

Jim
Submitted for
POUS' book look
for Early Childhood
Cont. Did not use, but
should do reply. Cohen
may have been at Conference
Phil 4/17/99

Chen



ASSOCIATION OF
AMERICAN
MEDICAL COLLEGES

2450 N STREET, NW, WASHINGTON, DC 20037-1127
PHONE 202-828-0400 FAX 202-828-1125

Jordan J. Cohen, M.D., President

April 17, 1997

The President
The White House
Washington, DC 20500

Dear Mr. President:

On behalf of the Association of American Medical Colleges (AAMC), I write to express our strong support for your efforts to extend health care coverage to the ten million American children who are currently without coverage.

Recent studies have shown that the reduction in the availability of health insurance has disproportionately affected children in part due to the decline in employment-based dependent coverage coupled with the general reduction of employment-based coverage. As you know, lack of health insurance coverage has been shown to be a deterrent for individuals both in requesting and receiving care. As a result, many uninsured persons seek treatment for themselves and their family when their condition is more advanced and, as a result, more difficult and expensive to treat. For a child, forgoing needed medical care can have implications that last a lifetime.

The AAMC represents all of the nation's 125 accredited medical schools, approximately 400 major teaching hospitals, including 75 Veterans Affairs medical centers, the faculty of these institutions through 89 constituent academic society members and the more than 160,000 men and women in medical education as students and residents. The AAMC member institutions, which have the multiple missions of education and training, research and direct patient care, are acutely aware of the rise in the number of uninsured Americans, many of whom seek treatment at our institutions.

As you strive to reach an agreement on a balanced budget, the AAMC strongly supports your efforts as well as those on Capitol Hill to include a significant investment to expand health insurance coverage for children. We are prepared to work with you, your staff and members of Congress to achieve this critical objective for our nation's children.

Sincerely,

A handwritten signature in cursive script that reads "Jordan J. Cohen".

Jordan J. Cohen, M.D.
President

THE PRESIDENT HAS SEEN
4-17-97

GOP Senators May Delay Vote on Labor Nominee

By a WALL STREET JOURNAL Staff Reporter
WASHINGTON — Senate Republicans, angry at President Clinton's plan to issue a labor-friendly executive order, threatened to delay today's scheduled confirmation vote on Labor Secretary nominee Alexis Herman unless the president backs down.

Senate Majority Leader Trent Lott (R., Miss.) said Mr. Clinton has shown a "pattern of doing things through executive order that should really be done by the legislative process." Republicans also threatened to cut the Labor Department's funding.

Mr. Clinton's proposal would require companies that want to do business with the federal government to have a "satisfactory" record on labor relations.

White House Press Secretary Michael McCurry said, "We will work to understand and satisfy the majority leader's concerns. But we do think the time has come for a vote."

CORRECTIONS & AMPLIFICATIONS

TOTAL RETURNS in 1996 to common shareholders in some of the largest factory-outlet REITs were incorrect in a table accompanying an April 3 article on the Property Report page. The erroneous information was supplied by NatWest Securities Corp. The correct returns are: Chelsea GCA Realty, up 23.3%; FAC Realty, down 43.8%; Horizon Group, down 3.96%; Prime Retail, up 16.4% and Tanger Factory Outlet, up 16.7%.

* * *

TELCO COMMUNICATIONS GROUP Inc.'s Dial & Save service charges \$2.85 for a 20-minute telephone call from New York to Chicago at 9 p.m. Monday through Friday. A table in yesterday's edition incorrectly gave the long-distance marketer's charge as \$4.50.

* * *

KPMG PEAT MARWICK LLP's director of the compensation practice is Peter Chingos. In yesterday's Work Week column, his name was given incorrectly.

* * *

THE ISLAND Sir Francis Drake visited with Turkish prisoners in the 16th century was Roanoke Island off the coast of North Carolina. An article about an Appalachian mountain clan on Monday incorrectly said the island was off Roanoke, Va. The visit took place in 1586, not 1566 as the article stated.

Treasury Plans Sale Of \$12 Billion in Bills

By a WALL STREET JOURNAL Staff Reporter
WASHINGTON — The Treasury plans to pay down \$6.23 billion on the public debt with the sale Monday of about \$12 billion in short-term bills.

Maturing bills outstanding total \$18.22 billion.

The offering will be divided evenly between 13-week and 26-week bills maturing on July 24 and Oct. 23, respectively.

The Cusip number for the three-month bills is 9127942S2. The Cusip number for the six-month bills is 9127945R1.

Noncompetitive tenders for the bills, available in minimum \$10,000 denominations, must be received by noon EDT Monday at the Treasury or at Federal Reserve banks or branches. Competitive tenders for the bills must be received by 1 p.m. EDT.

An Increase in Immigration Of Skilled Workers Is Urged

By a WALL STREET JOURNAL Staff Reporter

INDIANAPOLIS — To compensate for the nation's aging labor pool, a leading think tank is urging U.S. employers to press for "enlightened immigration policies" that give preference to people with marketable skills and education.

In its soon-to-be-released "Workforce 2020" study, the Hudson Institute estimates that the work force growth rate will slow to about 1% a year by 2000 as college-educated baby boomers begin to retire. This will result in growing shortages of highly skilled workers, undermining future economic growth. The U.S. will need to increase its supply of skilled workers — partly by attracting more immigrants, the report proposes.

The report notes that adult immigrants are nearly twice as likely to lack a high-school diploma than are native-born adults. Immigrants' skills levels need to be raised, the study says, by providing training and perhaps by altering immigration policies to make education and skill level more important criteria.

Hudson researchers reject the argument that increased immigration of skilled workers would throw U.S.-born employees out of work. High-technology companies have hired foreign-born workers to fill a dearth of qualified applicants, the report notes. Without them, the report adds, "it might be difficult for America to retain its global lead in information technology."

SBA to Lower Loan Limits Due to Heated Demand

By a WALL STREET JOURNAL Staff Reporter

WASHINGTON — The U.S. Small Business Administration, faced with the possibility of running out of money for its popular government-guaranteed-loan program, announced plans to reduce the maximum loan amount in the so-called 7(a) program.

Aida Alvarez, the agency's administrator, said the SBA plans to cap 7(a) loans at \$500,000. Presently, the agency guarantees loans of as much as \$1 million or more, she said.

The agency, which has a budget that would enable it to guarantee \$7.8 billion in loans for the year ending Sept. 30, 1997,

last month determined that the program didn't have enough money to meet current demand for small-business loans, Ms. Alvarez said. Under the 7(a) program, the SBA guarantees 75% to 85% of the total loan amount, depending on the size of the loan.

Ms. Alvarez said she views the cap, which would take effect May 5, as a temporary action. She said Congress, which has a 15-day comment period, may propose alternate legislative action, including authorizing an additional \$43 million, which the agency said it needs to meet anticipated demand for the current fiscal year.

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THE WALL STREET JOURNAL
WEDNESDAY, APRIL 16, 1997

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Report confirms FBI lab flaws

Challenges to verdicts now expected

By Gary Fields and Kevin Johnson
USA TODAY

A1

WASHINGTON, D.C. — The Justice Department's inspector general Tuesday confirmed there were problems in the FBI crime lab that resulted in inaccurate and scientifically flawed testimony.

The fallout from his 18-month investigation could be enormous, said Inspector General Michael Bromwich.

"There will be challenges (of cases and convictions) there's no doubt about that."

But Bromwich's report stopped short of confirming former FBI lab supervisor Frederic Whitehurst's allegations that lab employees routinely perjured themselves and slanted the analysis of evidence to help prosecutors.

Bromwich said in such cases as the Oklahoma City and World Trade Center bombings, scientists and investigators:

- ▶ Testified on subjects beyond their areas of expertise.
- ▶ Overstated evidence.
- ▶ Did not fully document test results and did not adequately record reports.

But the report did not substantiate Whitehurst's allegations of perjury and fabricated evidence, Bromwich said.

Whitehurst's lawyer, Stephen Kohn, said the report does validate his client.

It "has a lot of spins that are typical Washington," Kohn said. "The underlying facts are very strong. They gave false testimony. In our book false testimony is perjury."

Whitehurst has been raising questions about the lab since 1986. Lab supervisors conducted an internal investigation in 1992 but took no action despite evidence of problems.

The inspector general's office, responsible for investigating allegations of wrongdoing in the Justice Department, began its probe in 1994 when Whitehurst's charges first became known outside the FBI.

Whitehurst said Tuesday that the report "is the first positive step forward in 25 years."

The report makes 40 recommendations, including seeking accreditation for the lab, reorganizing the explosives unit and reassigning all evidence examiners who do not have scientific backgrounds.

FBI officials said the recommendations are being implemented. And a lab director will be appointed from outside the FBI for the first time in the lab's 64-year history.

In 1996, the lab analyzed 600,000 pieces of evidence in 20,000 cases.

▶ Lawyers gear up, 3A

Court rejects drug tests for political candidates

By Tony Mauro
USA TODAY

A1

A Georgia law that requires political candidates to be tested for drugs was struck down by the Supreme Court Tuesday as a violation of personal privacy.

The 8-1 decision shows that the court, usually supportive of the war on drugs, views some anti-drug measures skeptically.

Justice Ruth Bader Ginsburg said the Georgia drug test, a prerequisite for appearing on the ballot, violated the Fourth Amendment's prohibition against "unreasonable searches and seizures."

The ruling breaks from past cases in which the court upheld suspicionless drug tests where public safety and law enforcement require it, such as transportation officials.

But the court stopped short of ruling out other testing, leaving open the possibility that candidates could be required to take a general health test that might include a drug test.

"I'm happy for me, but ... the court still speaks approvingly of the drug war," said Walker Chandler of Zebulon, Ga., a Libertarian Party candidate who challenged the law.

Georgia Attorney General Michael Bowers, who defended the law, called it "inconceivable" that people who want to head state government "cannot be checked at least this one time."

Georgia is the only state that has such a law.

Chief Justice William Rehnquist was the lone dissenter.

▶ Title I school case, 3A

THE PRESIDENT HAS SEEN
4-17-97

Baseball says Robinson number belongs to ages

Ceremonies at Shea, 1C

By Chuck Johnson
USA TODAY

A1

NEW YORK — Jackie Robinson, whose debut 50 years ago changed major league baseball and the attitude of a nation, had his uniform No. 42 retired forever Tuesday night in a celebration of his legacy.

President Clinton led the tribute to the Hall of Famer during a 15-minute ceremony after the fifth inning of the Mets-Dodgers in New York.

"I can't help thinking that if Jackie Robinson were here tonight, he would say we have done a lot of good in the last 50 years, but we can do better," Clinton said.

The president was accompanied by Robinson's widow, Rachel, and acting baseball commissioner Bud Selig.

"Jackie Robinson was and remains bigger than the game," said Selig in announcing that Robinson's number will be retired in perpetuity. "Number 42 belongs to Jackie Robinson for the ages."

Selig said all those currently wearing No. 42 can wear it for their careers.

Jesse Simms, Robinson's grandson, who is headed for UCLA to play football as his grandfather did, threw out the first pitch.

USA TODAY
WEDNESDAY, APRIL 16, 1997

Handwritten notes:
What's going on here - 10/1/97
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THE PRESIDENT HAS SEEN
4-17-97

Threefold Rise in Anti-Muslim Bias Reported

Allegations of Discrimination Increase; Violence Stays the Same

Incidents of anti-Muslim discrimination increased threefold in the last year, but the number of violent attacks remained about the same, according to a report released yesterday by a Washington-based Islamic advocacy group.

The report, titled "The Status of Muslim Civil Rights in the United States," is the second assessment of anti-Muslim harassment published by the Council on American-Islamic Relations. Its first report came out a year ago.

The document, which lists 240 incidents, is "a collection of grass-roots experiences," said Muhammad Nimer, who wrote the report.

The council did not independently establish in every case whether the claim of anti-Muslim discrimination was actual or apparent. For that reason, Nimer said, the list should not be seen as "an audit of anti-Muslim incidents" but as "self-narratives" that highlight the experience of Muslims in U.S. society.

"The record we share with you today is not all unhappy endings," Nimer added, noting that 16 incidents of actual or alleged discrimination were satisfactorily resolved. In 10, for example, Muslims won the right to practice their religion on the job.

Nimer said the increase in reported incidents "may reflect an increased awareness . . . and activism" among the estimated 5 million Muslims living in this country and a greater willingness to stand up for their rights.

The Washington Post

WEDNESDAY, APRIL 16, 1997

Mair
FD-1

LILLIAN VERNON®

Staff Sec -
Lillian Vernon
Sent this to the
President. Does
Counsel's office
need to handle?
- nurse
Lew

April 9, 1997

Dear

Mr. President

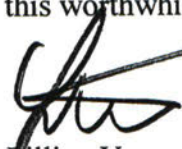
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I have been asked to help raise at least \$500,000 to assist the **Home Care Program/Memorial Sloan Kettering Cancer Center** in completing its endowment. The Home Care Program cares for homebound people living with a catastrophic illness. It offers physiological and psychological symptom control, without charge, to them and their families or significant others. Care is given 24 hours a day, 365 days a year. The endowment will also enable the program to secure the services of a home care nurse. The more money raised, the greater the number of people that will have their needs met in a compassionate and professional manner.

In order to reach this target, we ask you to kindly do the following:

1. Please forward a check for **\$10.00** (no more!) made payable to "**The Home Care Program/MSKCC**". Mail to: Dr. Jimmie Holland, The Home Care Program/MSKCC, Box 421, New York, NY 10021.
2. Please retype this letter on your own letterhead and send it to 10 individuals in your company or organization whom you know personally and would be willing to help. With your letter, please enclose *your* list, as well as a copy of the enclosed lists to-date.

All contributions are fully tax deductible. No goods or services have been offered to you or will be sent to you in consideration of your gift. Thanks for joining me in supporting this worthwhile endeavor.


Lillian Vernon

DS:lv

Enclosures

Send to Doris
Yes ☒
No ☐

coordinate w/ Counsel?

Yes ☒
No ☐

4-17-97

LILLIAN VERNON[®]

LILLIAN VERNON CORPORATION

HAS SENT LETTERS TO THE

FOLLOWING PEOPLE:

1. Dr. Hadassah Brooks Morgan
2. Joel Salon, Salon Marrow Dyckman
3. Bill Clinton, President of the United States
4. Michael Lynch
5. Gene Donnelly, Coopers & Lybrand
6. Seymour W. Zises, Family Management Corporation
7. Beverly Sills, Lincoln Center for the Performing Arts
8. Herman Sandler
9. Harry Quadracci
10. Fred Hochberg



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Salisbury, Connecticut 06068

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Fax 203-435-9810

HOME CARE PROGRAM / MSKCC ENDOWMENT

IRA HOWARD LEVY

has sent letters to the following people:

Henry Van Ameringen
Mr. & Mrs. Frederick Beinecke
Brooke Berlind
Gabriella de Ferrari
Pamela Fiori
Reverend & Mrs. Steven Garmey
Mr. & Mrs. Arthur Taylor
Ms. Jill Spauding
Mr. & Mrs. Wilmer Thomas
Ms. Lillian Vernon

Culbro Corporation

387 Park Avenue South
New York, NY 10016-8899
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Fax: 212/561-8979



Edgar M. Cullman, Jr.
President
Chief Executive Officer
Phone 212/448-3805
Fax 212/561-8971

The Home Care Program/MSKCC Endowment

Edgar M. Cullman, Jr. sent letters to the following people:

John Bernbach
Massimo Ferragamo
Peter T. Grauer
Rodger H. Hess
Jeffrey H. Kuhr
Ira Howard Levy
Marvin R. Shanken
Thomas W. Strauss
Richard Wyckoff
Eugene I. Zuriff

STEPHEN E. MIRON
ROUTE 9W & KATRINE LANE
P. O. BOX 1598
KINGSTON, NEW YORK 12401-0598
Tel. (914) 336-6000 Facs. (914) 336-8311

THE HOME CARE PROGRAM/MSKCC ENDOWMENT

Stephen E. Miron sent letters to the following people:

Scott Ledbetter

Steven M. Gluckstern

Richard Grossman

Karl Von Der Heyden

Bruno Bich

Howard Milstein

Andrew Potash

Tom Block

Niall Coughlin

Edgar M. Cullman, Jr.



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Emmanuel Merle sent letters to the following people:

Richard Blaser
Robert Briefel
François Chateau
Paul Clemenceau
Alan Fein

Steve Miron
Nicholas Ratut
Mahmoud Tiar
Allen Wheat
John Wyman

November 18th, 1996

HOME CARE PROGRAM/MSKCC ENDOWMENT

Effie Fribourg sent letters to the following people

Mary Ann Fribourg

Nadine and Jerry Newman

Caroline and Jon Rosen

Babeth and Paul Fribourg

Celine and Charles Fribourg

Carley Cunniff

Caroline and Paul cronson

Sue and Peter Mirabella

Judith van Amringe

Georgia and Glen Greenberg

Paul and Babeth Fribourg sent letters to:

Mr. David Tendler
Mr. Lawrence Weinbach
Mr. Clark Winter, Jr.
Mr. John Arnhold
Mr. Axel Schupf
Mr. John Weinberg
Mr. Antoine Bernheim
Mr. John Haskell
Mr. Alain Wertheimer
Mr. Emmanuel Merle



**The Home Care Program / Memorial Sloan Kettering Cancer Center
Endowment**

Annemarie Cairns sent letters to the following people:

Susan Bloomberg

Penelope Casadesus

Gretchen Grissanti

Sale Johnson

Pat Magdol

Cynthia Mas

Sandra Nunnerly

Rose-Lee Reinhard

Ophelia Rudin

Karen Warshaw

Karen Warshaw Ltd.

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11/11/96

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Karen Warshaw sent letters to the following people:

*Karen Duncan
Jane Gaillard
Janice Bayer
Treva DeLeeuw
Effie Fribourg
Mark Hampton
Barbara Jakobson
Susan Lawrence
Wendy Levey
Charlotte Moss*

CAIRNS & ASSOCIATES, INC.
641 LEXINGTON AVENUE
NEW YORK, NY 10022-4503
212 421.9770
212 421.9799 FAX

GEOFFREY WEBSTER SENT LETTERS TO THE FOLLOWING TWENTY PEOPLE:

Lawrence Aiken
Fernando Aleu
Matthew Bronfman
Arlene Dahl
Annette Green
Andrea Jung
Arie Kopelman
Kenneth Lane
John Ledes
Jerry Levin
Linda LoRe
Robert Nielsen
Stephanie Powers
Anthony Quinn
RuPaul
Martha Stewart
Jane Terker
Diane VonFurstenberg
Jeanette Wagner
Sally Yeh

DECOR

Juan McInnes Editor in Chief 212-767-1809

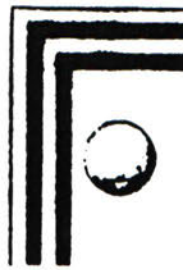
A Publication of the International Society of Perfumers

MARTIN MCEVOY SENT LETTERS TO THE FOLLOWING PEOPLE:

Madison Cox
Robert Isabella
John F. Kennedy
Matthew Marks
Isaac Mizrahi
David Pecker
Alexandra Penney
Chesley Rayner
Daniel Romualdez
Geoffrey Webster

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The
Fragrance
Foundation

The Home Care Program/ Memorial Sloan Kettering Cancer Center Endowment

Annette Green sent letters to the following people:

Ann Marie Cairns
Alice Fixx
Dorothy Foster
Ben Gilliken
Eugene Matarese
Marina Mayer
Denise Silverberg
Kathy Yohalem
Barbara Zimmerman
Gabriella Zuckerman

(212) 725-2755
Fax (212) 779-9053

145 east 32 street, new york, ny 10016-6002

Home Care Program/MSKCC Endowment

Robert A. Meister sent letters to the following 10 people:

Stephen Cooper
Daniel Doctoroff
Arnold Fisher
Gerald Goldsmith
David Markin
Joel Pashcow
Robert Spass
Allan Tessler
Morris Weissman
William Wishnick

Home Care Program MSKCC Endowment

Julian Bernstein sent letters to the following ten people:

Robert Wax
Isadore Becker
Ken Carmel
Tom Parrinello
Scott Spector
Paul Eichler
Joe Dehler
Herb Schneiderman
Jane Cheung
Sanford Greenberg

HOME CARE PROGRAM MSKCC ENDOWMENT

JANE CHUNG SENT LETTERS TO THE FOLLOWING TEN PEOPLE

Cristina Azano
Sonja Caproni
Patti Cohen
Donna Karan
Alida Miller
David Mitchell
Robert Nagle
Josh Piccard
Michael Sur
Man Wang

Home Care Program MSKCC Endowment

Morris Weissman sent letters to the following 10 people:

Jeffrey Silverman
Gary Felsher
Roger Franklin
Joe Wofchuk
John Pomerantz
Bob Morrow
Peter Rothschild
Bill Schaffel
Jerry Kravat
Rich Gelfond

HOME CARE PROGRAM MSKCC ENDOWMENT

SONJA CAPRONI SENT LETTERS TO THE FOLLOWING TEN PEOPLE:

George Ackerman
Linda Beauchamp
Stephen Dweck
Neil Fox
Etta Froio
Vicky Haupt
Lewis Koppelman
Marty Kravat
Marian McEvoy
Miriam Ruzow

Home Care Program MSKCC Endowment

Dominick Felicetti sent letters to the following ten people:

Julie Bernstein
Barry Kivor
Jay Burko
Ira Gable
Robert Alexander
Arl Grossman
Ralph Iannazoni
Bruce Fung
Steve Hennrich

Home Care Program/MSKCC Endowment
June 11, 1996

Carol and Robin Farkas sent letters to:

Laura and Gary Lauder
Evelyn and Leonard Lauder
Pamela and Andrew Farkas
Karen and David Mandelbaum
Judy and Michael Steinhardt
Harriet and Ronald Weintraub
Fredda Weiss and Richard Masur
Renee and Bob Belfer
Sue and Donald Newhouse
Judi and Leonard Polisar
Robert Denison
Sue and Sandy Greenberg
Cynthia and John Beerbower
Mark Lowham
Karen Gantz and Eric Zahler
Barbara and Donald Tober
Zita and Ed Rosenthal
Sue and Elihu Rose
Jane and Marc Nathanson
Barbara and Mort Klaus
Jonny Herman
Lyn and Jerry Handler
Susan and Monte Hurowitz
Norma and Gordon Smith

PLEASE NOTE. This long list is to get the project started. We ask that each of you follow the request in our letter: send only 10 letters and include this listing with each letter. Thanks!!!

Home Care Program MSKCC Endowment

John Pomerantz sent letters to the following ten people:

*Cate Bandel
Dominick Felicetti
Allan Feller
Samuel Lindenbaum
Matthew Lustig
Stanley Sapery
Michael Tarnopol
Joel Ullman
John Ward
Seymour Zises*

ANDREW H. TISCH
Chairman of the
Management Committee

Home Care Program/MSKCC Endowment

Andrew Tisch Sent Letters To The Following Ten People:

Mena Ackerman
Frank Ginsberg
Herb Hofmann
Tom Nides
David Cornstein
Dr. Ronald Dozoretz
Richard Brudner
Peter Faucetta
Robert DiNicola
Steve Roth

NETWO

Group of Compa

Home Care Program/MSKCC Endowment

Richard Brudner sent letters to the the following 10 people:

Peter Kalikow
David Mack
Larry Reed
Jerry Modell
Robert Meister
Howard Kaye
Robert Baker
Marna Berger
Dick Solar
Howard Kaskel

Letters given
to President
in Hispanic
Caucus ~~mtg~~

4-17-97

Send to Legislative
Affairs —

Yes ☒

No ☐

c

Phil
should I have
sent these
directly to
correspondence
it



League of United Latin American Citizens

NATIONAL PRESIDENT

Belen B. Robles

NATIONAL OFFICERS

Oscar Moran

Immediate Past President

Carolina Medina

Treasurer

Alejandro Moran

Youth President

Licetia Castillo

VP for Elderly

Margaret F. Mata

VP for Women

Carlos Alexis Lopez

VP for Youth

Damaris Sifuentes

VP for Young Adults

Jose R. Pacheco

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Maria D'Amaral

VP for Midwest

Cesar Monzon

VP for Northeast

Elise Valdes

VP for Southeast

Rector Flores

VP for Southwest

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Maria Pizarra

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Asencion Hernandez

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Julie Cesar Moscoso

Maryland

Carlos Limera

Massachusetts

Augusta Sanchez

Michigan

John Castro

Nevada

Peggy Amato

New Jersey

Connie Martinez

New Mexico

Julie Aguilera

New York

Antonio Barreto, Jr.

Oklahoma

Law Mason

Pennsylvania

Carlos Lopez Nieves

Puerto Rico

Angie Garcia

Texas

Walter Tejeda

Virginia

December 11, 1996

The President

The White House

Washington, DC 20500-0049

Dear Mr. President:

On behalf of the members of the League of United Latin American Citizens, this nation's oldest and largest Hispanic organization, it is an honor to extend to you an invitation to serve as the keynote speaker for the 1997 LULAC National Convention. Ideally, we would like you to speak at our Presidential Banquet to be held on Friday, June 27, 1997. However, we would be honored to have you speak at any time during the convention which takes place from June 25 through June 27 at the Anaheim Marriot Hotel in Anaheim, California.

This year's convention is expected to draw over 6,000 people, including top leaders from government, business, and the Hispanic community. The theme, "Empowering Hispanic America: Embracing our Past...Defining our Future," emphasizes the proud history of Hispanics in America and the increasingly important role we will play in the future.

LULAC played a critical role in the effort to register Hispanic voters in the last several years which led to a record number of Hispanics voting in the 1996 elections. Your keynote at the LULAC National Convention will inspire our members to double their efforts and ensure an even larger Hispanic voter turn out in future elections.

I have enclosed some information about the convention for your review. I hope that you will be able to honor our request and further strengthen the special relationship between LULAC and your Presidency.

Respectfully,

Belen B. Robles

LULAC National President



League of United Latin American Citizens

NATIONAL PRESIDENT

Belen B. Robles

NATIONAL OFFICERS

Oscar Moran
Immediate Past President
Carolina Mañón
Treasurer
Alejandro Meras
Youth President
Ursula Castillo
VP for Elderly
Margaret P. Main
VP for Women
Carlos Alexis Lopez
VP for Youth
Damaris Sifuentes
VP for Young Adults
Jose R. Pacheco
VP for Far West
Maria D'Amazena
VP for Midwest
Cesar Monzon
VP for Northeast
Stela Valdes
VP for Southeast
Nector Flores
VP for Southwest

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Arizona
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Arkansas
Vera Marquez
California
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Colorado
Ada Peña
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Florida
Sheraton Frank
Georgia
Alfina Arellano
Illinois
Marie Finner
Indiana
Nick Ezyer
Iowa
Asencion Hernandez
Kansas
David A. Garza
Louisiana
Julio Cesar Mendez
Maryland
Carlos Linares
Massachusetts
Augustin Sanchez
Michigan
John Castro
Nevada
Peggy Amante
New Jersey
Connie Martinez
New Mexico
Jette Aguilera
New York
Antonio Borrego, Jr.
Oklahoma
Luis Munoz
Pennsylvania
Carlos Lopez Nieves
Puerto Rico
Angie Garcia
Texas
Walter Tejeda
Virginia

March 16, 1997

The Honorable Loretta Sanchez
United States House of Representatives
1529 Longworth HOB
Washington, DC 20515

Dear Congresswoman Sanchez:

On behalf of the members of the League of United Latin American Citizens, this nation's oldest and largest Hispanic organization, I request your assistance to bring President Bill Clinton to Anaheim California on Friday, June 27, 1997 to give the keynote speech at the LULAC Presidential Banquet.

Enclosed is a copy of the letter we sent him inviting him to come. Our understanding is that you are meeting with him today at four and we were hoping that you could urge him to come to your district and to the LULAC Convention.

Thank you for your support.

Respectfully,

Belen B. Robles
LULAC National President

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

April 14 , 1997

The Honorable William Clinton
The White House
Washington, D.C. 20500

We thank you in advance for agreeing to meet with the Members of the Congressional Hispanic Caucus on April 16, 1997. We look forward to having this timely dialogue on issues of critical importance to Latinos in the United States. While we are eager to discuss numerous issues of mutual interest, time may not permit us to speak at length about every item. In particular, we would like to underscore our concern about Latino appointments and pressing welfare provisions affecting legal immigrants.

We are very proud of the Latinos currently serving in your Administration. However, the low representation of Latino appointees continues to be a matter of great concern since key appointments are critical in assuring that Latinos are represented in decisionmaking. Our Latino community is calling upon us to give this matter priority status backed by an aggressive plan to follow up on your pledge to assemble an Administration that "looks like America".

We understand that several key Latino appointments will be made in the Departments of Transportation and Housing and Urban Development, as well as the Overseas Private Investment Corporation and the Corporation for National Service. These appointments would demonstrate that some progress is being made to gain ground on the number of Latinos in key Administration positions.

Legal immigrants are currently in crisis in that they are ineligible for virtually all of their new country's benefits and they now face excruciating delays in obtaining naturalization. We applaud your decision to include resources to restore some Federal assistance for legal residents in the Fiscal Year 1998 Budget. In your own words, these provisions affect legal immigrant families "who have followed the rules, worked and paid taxes, and who have suffered a calamity that has forced them to seek assistance." We anxiously await to hear how you plan to fight for the Budget dollars to restore the services denied to legal residents under the new welfare law.

Other crucial issues that we hope to address include items of pressing concern to Guam and Puerto Rico, immigration, naturalization, your proposed "race commission", your planned trip to Latin America, and educational and economic opportunities for Latinos. We realize that our time with you is limited and may not be able to address all of these issues. With this letter, we are including a list of our most pressing issues as well as a list of Latino candidates which have been recommended by our Members. We hope to continue the dialogue on these and other issues of mutual concern with you soon.

President Clinton
April 14, 1997
Page 2

Again, thank you for the opportunity to work with you on developing an agenda that draws upon the strengths and talents of Latinos in the United States.

Sincerely,

A handwritten signature in black ink, appearing to read 'Xavier Becerra', with a large, stylized initial 'X'.

XAVIER BECERRA
Chairman, Congressional Hispanic Caucus

CC: Erskine Bowles, White House Chief of Staff
Bob Nash, Assistant to the President and Director for
Presidential Personnel

CONGRESSIONAL HISPANIC CAUCUS

MEETING WITH PRESIDENT CLINTON PROPOSED AGENDA ITEMS

April 16, 1997

LATINO APPOINTMENTS

Mr. President, the Latino community is demanding that its needs be represented in the decision-making process by appointing Latinos to key positions within your Administration.

While Latinos are a large and growing segment of the population (10.5% not including the 3.8 million citizens of Puerto Rico) they are proportionately the most underrepresented ethnic group in the Federal workforce. The Latino community is demanding that this problem be elevated to priority status with an aggressive plan to address the low level of Latinos in political and career positions.

- Political Appointments: The level of Latino representation in the second Clinton Administration has dropped. Currently, Latinos represent 4.9% of total sub-Cabinet appointments (PAS and PA level), compared with 6.8% in 1994. In addition, Latinos represent 6.2% of SES positions, compared to 7.6% in 1994. Only one out of over 22 senior White House positions is held by a Latino/a.
- Career Employees: Latinos comprised 5.8% of the total federal civilian employee population and only 3.9% of all professional employees in 1994. About 2% of the federal government's SES positions were held by Latinos in 1994.

WELFARE AND LEGAL RESIDENTS

Mr. President, we urge you to make a public statement that under no circumstances will you sign a Budget with less than \$14.6 billion to restore basic services for legal residents.

The new welfare reform law contains numerous provisions that single out legal residents for unfair and punitive treatment; these provisions are inconsistent with the goals of welfare reform. Legal residents account for only five out of every 100 welfare dollars expended; yet, more than 40% of the savings achieved by the welfare reform bill resulted from restrictions on legal residents (\$24 billion of the \$55 billion saved over 7 years). Shortly after signing the welfare law, President Clinton vowed to restore services denied to legal residents.

- \$14.6 Billion is our Bottom Line: The Caucus applauds the President's decision to include \$14.6 billion in his 1998 Budget to restore some services denied legal residents. This is a good first step but represents the restoration of only 60% of total cuts. It will take prompt and aggressive action on the part of the Administration to ensure this minimum restoration.
- A Delay of Welfare Cuts is Unacceptable: The two-year delay attempts to solve this problem today, but it leaves tomorrow's problem unsolvable. If a balanced budget is reached, at the end of the two-year period the only options available will be to cut another program, or to raise taxes.

IMMIGRATION AND CITIZENSHIP

Mr. President, we urge you not to bow to anti-immigrant pressures. We need your leadership in urging a sensible interpretation by Administration officials of the harsh new immigration law.

- Impact of New Immigration Law: Our immigration laws should promote, not destroy, family reunification. The President must help us educate the American public about families being torn apart because not all members are U.S. citizens. Parents are being separated from their school-aged, citizen children, and spouses from each other.
- Administration Officials need to Hear that the President Supports a Just Interpretation of the Law: Due to anti-immigrant pressures, Administration officials have chosen to interpret the new immigration law in the most restrictive manner possible. This is apparent in the decision by the Board of Immigration Appeals in Matter of N-J-B, as well as the INS' interpretation of the 4,000 suspension cap. These administrative bodies should fulfill their responsibilities, by making fair, just, and impartial applications of the law. They cannot do so without the support of the President. Specifically, we urge the President and the Attorney General to reexamine the Board's divided opinion in Matter of N-J-B.
- Citizenship Promotion is Essential: Legal residents are ineligible for virtually all of their new country's services and they face excruciating and unwarranted delays in obtaining naturalization. The INS had made significant progress in addressing the long waiting periods faced by applicants for naturalization. However, with the continued surge in new applicants the backlogs are growing again and the waiting period in some cases is greater than ever. The President should reaffirm his support for the Citizenship USA Program, and the tireless efforts of the INS naturalization staff.

EDUCATIONAL OPPORTUNITIES

Mr. President, we urge you to follow through on your pledge to be the "Education President." The growing population of Latino students' continued success depends on their inclusion in your education initiatives and your continued support of Bilingual Education.

Crucial education initiatives such as school construction, Goals 2000, Head Start, and connecting schools and libraries to the Internet must include the Latino community as a partner. Both new and old programs must be consistent with and consider the educational needs of Latinos. We urge the continued support of programs that have successfully assisted thousands of Latino students like Bilingual Education, funding for Hispanic Serving Institutions, and the migrant education programs such as the HEP and CAMP programs.

- The State of Latino Education is in crisis: Already, school-age Latino children are the largest minority in their age group. In 1993, the dropout rate for Latinos 16- to 24-years of age was 28%, compared to 14% for Blacks and 8% for Whites. In 1995, fewer than 9% of Latinos completed four or more years of college. Over the past twenty years there has been a less than 1% increase in the proportion of Latinos aged 18 to 24 enrolled in college.

CENSUS 2000

Mr. President, we need your assistance to assure an accurate and fair count for the 2000 Census.

The US Bureau of the Census reports that proper sampling methods have proven to be the most efficient and cost effective methods to achieve an accurate count in the 2000 Census, particularly for ethnic minorities. Funding for sampling in the 2000 Census is currently under threat. We support sampling to provide accurate and cost effective results.

Multi-lingual census forms are crucial to ensuring a response from every U.S. resident. Census outreach should include strategies that will succeed in reaching and tracking Latino populations.

CIVIL AND CONSTITUTIONAL RIGHTS

Mr. President, we hope you would give us the opportunity to provide input at the outset as you develop the framework of your proposed "Commission."

We must continue to make forward strides in the fight against discrimination and create advancement opportunities for all Americans.

- We applaud the President's leadership in support of Affirmative Action. Likewise, the President has filled a leadership gap by suggesting we as a Nation face our dilemmas concerning prejudice in America. The Hispanic Caucus is interested in ensuring the success of this Commission, and that it has the appropriate mission and diversity of people.
- English-only is unconstitutional: English-only efforts deny access to government service for some tax-paying residents based on their English language skills. We applaud the stand the President has taken to encourage forceful public opposition to this ill-conceived measure.

OPPORTUNITIES FOR LATINO SMALL BUSINESSES

Mr. President, we are eager to work with you to develop an agenda that draws upon the strengths and contributions of Latino businesses.

We must build an agenda that promotes advancement opportunities for Latinos. Too often, Latino communities are excluded from plans to promote economic development such as empowerment zones. Only by making an adequate investment to provide all persons with the opportunity to advance can we expect rising incomes and economic growth.

- Latino Business: Latinos have a strong work ethic and entrepreneurial spirit. Latino-owned businesses grew by 76% over a 5 year period, compared to 26% overall growth (1987 to 1992). There are over 865,000 Latino-owned businesses in the United States. These businesses contribute over \$77 billion dollars in revenue. Latino buying power is over \$200 billion a year.

- Latino poverty: At the same time, Latinos are the most likely to be among the working poor and to have low incomes. For the first time, the poverty rate of Latinos surpassed every other ethnic group. In 1995, median household income rose for every other American ethnic and racial group, but dropped for the nation's 27 million Latinos. Among families where both parents worked year round, Latino families were the group most likely to be poor.

THE PRESIDENT'S TRIP TO LATIN AMERICA

Mr. President, we urge you to seek our involvement as you plan your Latin America tour.

We care deeply about US relations with our Latin American neighbors. The President should consult with the CHC on the developments of his trip. The President should consider taking a bi-partisan group of Members of Congress on his upcoming trip to Latin America and the Caribbean. In the event that the President does decide to invite Members of Congress to go along on his trip, that group should include members of the CHC.

GUAM AND PUERTO RICO

Mr. President, we urge your assistance in bringing relief to the citizens of Puerto Rico and Guam.

- Puerto Rico: We ask for a resolution on the colonial dilemma of Puerto Rico. As a consequence of this situation -- the disenfranchisement of 3.8 million U.S. citizens -- last year Congress eliminated tax incentives. We ask for the extension of the IRC section 30a to new businesses locating in Puerto Rico. Because the 3.8 million U.S. citizens of Puerto Rico have no voting representation in Washington, the Administration bears a unique duty to act fairly in taking actions which will impact the U.S. citizens in Puerto Rico.
- Guam: The citizens of Guam are seeking an official White House position on the issue of Guam Commonwealth Act. Since 1994, the Administration, through the Special White House Representative on Guam Commonwealth, has been negotiation with Guam on the provisions of the draft Guam Commonwealth Act. Although the Administration has established several deadlines for final action, these have passed without a final conclusion

CONGRESSIONAL HISPANIC CAUCUS

LETTERS OF SUPPORT (as of 4-15-97)

DATE	CANDIDATE	DEPARTMENT	POSITION	inter-viewed	being consid	being vetted	nom-inated	STATUS
<i>CABINET LEVEL</i>								
2/04/97	Federico Pena	Dept. of Energy	Secretary, Dear Colleague to Senate	x	x	x	x	confirmed
1/14/97	Bill Richardson	United Nations	Ambassador, Ltr to Chairman Helms	x	x	x	x	confirmed
2/04/97	Aida Alvares	Small Business Admin.	Administrator, Ltr to Chairman Bond	x	x	x	x	confirmed
<i>SUB-CABINET LEVEL / PAS POSITIONS - BY DEPARTMENT</i>								
12/1/96	George Munoz	President	Oversees Private Investment Corp.	x	x	x	x	
3/08/97	Henry Solano	Dept. of Justice	Deputy Attorney General	x				filled
2/04/97	Gilbert Casellas	Dept. of Justice	Associate Attorney General	x	x			
4/15/97	Gregory Vega	Dept. of Justice	Asst. Attorney General, Criminal Division	x	x			
12/1/96	John Trasvina	Dept. of Justice	Director, Office Special Counsel	x	x	x	x	
1/14/97	Ida Castro	Dept. of Labor	Asst. Sec, Employment & Training	x				
4/15/97	Dan Chavez	Dept. of Labor	Asst. Sec. for Policy					
4/07/97	Espirdion Borrego	Dept. of Labor	Asst. Sec, Veterans Employment & Training Service	x	x	x	x	
4/15/97	Saul Ramirez	HUD	Asst. Sec, Community Planning and Devel	x	x	x	x	
2/12/97	Eva Plaza	HUD	General Counsel	x	x			
1/14/97	Sara Manzano	HUD	Asst. Sec, Fair Housing & Equal Opportunity					
4/15/97	Albert Jacquez	HUD	Director, Office of Federal Housing Enterprise Oversight	x				
4/15/97	Michael Huerta	Dept. of Transportation	Chief of Staff	x	x	x	x	
4/15/97	Anne Alonzo	Dept. of Commerce	Asst. Sec/Dir. General, US Foreign and Commercial Service, Intern Trade Admin					
2/12/97	Ana Sol Gutierrez	Dept. of Education	Director, Office of Research & Improvement					
4/07/97	Dr. Miley Gonzalez	Dept. of Agriculture	Under Sec, Research, Education & Econ.	x	x	x	x	
12/1/96	Kenneth Marty	Judge	US Court of Veterans Appeals					
2/12/97	Luis Caldera	Corp. for National Service	Chief Operating Officer	x	x	x		
3/07/97	David Vidal-Cordero	Office of US Trade Rep.	General Counsel					

DATE	CANDIDATE	DEPARTMENT	POSITION	inter-viewed	being consid	being vetted	
PA & SES LEVEL - BY DEPARTMENT							
3/07/97	Vigil Blanco	Bureau of Export Admin	Deputy Under Secretary				
1/14/97	Dr. Ciro Sumaya	HHS	(support for current post) Administrator, Health Resources & Service Admin				appointed to different post
2/04/97	Yvette Torres	HHS	Deputy Asst. Sec. for Policy & Strategy, Office of Public Affairs				
4/07/97	Irasema Garza	Dept. of Labor	Assoc. Deputy Under Sec., Bureau of International Labor Affairs	x	x		
4/15/97	David Montoya	Dept. of Interior	Deputy Asst. Sec. for Human Resources	x	x		
3/07/97	Haydee Montenegro	Office of Nat'l Drug Control Policy	Deputy Director of Demand Reduction				
3/07/97	Rafael Borrás	General Services Admin.	Administrator, Mid-Atlantic Region				
JUDGESHIPS - BY DATE							
1995	Judge Jose Cabranes	Justice	Supreme Court				
1/14/97	Amb. Victor Marrero	Judge	US Court of Appeals, 2nd Circuit				
4/07/97	Judge Juan Vasquez	Judge	US Court of Appeals, 5th District				
AMBASSADORIAL POSTS - BY DATE							
2/04/97	Marife Hernandez		Ambassadorial Post				
3/07/97	Maria Elena Toraño		Ambassadorial Post				
4/07/97	Amb. Gabriel Guerra-Mondragon		Ambassadorial Post				
4/07/97	Mario Obledo		Ambassadorial Post				
BOARDS AND COMMISSIONS - BY DATE							
9/19/96	Gerald Morales		National Labor Relations Board				
4/07/97	Michael Reza		Fannie Mae Board of Directors				
4/07/97	Dr. Celestino Fernandez		President's Council on Sustainable Devel.				



General Government Division

B-260223

March 10, 1997

The Honorable Xavier Becerra
Chairman, Congressional Hispanic Caucus
House of Representatives

Subject: Hispanic Employment: Best Practices Used by Selected Agencies and Companies

Dear Mr. Chairman:

The former Chairman of the Congressional Hispanic Caucus, Representative Ed Pastor, asked us to provide the Caucus with (1) statistical information on Hispanic employment at selected federal executive departments and (2) information on "best practices" used in the federal and private sectors to recruit, hire, and retain Hispanic employees. We provided the statistical information to the Caucus last June.¹ This letter provides information on the experiences of 37 federal units and 3 private sector companies in recruiting, hiring, and retaining Hispanic employees. As agreed with the former Chairman's office, in developing information on these experiences, we sought to identify any significant barriers the organizations overcame in seeking to increase their Hispanic representation.

RESULTS IN BRIEF

The employment practices that were reported by the federal units and private sector companies we surveyed essentially had as their foundation an environment in which the goal of achieving a diverse workforce was reinforced by their management's pronouncements and actions. This commitment to diversity was usually evidenced by senior-level management in a highly visible manner. For example, senior-level management at one agency established a program to intensify efforts to increase Hispanic employment; senior-level management of the three private sector companies signed agreements with Hispanic communities through an Hispanic association. Federal units and companies from among those surveyed said

¹Hispanic Employment Statistics (GAO/GGD-96-85R, June 27, 1996).

Committee on the Budget

Committee on Banking
and Financial Services

Subcommittee on Financial
Institutions and Consumer Credit

Subcommittee on Capital Markets and
Government Sponsored Enterprises



LUCILLE ROYBAL-ALLARD

33RD DISTRICT, CALIFORNIA

WASHINGTON, D.C. OFFICE:
2435 Rayburn House Office Building
Washington, DC 20515-0533
Telephone: (202) 225-1766
Fax: (202) 226-0350

DISTRICT OFFICE:
255 East Temple Street
Suite 1860
Los Angeles, CA 90012-3334
Telephone: (213) 628-9230
Fax: (213) 628-8578

CHAIR, CALIFORNIA DEMOCRATIC
CONGRESSIONAL DELEGATION

April 16, 1997

The Honorable William Jefferson Clinton
President of the United States
The White House

Dear President Clinton:

As you know, the accuracy of the upcoming Census 2000 is a very important issue for California, the Hispanic/Latino community, and other specific population groups across the country. I want to take this opportunity to express my willingness to work with you and your Administration to ensure that we achieve a much improved Census count in the year 2000. I also wish to convey a number of important points regarding the methods by which the Census 2000 will be conducted.

The Census Bureau will be seeking \$100 million from Congress to conduct the Census 2000 campaign. The Census Bureau has recently stated its plans to award one contract to a general market agency to conduct the national campaign. I am concerned that a general market agency may not have the sensitivity and experience necessary to contact hard-to-reach populations which consistently represent a large undercount. For example, the Hispanic market, which represents the largest undercount in the 1990 Census, is of particular concern. While I understand that the Census Bureau will require the prime contractor to include a plan for hiring ethnic minority sub-contractors, I am concerned that this process will significantly limit the ability of ethnic minority firms to determine the methods by which to contact these hard-to-reach populations. By opening up the campaign process to more than one firm, ethnic minority contractors will have a real opportunity to develop innovative methods to ensure greater accuracy of the Census 2000 count.

In addition, I understand that the Census Bureau has introduced its refined plans for Census 2000 to incorporate statistical and direct sampling methods. I agree that these new methods are necessary in order to account for traditionally undercounted and underrepresented populations. In the past, the Census Bureau has missed at least 5% Hispanics/Latinos, 4.4% African-Americans, 4% Native Americans, and 2.3% Asians and Pacific Islanders. Statistical sampling methods are critical in accounting for these populations and achieving the most accurate overall count possible. In light of mounting opposition by those who fear that sampling may be used for political purposes, I hope you will continue your efforts in ensuring that the Census 2000 is accurate and reflective of our society.

I look forward to working with you and your Administration to ensure that every American is counted in the Census 2000.

Sincerely,

A handwritten signature in cursive script that reads "Lucille Roybal-Allard".

LUCILLE ROYBAL-ALLARD
Member of Congress

THE WHITE HOUSE
WASHINGTON

Date 4/17/97

To: Elaine Kamarck

From: The Staff Secretary

The Attached is forwarded for your
appropriate action.

Heffner

214844

'97 APR 17 PM2:00

THE CHAIRMAN



U.S. MERIT SYSTEMS PROTECTION BOARD
1120 Vermont Avenue, N.W.
Washington, D.C. 20419

April 11, 1997

The President

Dear Mr. President:

Enclosed is the U.S. Merit Systems Protection Board's plan in support of the welfare-to-work hiring initiative. The Board is committed to supporting this effort to the greatest extent possible. However, our agency has fewer than 265 employees nationwide, and our mission is adjudicating certain Federal employee appeals, with a significant portion of our staff being attorneys, paralegals, and legal assistants. We continue to increase emphasis on automating our adjudicatory processes, which requires employees with a certain skill level. Also, in support of the National Performance Review and budgetary considerations, we are continuing to downsize our administrative and support positions.

Be assured we will be mindful of this category of potential new hires and will consider them if we have the opportunity to recruit at the entry level.

Respectfully,

Ben L. Erdreich

Ben L. Erdreich
Chairman

Enclosure

cc: Clerk of the Board



U.S. MERIT SYSTEMS PROTECTION BOARD'S PLAN TO SUPPORT
THE PRESIDENT'S WELFARE-TO-WORK HIRING INITIATIVE

The Welfare-to-Work initiative focuses on positions generally hired under the Worker-Trainee TAPER authority (Temporary Appointment Pending Establishment of a Register - not to exceed three-years), GS-1, WG-1 and WG-2. Appointments also can be made at the GS-1 or GS-2 level under permanent or temporary authorities in the competitive and excepted service. Welfare-to-Work hires are salaried, and thus count against the agency's FTE. Selectees for these positions perform simple tasks with little or no skills required, and are given the opportunity to learn good work habits and marketable work skills.

The U.S. Merit Systems Protection Board (the Board) is a quasi-judicial Federal agency with responsibility for adjudicating certain Federal employee appeals, and for overseeing the integrity of the Federal merit systems. The Board has fewer than 265 employees engaged in primarily legal and administrative support work. The Board's administrative staff is currently operating at a reduced level to ensure maximum deployment of resources to the agency's mission areas. Also, administrative support positions have declined in number throughout the past several years because of significant advances in technology, streamlining, and downsizing.

Based on an analysis of our budget and human resources requirements, few offices in the agency would be able to hire individuals under this initiative. If the Board's restrictions on filling administrative positions were to be lifted, hiring would be in the Washington, DC metropolitan area as general clerks. Incumbents' services would be shared among headquarters offices of the Board as needed. We do not anticipate hiring in the regional or field offices because position needs there are adjudicatory in nature. When recruiting to fill positions, the Human Resources Management Division will coordinate with the Office of Personnel Management (OPM), and state and local government employment and social service agencies. To the extent practicable, coordination efforts will be directed to appropriate, interested stakeholders in the local community.

Once hired, the Board will make every effort to assure a smooth transition of the employee into the agency's culture. We are committed to providing support for the individuals hired under this initiative by utilizing all the flexibilities available under the Family Friendly Workplace initiatives of the National Performance Review. Each individual hired under this program would be provided information regarding services such as Earned Income Tax Credit, child care, transit subsidy, and carpooling. Each would receive training in the areas of communications, teamwork, and customer service. A mentor would be assigned to assist with work and transitional issues, and to instill in the new hire the importance of punctuality, paying attention to details, following instructions, being dependable, and exhibiting willingness and motivation to learn. Each supervisor and employee would be advised of the individual's appointment status, benefits, and rights.


Ben L. Erdreich
Chairman

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

'97 APR 17 PM 2:00

DATE RECEIVED: APRIL 16, 1997

NAME OF CORRESPONDENT: THE HONORABLE BEM L. ERDREICH

SUBJECT: ENCLOSURES THE U.S. MERIT SYSTEMS PROTECTION
BOARD'S PLAN IN SUPPORT OF THE WELFARE TO
WORK HIRING INITIATIVE

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION		
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C D	COMPLETED YY/MM/DD
KATHRYN "KITTY" HIGGINS		ORG	97/04/16			
TODD STERN	REFERRAL NOTE:	A	97/04/17			
	REFERRAL NOTE:					
	REFERRAL NOTE:					
	REFERRAL NOTE:					
	REFERRAL NOTE:					

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA: L INDIVIDUAL CODES: _____

MI MAIL USER CODES: (A) _____ (B) _____ (C) _____

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*****
*ACTION CODES:          *DISPOSITION          *OUTGOING          *
*                        *                        *CORRESPONDENCE:   *
*A-A-APPROPRIATE ACTION *A-ANSWERED        *TYPE RESP=INITIALS *
*C-COMMENT/RECOM        *B-NON-SPEC-REFERRAL *OF SIGNER         *
*D-DRAFT RESPONSE       *C-COMPLETED       *CODE = A          *
*F-FURNISH FACT SHEET   *S-SUSPENDED       *COMPLETED = DATE OF *
*I-INFO COPY/NO ACT NEC *                        *OUTGOING          *
*R-DIRECT REPLY W/COPY  *                        *                   *
*S-FOR-SIGNATURE        *                        *                   *
*X-INTERIM REPLY        *                        *                   *
*****

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REFER QUESTIONS AND ROUTING UPDATES TO CENTRAL REFERENCE
(ROOM 75, OEOB) EXT-2590
KEEP THIS WORKSHEET ATTACHED TO THE ORIGINAL INCOMING
LETTER AT ALL TIMES AND SEND COMPLETED RECORD TO RECORDS
MANAGEMENT.

4-17-97

To Counsel

Plm Caplan



Westside Family Medical Clinic

Larry R. Killough, M.D.

Timothy M. Killough, M.D. — my son!

Staff Sec.
4/11/97

103 Woodlane Drive
Searcy, Arkansas 72143
Telephone (501) 268-3733

Dear President Clinton,

Every priority you have is higher than this one so I will be as brief as possible.

You granted me a conditional pardon 6 years ago. (attached)

My application for federal relief had been pending for more than a year when Public Law 102-393 was passed thereby prohibiting the Bureau of ATF from acting upon my application. (attached)

My former parole officer told me I would have, otherwise, been granted relief.

My only recourse to ever duck hunt with my sons again is through a Presidential Pardon —



Westside Family Medical Clinic

Larry R. Killough, M.D.
Timothy M. Killough, M.D.

103 Woodlane Drive
Searcy, Arkansas 72143
Telephone (501) 268-3733

My application for a Presidential pardon was submitted in Feb, 1995.

As yet, I have not heard anything. I do, however, realize the process is lengthy. I was hoping that my existing pardon by you would shorten the process.

I have been the medical director of the Wilbur L. Mills Alcohol and Drug Detoxification Center for 11 years. (we are excited about the addition of our new detox unit)

I am serving my second year as Chief of Primary Care at Central Arkansas Hospital in Searcy. (90 on staff)

I feel that I am now an even better candidate



Westside Family Medical Clinic

Larry R. Killough, M.D.
Timothy M. Killough, M.D.

103 Woodlane Drive
Searcy, Arkansas 72143
Telephone (501) 268-3733

for a pardon than I was
in 1991.

Kay Goss and I serve on
the Wilbur Mills board to-
gether. I have asked her to
hand you this letter.

Please, I would appreciate
your help -

If this letter is, in any
way, out of line or makes
you uncomfortable, please
disregard -

In any event I appreciate
your reading it.

Sincerely,

Larry R. Killough M.D.

PROCLAMATION

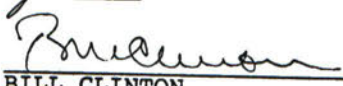
TO ALL WHOM THESE PRESENTS SHALL COME ... GREETINGS:

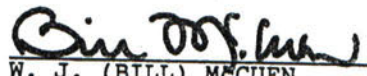
WHEREAS, Larry Killough was convicted in United States District Court for the Eastern District of Arkansas, Pulaski County, Arkansas, on June 18, 1985, of the crimes of Knowingly and Intentionally Distributing Schedule II Narcotic and Non-Narcotic Drugs Outside of the Course of Professional Practice (8 counts) and sentenced to 20 months on each count concurrent, \$40,000.00 fine, and a special parole term on three (3) years; and

WHEREAS, The State Board of Parole and Community Rehabilitation has recommended that a conditional restoration of State rights, including the right to own and possess firearms, be granted;

NOW THEREFORE, I, BILL CLINTON, by virtue of the power and authority vested in me as Governor of the State of Arkansas, do hereby conditionally restore all rights, privileges and immunities enjoyed prior to conviction, including the right to own and possess firearms; provided, however, that no such restoration is effective until a federal removal of disabilities has been granted.

IN TESTIMONY WHEREOF, I hereunto set my hand and caused to be affixed hereto the Great Seal of State in the Governor's Office, Little Rock, Arkansas this 4th day of June, 1991.


BILL CLINTON
GOVERNOR


W. J. (BILL) MCCUEN
SECRETARY OF STATE





DEPARTMENT OF THE TREASURY
BUREAU OF ALCOHOL, TOBACCO AND FIREARMS
WASHINGTON, D.C. 20226

NOV 21 1992

LE:F:F:VCP
3270.4

Mr. Larry Ray Killough
75 Country Club Circle
Searcy, Arkansas 72143

Dear Mr. Killough:

This is in reference to your application for restoration of your Federal firearms privileges.

As a result of the passage of Public Law 102-393, approved on October 6, 1992, the Bureau of Alcohol, Tobacco and Firearms (ATF) is prohibited from acting upon or investigating applications for relief from Federal firearms disabilities under 18 U.S.C. section 925(c).

Because the new law does not allow ATF to continue the processing of existing applications for relief from Federal firearms disabilities, we are terminating further action on your application. You should be advised that this new law does not change your status as a prohibited person. You are still prohibited from possessing, receiving, transporting, or shipping firearms under Federal law.

Should Congress act to remove the restrictions currently imposed, you will need to submit an updated application for restoration of your Federal firearms privileges.

Sincerely yours,

Karl L. Stankovic
Special Agent in Charge
Firearms Enforcement Branch

THE WHITE HOUSE
WASHINGTON

DATE: 4/15/97

NOTE FOR:

Sandy Thurman

The President has reviewed the attached, and it is forwarded to you for your:

Information ☒

Action ☐

Sandy Thurman
808 17th Street, NW
8th Floor
Washington, DC 20006

Thank you.

Staff Secretary
(x6-2702)

cc:

CABLE: THE MADISON
TWX 710 822-0145
TELEX 64245



SWBD (202) 862-1600
FAX (202) 785-1255

4/14/97

THE MADISON HOTEL

WASHINGTON, D.C. 20005

April 6, 1997

Dear Mr. President,

Congratulations on your choice of Sandy Thurman to head the office of National AIDS Policy. Sandy is a great choice and will, I believe, help to move us down the road to ending this epidemic within your lifetime. We have all lost and continue to lose far more friends than those our age should expect to lose, and our nation has lost a huge reservoir of talent which we can never replace. The enormity of that loss was driven home by the experience of viewing the Quilt last October on the Mall. The urgency of achieving your goals of reducing new infections to zero and finding both a cure and a vaccine could not have been more emphatically demonstrated.

Mr. President, the presence of AIDS as a daily ~~part~~ of my life has been both a blessing as well as a curse. It has caused me to focus on each day and each activity to determine if something worthwhile can result from my actions. In some ways, facing your second and last term as President seems to open you that



THE MADISON HOTEL

WASHINGTON, D.C. 20005

- 2 -

some opportunity. Freed at last from the pressures of another election on the horizon, you too can focus on making the best of each day you have left.

Last night, one of my colleagues on your AIDS Advisory Council said that he related to you and supported you in 1992 because you were the first white politician he understood and that he felt understood him. Your personal friendships and professional relationships with many of us in the gay and lesbian community put you in a unique position to help bring us to a position of full citizenship and equal opportunity as well. Much progress has been made and clearly some of the credit belongs to you and your Administration. But so much remains to do. Progress will continue but its pace can be accelerated by your moral leadership. With all the issues before you and all of the problems around the world, your attention is directed in many, many directions. Please keep in mind how much you can do to advance the cause of equality for gay and lesbian citizens during your remaining days in office.

We are looking to you for that courageous leadership. I am certain that I will never

PARAMOUNT

- 3 -

see another longtime personal friend serve as President of the United States. So while I have the opportunity to get the ear of my President and my friend, I must do so.

Mr. President, Sandy will seek to chart a bold, aggressive path to end the AIDS epidemic, but she must have your personal support and assistance. Others in the AIDS affected communities and among our gay and lesbian leadership can help to move the cause of justice and equality forward, but we must have your personal support and help. Too many times, those around our political leaders fail to seize the available opportunities and become obstacles to change rather than catalysts. Only you can prevent that from happening to you.

Thanks for your empathy, your understanding, and your leadership. Thanks also for your continuing friendship (and, yes, I will continue to impose on it whenever given the chance to advance those things in which I strongly believe). Let me know how I can help. Warmest regards,

P.S. - pretty impressive stationery, huh?!

EW

4 - 17 - 97

THE WHITE HOUSE
WASHINGTON

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April 15, 1997

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MEMORANDUM FOR THE PRESIDENT

FROM: GENE SPERLING

SUBJECT: Actions to Address Hispanic Needs/
Meeting with Hispanic Congressional Caucus

You recently asked me to look into what more we could be doing to combat Hispanic poverty, and to address the related education issues, including the high dropout rate. I held an initial brainstorming session with Secretary Henry Cisneros, Congressman Xavier Becerra (Chairman of the Congressional Hispanic Caucus), Administrator Aida Alvarez, Maria Echaveste, Janet Murguia, Alicia Munnell, Ed Montgomery (DOL) and Ken Apfel (OMB). We have since held internal meetings with OPL, OMB and DPC, and follow-up meetings with Delia Pompa at the Education Department, staff of the Advisory Commission on Educational Excellence for Hispanic Americans, as well as representatives of the Hispanic Association of Colleges and Universities (HACU), the League of United Latin American Citizens (LULAC), the National HEP-CAMP Association, and the National Association of Farmworker Opportunities Programs. In addition, we have continued to work with Rep. Becerra and his staff (see letter, attached).

While the process of developing an action plan is not yet complete, in preparation for your meeting with the Hispanic Caucus you should be aware of some of the steps that we are considering. We have focused on:

- (1) Making sure that we are aware of which current programs have a strong Hispanic focus, so that those programs are protected and promoted as budget issues are negotiated.
- (2) Identifying what steps can be taken now -- either administratively or in the design of new programs and reauthorization proposals -- to improve education for Hispanic students.
- (3) Identifying new proposals we should be developing for the long-term, including next year's budget.

Your FY 1998 Budget

While Hispanic students benefit from the general investment in education that is represented by your budget, there are particular programs that especially important in addressing the needs of the Hispanic population. Your proposed budget for 1998 increases the funds, at a rate higher than inflation, for all of the education programs that are of particular interest to the Hispanic community: bilingual and immigrant education, adult education, migrant education, and aid to Hispanic-Serving colleges.

Bilingual Education: The Department of Education estimates that approximately 2.8 million elementary and secondary students in the United States are limited-English proficient. The number of limited-English students has nearly doubled in the past decade and that growth is expected to continue. Your budget proposes a 27 percent increase for bilingual education, \$42 million over last year's enacted budget. Approximately 75 percent of bilingual funds serve Hispanic students.

Immigrant Education: Immigrant Education support provides funds to school districts to support programs for recent immigrants. Your budget proposes a 50 percent increase in this program, from \$100 to \$150 million.

Adult Education State Grants: Adult education is very important for a growing community that encounters language and educational barriers as it tries to move up in the workforce. Approximately 34 percent of Hispanic participants in adult education are enrolled in English-as-a-Second-Language classes. Your budget proposes a 12 percent increase, \$38 million over last year's budget (which was an increase of 38 percent over FY 1996).

Migrant Education: Of students who frequently move between school districts, 74 percent are Hispanic. Your budget proposes about a five percent increase for migrant education support. (It is, however, less than your proposed budget in FY 1997).

"HEP" and "CAMP": The Administration's reversal on the High School Equivalency and College Assistance Migrant Programs (HEP/CAMP) is particularly important to Congressman Becerra and the Caucus members -- and they would like you to do more. The previous two budgets had eliminated the programs, in part because of their small size. But this year your Budget calls for the programs to be continued, with an inflation adjustment (2.6 percent). They are popular with the Hispanic groups, partly because they provide for concentrated assistance, albeit for a small number of people.

- ***High School Equivalency Program (HEP):*** The HEP program will serve approximately 3,600 persons in FY 1997. Your budget proposes funding at \$7.634 million. Citing the success of the HEP program, Congressman Becerra has encouraged the Administration to fund it at maximum levels, and to use it as a

model in developing new programs to assist individuals in obtaining their high school diploma.

- * **College Assistance Migrant Program (CAMP):** Your budget proposes funding this program at \$2.081 million. Only 375 people will be served by this program in FY 1997. Part of the reason for the small enrollment, however, is the lack of funding. Congressman Becerra states that, on average, sites for CAMP funding receive 200 applications for every 40 slots available; although he does not suggest a funding level, Congressman Becerra would recommend increasing funding for CAMP.

* **Hispanic-Serving Institutions (HSIs):** HSIs are colleges with Hispanic populations of at least 25 percent. Congressman Becerra has recommended that the number of institutions designated as HSIs should be increased. Your budget proposes an 11 percent increase for HSIs, to \$12 million.

New Actions

The Administration is currently in the process of finalizing the details on a number of new proposals and reauthorizations of current programs. We are using this process to identify opportunities to ensure that programs are addressing the needs of the Hispanic population. Working with DPC, OPL, and OMB, our activities include:

* **Head Start:** Even before they reach school age, Hispanic children tend to have fewer school-related skills. Approximately 17 percent of Hispanic students attend preschool, compared to 34 percent of non-Hispanic students. And while Hispanic children are 28 percent of all poor children, they are only 15 percent of Head Start. This leaves Hispanic children less prepared to begin school, and thus they fall farther behind. Congressman Becerra states that "[i]t is critical for the Administration to make a commitment to improving access for Hispanic children." **We are working with the Department of Health and Human Services to devise a strategy for increasing Hispanic enrollment in Head Start.**

* **Reading Tutors and Parent Training:** Early learning strategy also points to the need of greater parental involvement in the development of children. Low literacy of the care giver can contribute to this problem. **The Education Department is providing us with options for ensuring that the America Reads effort -- including Parents as First Teachers -- is designed to reach the limited-English proficient (LEP) population.**

* **Adult Education Act reauthorization:** Even though LEP adults are a large part of the adult education population, the funding formulas do not take into consideration their special needs. **At our request, the Department of Education will add an LEP factor to its proposed funding formula to target funds to meet the needs of Hispanic and**

immigrant students.

Higher Education Act reauthorization: Funding formulas for some campus-based student aid programs tend to favor older colleges in the northeast and midwest over growing colleges in the southwest -- where many of the Hispanic-Serving Institutions are. Hispanic organizations have also expressed concern that TRIO (college preparation and support services) is not sufficiently serving Hispanics. Your proposed 1998 budget increases by TRIO by 5 percent. **We will work with the Department of Education to address these needs in its proposal for reauthorization.**

Teacher Training: While the number of limited-English proficient (LEP) students has nearly doubled in the past decade, only one in five teachers of LEP children have had the appropriate training. The Education Department has aggressively sought permission from Congress to use a portion of the bilingual education funds for teacher training efforts, with limited success. **You can take the opportunity in your meeting with the Caucus to reaffirm the Administration's commitment to teacher training.**

Pell Grant promise for sixth graders: One cause of the high dropout rate for Hispanics is the lack of hope for the future. Therefore, we are developing proposals that would encourage students to stay in school and aspire to a higher education. As I mentioned to you previously, **we are currently considering how to implement a program much like Congressman Fattah's proposal to provide students in elementary school where poverty exceeds 75 percent with a legally binding promise to a full Pell Grant for college.** If we move forward with this proposal, the promised aid combined with early intervention/mentoring will help prevent dropouts. The focus on high-poverty schools helps to target the program to Hispanics (19 percent of the students in high-poverty schools are limited-English proficient).

Public Service Announcements: We are exploring the possibility of producing a series of public service announcements (PSAs), both in English and Spanish, which would encourage children to stay in school and parents to become more involved, at an early age, in their children's education. We are planning to go back to Henry Cisneros with some of the ideas for the Public Service Announcements. Some possible topics for these PSAs include: Read to Your Children; Stay in School; Financial Aid is Available for College; and Become a Tutor and a Mentor.

NEC staff will continue to work with DPC, OMB and the Education Department to explore these issues, as well as a number of other suggestions that have come from Hispanic organizations and Members of Congress.



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Congress of the United States

House of Representatives

XAVIER BECERRA

30TH DISTRICT, CALIFORNIA

April 10, 1997

Ana Gomez
Deputy Chief of Staff
National Economic Council
The White House
2nd Floor, West Wing
Washington, DC 20502

Dear Ana:

As promised, the following may be helpful to you as you consider ways to address Hispanic income inequality. It is an issue that is of great concern to Congressman Becerra and he asked that I relay some suggestions to you. I believe it was made clear both in the discussion on March 13 and in the literature: poverty in the Hispanic community should not be intractable. There is one factor which accounts for up to 70% of income inequality: education. Fortunately, the low educational attainment rate in the Hispanic community is a problem which can be addressed. While there are obviously additional problems faced by Latino families, including housing affordability and the low rate of health insurance coverage, in this letter I would like to focus on education and just suggest a few avenues for consideration.

While the recommendations which follow are not new or revolutionary, they are proven, successful programs which encourage and enable Latinos to find success in their early years of education, complete high school and go on to college.

- Hispanics are underserved by Head Start. Although Hispanic children are 28% of all poor children, they are only 15% of children participating in Head Start. It is critical for the Administration to make a commitment to improving access for Hispanic children. Using discretionary spending, the Department could initiate pilot projects, support Latino leadership development within the Head Start bureaucracy, and provide curriculum development guidance for service populations currently underserved in Head Start. Further expansion of Head Start should focus on applicants who state a commitment to serving populations currently underserved.
- Hispanics are underserved by TRIO. As you know, in many communities, the TRIO programs are the only programs that help students to overcome class, social, academic, and cultural barriers to higher education. We applaud the President's commitment to TRIO, as evidenced by an increase of \$37 million in his 1997 budget request and a 5% increase in his 1998 budget request. Some advocates have suggested that one way to improve Hispanic participation, which is low, would be to reduce the number of points an application for a TRIO grant receives for prior experience and to give programs serving underrepresented populations and areas special consideration.

- JTPA 402 is woefully underfunded. At 1,350,000 eligible clients, the \$69,000,000 in 1996 appropriations provides only \$29 per farmworker.
- The High School Equivalency Program, targeted to migrants, helps persons 16 years of age or older who are not currently enrolled in school obtain a high school diploma and go on to college or non-migratory employment. Evaluations have consistently shown strongly positive results. HEP should be funded at maximum levels and should be used as a model in developing new programs to assist individuals in obtaining their GED.
- College Assistance Migrant Program funding is inadequate. Funding for CAMP has remained relatively constant since 1984 in current dollars, but the cost of higher education has increased rapidly. As a consequence, the number of students served through CAMP funding has decreased by approximately one-half since 1984. On average, sites receive 200 applications for every 40 slots. A longitudinal study found that 92% of CAMP participants successfully completed their first year of college.
- The number of institutions designated as Hispanic Serving Institutions needs to be increased and they should be accorded many of the same benefits provided to Historically Black Colleges and Universities. This includes greater access to Library and Information grants under Title I, increased funding, new grants for graduate and professional programs, and increased participation in federal student financial aid programs.
- The reauthorization of the Higher Education Act presents an opportunity to dramatically increase participation of community based organizations in efforts to enroll and graduate students from disadvantaged backgrounds. These organizations are able to bring in volunteers, successful role models from similar backgrounds, and parents to motivate students and help them make the connection between academic performance and a successful and satisfying career.

Finally, let me make one more important point. As you consider changes in programs and development of new programs, it is vital that you include representatives of the Latino community at the table. There are many people and organizations across the country who have successfully accomplished on a small scale the goals we would like to see nationally in the Hispanic community: high literacy rates, high school completion, college completion, and employment. For example, LULAC operates a six-week summer recreation reading program at 16 sites across the country which provides first, second, and third graders an opportunity to read and to experience enjoyable activities that promote reading. I would hope that LULAC would be tapped as a resource as you begin implementation of President Clinton's "America Reads" initiative, to ensure that both we are not reinventing the wheel and we are including limited-English proficient youth in this national initiative.

I hope this is helpful. Please feel free to call on me, as I look forward to working with you on this and other matters of importance to the Latino community and to the Nation.

Sincerely,



E. Cardine
Legislative Director

April 15, 1997

STATISTICS ON HISPANIC INCOME

Over the past decade, Hispanics' economic well-being has deteriorated relative to other groups:

- In 1985, the Hispanic poverty rate was 29.0 percent -- slightly below the African-American poverty rate of 31.3 percent. By 1995, however, the Hispanic poverty rate had risen to 30.3 percent, while the African-American rate had fallen to 29.3 percent. (Over the same period, the poverty rate for all Americans fell from 14.0 percent to 13.8 percent.)
- Median household income for Hispanics *fell* by 8 percent in real terms between 1985 and 1995, while median household income for African-Americans *rose* by 7 percent. (Over the same period, median household income for all Americans rose by 2 percent.)

Some recent indicators suggest small improvements: The Hispanic poverty rate, even though it is higher than a decade ago, fell from 30.7 percent in 1994 to 30.3 percent in 1995. And the Hispanic unemployment rate has declined from 11.6 percent in 1992 to 8.9 percent in 1996 and 8.3 percent in the first quarter of 1997. Nonetheless, it is clear that Hispanics are lagging behind other groups -- especially over the past decade or so.