS
3705 RAYMOND STREET
CHEVY CHASE, MD 20815
(301) 656-8007**

**The Honorable Paul S. Sarbanes
United States Senate
Washington, D.C. 20510**

October 22, 1993

Dear Paul :

I am writing to ask your support for my dear friend, Meredith Wellington, who is in the list of potential nominees for the Republican position of Board member at the National Labor Relations Board. I can assure you that Meredith - a Marylander and a registered independent - is guided by philosophical and political principles close to yours. She has the experience and the judgment to help guide labor law and labor-management relations in a changing, and increasingly global economy.

As you can see from her resume, Meredith's background uniquely prepares her for this important position. In her professional life, she has the rare combination of having represented management -- thus knowing the realities of the workplace -- and having worked for nine years with the National Labor Relations Board. In her civic life she has been deeply involved in a variety of activities that benefit the Maryland community -- with particular concern for gender issues in her work for Wellesley College and the Homemakers Health Aide Society. People of all political persuasions know her both professionally and privately as someone who is fair and open minded in her dealings.

Meredith recognizes the need to increase the efficiency of the agency, and to communicate to the "customers" of the NLRB -- individual workers, unions, and employers -- expeditiously and with full due process. She will examine the issues which come before her under the National Labor Relations Act not with a narrow ideological bias but with an open mind, deciding each case on its merits.

Paul, I would very much appreciate if you could meet with Meredith. I have taken the liberty to ask her to call your office. If you want to talk to me about it please call me either at home or at the University of Maryland (301-405-1526).

**With best wishes
Dennis Papadopoulos**

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Mary Harrington

Divider Title: _____

Mary J. Harrington

187 Coniston Drive
Rochester, New York 14610
(716) 288-8060

EMPLOYMENT EXPERIENCE**Director, Corporate Labor Relations & Public Policy**

(1991 - Present)

Eastman Kodak Company
Rochester New York

- Advise management on corporate labor relations policies and strategy
- Monitor external labor climate and trends (domestic and global), anticipate issues and recommend appropriate strategies
- Consult internally on activities having labor relations implications (eg. acquisitions, new business organizations, personnel policies and programs, downsizing)
- Develop programs to train/enhance labor relations capability of supervision and HR personnel
- Direct and coordinate corporate response to union organizing attempts
- Monitor, analyze and recommend corporate position on proposed state and federal labor legislation/regulations
- Advise internal personnel on implementation of new labor legislation and regulations
- Participate on industry coalitions/task forces (eg. Business Council, Labor Policy Association, Equal Employment Advisory Council, US Council for International Business, etc.)
- Corporate liaison to Rochester Labor Council and Construction unions

Director, Corporate Labor Relations

(1990 - 1991)

Eastman Kodak Company
Rochester, New York

- Advised management on corporate labor relations policies and strategies
- Monitored external labor climate and trends, anticipated issues and recommended appropriate strategies
- Planned and directed site labor relations audits
- Developed and coordinated delivery of labor relations training program for all U.S. managerial and H.R. personnel
- Corporate liaison to Rochester Labor Council and Construction unions
- Directed and coordinated corporate response to union organizing attempts
- Participated on corporate task forces for restructuring, redeployment and downsizing activities
- Internal consultant on Human Resource policy and practice

Director, Corporate Employee Relations

(12/86 - 8/90)

Eastman Kodak Company
Rochester, New York

- Advised corporate and line management on labor and employment policies and practices
- Directed Corporate Diversity, EEO, Affirmative Action, and Corporate Small and Disadvantaged Business Development Programs
- Developed comprehensive plan for family support programs
- Directed corporate response to OFCCP compliance reviews and discrimination charges
- Coordinated and monitored downsizing activities of business units; developed and implemented system changes to comply with WARN reporting requirements
- Coordinated internal compliance with new employment legislation and regulations
- Liaison to Rochester Labor Council and Construction Trade Unions

Associate Director, Corporate Employee Relations

(5/86 - 12/86)

Eastman Kodak Company
Rochester, New York

- Assisted director in management of departmental functions
- Developed labor relations training program for new supervisors

Legal Counsel, Personnel Relations

(10/84 - 5/86)

Eastman Kodak Company
Rochester, New York

- Legal counsel to personnel relations and line management on labor and employment law issues, as well as all human resource policies and practices
- Case management of employment litigation placed with outside counsel
- Represented corporation on matters under investigation by state and local Human Rights Commissions, EEOC, OFCCP, NLRB, and state or federal Departments of Labor

Labor Attorney

(1980 - 1984)

Harris, Beach, Wilcox, Rubin & Levy
Rochester, New York

- Advised management clients on all aspects of labor, employment and education law
- Counseled management clients on:
 - personnel policies and practices
 - labor contract interpretation and administration
 - response to union organizing drives
- Represented management for:
 - NLRB investigations and hearings
 - Grievance arbitrations
 - Labor contract negotiations
 - Discrimination charges
- Drafted employee handbooks; delivered management training programs on labor and employment issues

Legal Assistant

National Labor Relations Board
Washington, D.C.

(Summer 1979)

- Consulted with Member Truesdale and his Counsel in the formulation of position on issues presented
- Researched and drafted NLRB Decisions and Orders and accompanying Memoranda of Law

Teacher, Health Education

Liverpool High School
Liverpool, New York

(1973 - 1977)

School Nurse-Teacher

Baldwinsville Central School
Baldwinsville, New York

(1972 - 1973)

Registered Professional Nurse

Syracuse, New York

(1949 - 1951)

OTHER LABOR RELATED EXPERIENCE

Vice-President, United Liverpool Faculty Association (ULFA), (1975-1977)
(N.Y. State United Teachers, AFL-CIO), (700 members)

Contract Negotiating Team, ULFA, (1975-1978)

- research and drafting of contract proposals
- contract negotiations

Member Grievance Committee, ULFA, (1975-1978)

- informal and formal conflict resolution at first and second stage

Union Steward, ULFA, (1974-1975)

EDUCATION

Syracuse University College Law, Syracuse, New York

J.D., December 1979

Honors:

Magna cum laude, class rank: 8/214

Justinian Honorary Law Society

Order of the COIF

State University of New York College at Cortland, Cortland, New York

M.S. in Education, 1980

State University of New York College at Cortland, Cortland, New York

B.S. in Health Education, 1972

Honors:

Summa cum laude graduate, class rank: 2/1000

Moffett Scholar (1970-71 and 1971-72)

Kappa Delta Pi Educational Honor Society

St. Joseph's Hospital School of Nursing, Syracuse, New York, 1949

CURRENT PROFESSIONAL MEMBERSHIPS

- Joint Multi-national Labor Relations Committee, U.S. Council for International Business and National Association for Manufacturers
- National Association of Manufacturers Subcommittee on International Labor Relations (Chairperson)
- National Association of Manufacturers, Labor and Employment Law Subcommittee
- New York State Bar Association and Labor Law Section
- Rochester Human Resources Group
- Society for Human Resource Management
- U.S. Council for International Business, NAFTA Labor Subcommittee
- Wharton Research Advisory Group, Wharton Center for Human Resources, University of Pennsylvania - Executive Committee Member

REFERENCES

References available upon request.

United States Senate

OFFICE OF THE REPUBLICAN LEADER
WASHINGTON, DC 20510-7020

October 25, 1993

Mr. Bruce Lindsey
Director
Office of Presidential Personnel
Old Executive Office Building
Washington, DC 20500

Dear Mr. Lindsey:

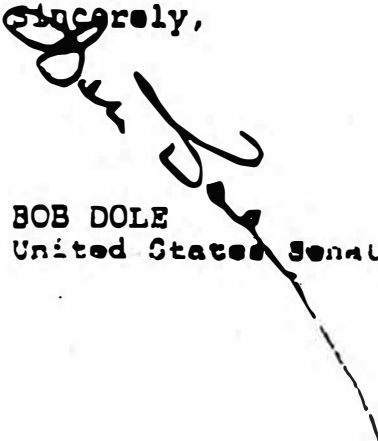
I am pleased to recommend Mary J. Harrington of New York for the President's appointment to the non-Democratic vacancy on the National Labor Relations Board.

Mary Harrington has nearly two decades of practical experience on both sides of the bargaining table -- first as a union member and official, later as a labor counsel to management. Before becoming an attorney, Ms. Harrington was a registered nurse, a teacher, a union contract negotiator and a union officer. She is now the Director of Corporate Labor Relations and Public Policy at Eastman Kodak Company, a company whose corporate citizenship and labor relations policies are considered among the finest in the nation.

Both union and management have entrusted Ms. Harrington to represent them in labor negotiations, and both have found her to be competent, effective and fair-minded.

I believe Mary Harrington will serve the National Labor Relations Board with distinction. Please give her every consideration as you prepare your recommendations for the President.

Sincerely,


BOB DOLE
United States Senate

Enclosure

Clinton Presidential Records Digital Records Marker

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Sharon Prost

Divider Title: _____



United States Senate

WASHINGTON, D. C.

October 20, 1993

Dear Mr. President:

We are writing to strongly recommend Sharon Prost for the Republican seat on the National Labor Relations Board. Ms. Prost's education and extensive professional experience in labor relations uniquely qualify her for this position.

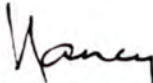
After graduating from Cornell University's School of Industrial and Labor Relations, Ms. Prost earned three graduate degrees--an MBA, a JD, and an LLM--while simultaneously pursuing a career in labor law. That career has taken Ms. Prost from the General Accounting Office and the Federal Labor Relations Authority, where she worked as a labor relations specialist and a field attorney litigating unfair labor practice cases, respectively, to the National Labor Relations Board, where Ms. Prost was Associate Solicitor and Acting Solicitor. Since 1989, Ms. Prost has served as Minority Chief Counsel to both the Labor and Judiciary Committees in the United States Senate.

We can attest, along with other Senators on both sides of the aisle, to Ms. Prost's high degree of professionalism and integrity. Given Ms. Prost's experience and knowledge of labor law, we are confident that she would be a superb choice to serve on the NLRB.

Both employers and labor unions must have confidence in the NLRB in order for it to function effectively. Ms. Prost will bring the appropriate balance to the Board that is necessary to ensure that all parties--whether management or labor--will receive a fair and equitable hearing of their concerns.

We strongly urge you to nominate Sharon Prost to be a member of the National Labor Relations Board.

Sincerely,



Nancy Landon Kassebaum
United States Senator



Orrin G. Hatch
United States Senator