CONFIRMATION BRIEFING BOOK FOR DOL SECRETARY-DESIGNATE HERMAN

FEBRUARY 18, 1997

CONFIRMATION BRIEFING BOOK

MEMORANDUM FOR THE RECORD

RE: CONFIRMATION BRIEFING BOOK FOR DOL SECRETARY- DESIGNATE ALEXIS HERMAN, FEBRUARY 18, 1997

This binder is a document from among the files of Todd Stern when he was Staff Secretary.

When returned to the Office of Records Management, it should be refiled in box #9311.

April 20, 1999

MEMORANDUM FOR: TODD STERN

FROM: TERRY GOOD

RE: Request for documents re Alexis Herman
Confirmation hearings

As requested, I am providing you with two binders from your files as Staff Secretary.

Both relate to the confirmation hearings of Alexis Herman to be Secretary of Labor.

There are two other binders in the same box. I am attaching copies of the front cover and the index of each binder. If you wish to see them, give me a call.

DEPARTMENT OF LABOR

CONFIRMATION BRIEFING BOOK

DEPARTMENT OF LABOR TRANSITION BRIEFING

This briefing book is an internal, confidential communication designed to assist the Secretary-designate in assuming her responsibilities in the Department of Labor. It contains materials that would not otherwise be disclosed to the public under the Freedom of Information and Privacy Acts. Release of these materials could significantly impede the transition process in the Department. Consequently, the contents of this book are labeled "Confidential" and no additional copies should be made except those needed to assist the incoming Secretary.

Per your discussion earlier today with Cynthia Metzler, we have provided you with a working Department of Labor Confirmation briefing book which as of today contain member profiles as well as issue briefings for ETA and PWBA. The remainder of the issue briefings will follow on Monday, January 6th.

DRAFT

Confirmation Book

for

Department of Labor

Secretary-Designate

Alexis Herman

- Appel
-

January 27, 1997

CONFIRMATION BRIEFING BOOK

TABLE OF CONTENTS

SECTION I: HEARING BACKGROUND

- Member Profiles

SECTION II: QUESTIONS AND ANSWERS

- Overview
- Employment and Training
- Immigration
- Labor Law
- Labor Standards
- International
- Affirmative Action
- Health
- Pension
- Social Security/Medicare
- CPI
- Safety and Health
- Corporate Issues
- Budget
- Miscellaneous

III. BACKGROUND ON DOL

- o Secretary Reich Memo
- o Department Flow Chart & Budget Tables
- o Agency Mission Statements

MEMORANDUM FOR THE RECORD

RE: CONFIRMATION BRIEFING BOOK FOR DOL SECRETARY- DESIGNATE ALEXIS HERMAN, FEBRUARY 18, 1997

This binder is a document from among the files of Todd Stern when he was Staff Secretary.

When returned to the Office of Records Management, it should be refiled in box #9311.

This note was attached to the binder charged to Todd Stern April 20, 1999

CONFIRMATION BRIEFING BOOK FOR DOL SECRETARY-DESIGNATE HERMAN

FEBRUARY 18, 1997

CONFIRMATION BRIEFING BOOK

TABLE OF CONTENTS

SECTION I. HEARING BACKGROUND

- **Member Profiles**

SECTION II. QUESTIONS AND ANSWERS

- **Overview**
- **Employment and Training**
- **Immigration**
- **Labor Law**
- **Labor Standards**
- **International**
- **Affirmative Action**
- **Health**
- **Pension**
- **Social Security/Medicare**
- **CPI**
- **Safety and Health**

- **Corporate Issues**
- **Budget**
- **Miscellaneous**

SECTION III. BACKGROUND ON DOL

- **Secretary Reich Memo**
- **Department Flow Chart & Budget Tables**
- **Agency Mission Statements**

CONFIRMATION BRIEFING BOOK

TABLE OF CONTENTS

SECTION I. HEARING BACKGROUND

- **Member Profiles**

SECTION II. QUESTIONS AND ANSWERS

- **Overview**
- **Employment and Training**
- **Immigration**
- **Labor Law**
- **Labor Standards**
- **International**
- **Affirmative Action**
- **Health**
- **Pension**
- **Social Security/Medicare**
- **CPI**
- **Safety and Health**

- **Corporate Issues**
- **Budget**
- **Miscellaneous**

SECTION III. BACKGROUND ON DOL

- **Secretary Reich Memo**
- **Department Flow Chart & Budget Tables**
- **Agency Mission Statements**

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.

Divider Title: SECTION I
HEARING BACKGROUND

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.

Divider Title: **Member Profiles**

MEMBER PROFILES

- **Annotated Seating Chart**
- **Member Profiles**
  - **Short Version**
  - **Long Version**

SENATE LABOR & HUMAN RESOURCES COMMITTEE MAJORITY MEMBERS SEATING ORDER (L-R)

Senator Jim Jeffords (VT)	Senator Dan Coats (IN)	Senator Judd Gregg (NH)	Senator Bill Frist (TN)	Senator Mike DeWine (OH)	Senator Mike Enzi (WY)	Senator Tim Hutchinson (AK)	Senator Sue Collins (ME)	Senator John Warner (VA)	Senator Mitch McConnell (KY)
Not a Right to Work State	Not a Right to Work State	Not a Right to Work State	Right to Work State	Not a Right to Work State	Right to Work State	Right to Work State	Not a Right to Work State	Right to Work State	Not a Right to Work State
Chairman	Chair Children & Families Subcomm	Chair Aging Subcomm	Chair Public Health & Safety Subcomm w/ juris-diction over OSHA	Chair Labor & Training Subcomm					
Supports creation of Pension Commis-sion-- concerned about DOL's position	FMLA -- concerned about imple-mentation	Member of Labor, HHS Appropri-ations Subcomm	Kennedy/ Kassebaum -- concerned about imple-mentation	Job training consolida-tion -- expected to assume leadership role	Supports Comp Time	Welfare -- leader on devolution; interested in limited Federal Role	Strong interest in small business issues	Pledged to support your confirma-tion	Concerned about OSHA's indoor air quality standard; tobacco interests in state
School to Work -- concerned about education community reaction		Sponsor of OSHA reform bill	Former Surgeon - interested in reforms to managed care industry	Championed Job Corps zero tolerance policy for drugs	Immi-gration	Active supporter of Davis Bacon repeal	State has a large dislocated worker population	Labor/ Manage-ment cooperation -- actively supported Team Act	Active on Beck -- leader on campaign finance
Education is his top priority		Sponsor of Beck bill			OSHA -- encourages greater individual responsi-bility	Supports Comp Time and OSHA reform	State Job Corps Center scheduled to open soon	State has a large dislocated worker population	

SENATE LABOR & HUMAN RESOURCES COMMITTEE MINORITY MEMBERS SEATING ORDER (L-R)

Senator Jack Reed (RI)	**Senator Patty Murray (WA)**	**Senator Paul Wellstone (MN)**	**Senator Jeff Bingaman (NM)**	**Senator Barbara Mikulski (MD)**	**Senator Tom Harkin (IA)**	**Senator Chris Dodd (CT)**	**Senator Ted Kennedy (MA)**
Not a Right to Work State	Not a Right to Work State	Not a Right to Work State	Not a Right to Work State	Not a Right to Work State	Right to Work State	Not a Right to Work State	Not a Right to Work State
		Ranking Member Employ-ment and Training Subcomm		Ranking Member Aging Subcomm		Ranking Member Children & Families Subcomm	Ranking Member Comm & Public Health and Safety Subcomm
Strong supporter of School to Work; championed state's successful grant	Member Approps Comm	One-stop located in state -- advocated increased funding nationally	Ranking Member Joint Economic Comm	Member Approps Comm	Ranking Member Labor Approps Subcomm	FMLA -- Senate sponsor	Pensions -- concerned about equity, wants to mandate employer contri-bution
Laborers have major presence in state	Strong supporter of dislocated workers and school to work	Active in job training consolida-tion debate	Sponsored Pension Pro-Save legislation with Sen. Jeffords	Supports non-traditional work for women	Leader on interna-tional child labor issues -- supports labeling	Active on dislocated worker issues; large state population	Job training consolid-ation leader
	Concerned about comp time, and fast track		Active on corporate responsi-bility issues			Advocates child care expansion to support work	State has a large dislocated worker population

JIM JEFFORDS (R-VT)
FULL COMMITTEE CHAIRMAN

Other Noteworthy Committee Assignments: Finance

Employment and Training:

- While in the House, Senator Jeffords helped create the Job Training Partnership Act.
- He has criticized last year's partisanship in the handling of the CAREERS/Workforce Development Conference and has expressed his intention to take a more bipartisan approach to job training consolidation legislation.
    - He has not yet taken a position on whether he wants to decouple education and job training in the next round. While most assumed that as a strong education advocate, he would favor handling Voc Ed and Adult Ed apart from job training consolidation, his staff has remained uncommitted on this issue, perhaps signaling the strength of Republican Governors in this debate.
- Sen. Jeffords has been a strong supporter of One-Stop and School To Work (STW).
    - He has urged States with STW grants to make sure they are able to demonstrate tangible results with their dollars. He appears to believe it necessary to demonstrate harder, more tangible outcomes to justify program funding.
- Supported major increases in education spending as Member of Appropriations Committee, however did not include training programs in his definition of education.

Labor Law/Regulatory issues:

- In 105th, Jeffords is sponsor of Team Act bill and cosponsor of Comp Time legislation.
- Supported the President's position on minimum wage.

Health and Pensions:

- Introduced legislation to create an independent commission to examine national retirement income security (pension) issues. This is a priority for Jeffords. The Department has not endorsed Jeffords proposal. Note that the establishment of this Commission is strongly opposed by organized labor.
- Interested in finding ways to help small businesses obtain health care coverage for workers. He expressed interest in exploring Congressman Fawell's proposal to federalize Multiple Employer Welfare arrangements (MEWAs), which was opposed by DOL in the last Congress.

- o Cosponsored Administration's pension audit bill in 104th Congress.

Other:

- o Finance Committee Chairman Roth (R-DE) has indicated that he would like to get Secretary-designate on the record on the subject of the CPI revision and is likely to ask Senator Jeffords to pose questions in this area.

- o One of the more supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress.

- o The only member of the Committee of either party who is a member of the Senate Centrist Coalition that has worked to craft a bipartisan 7-year balanced budget agreement.

State Issues:

- o Vermont is a School to Work Implementation State.

- o Senator Jeffords has long advocated that Vermont be selected as a One Stop State and was pleased by its selection for Program Year 1996, announced in November of 1996.

DAN COATS (R-IN)
CHAIRMAN CHILDREN & FAMILIES SUBCOMMITTEE

Senator Coats has recently announced his retirement after the 105th Congress.

Labor Law/Regulatory issues:

- In the 105th, Coats is a cosponsor of Team Act, Beck, and Comp Time bills.
- Coats is likely to follow party line on regulatory issues, particularly relating to OSHA.
- Supported Family and Medical Leave Act (FMLA). However, did conduct a hearing in 104th Congress to review effectiveness of impact of FMLA. Likely to continue to conduct oversight on the implementation of the law.

Employment and Training:

- Strongly supported Senator Kassebaum in her efforts to block grant job training consolidation legislation, despite theoretical support for vouchers.

Budget/Appropriations:

- Was the least supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress.

State Issues:

- Indiana has benefited from discretionary awards from the Title III National Reserve Account for worker dislocations as a result of base closings (approximately $6 million in 4 grants); clean air dislocations ($6.6 to serve multiple coal company layoffs) and other mass layoffs. Despite writing in support of applications in the past and writing in support of a recently awarded grant in the amount of up to $1 million to serve workers affected by the closure of a Maytag/Jenn-Air facility in Indianapolis, Senator Coats has voted to eliminate Title III funding.
- Indiana received a One-Stop Implementation Grant in Program Year 1995. They are also a School-to-Work State.

JUDD GREGG (R-NH)
CHAIRMAN AGING SUBCOMMITTEE

Other Noteworthy Committee Assignments: Appropriations (member Labor/HHS Subcommittee); Budget

Employment and Training:

- Gregg has focused much attention on the Community Service Employment Program. He is very critical of the current program and of the nine national grantees which receive the bulk of the funding. He is likely to again seek changes to the program in the 105th. The Administration is seeking to move administration of the Community Service Employment Program to HHS.

- Strongly supported Senator Kassebaum's Workforce Development Act.

- He actively opposed School-to-Work and Goals 2000.

Labor Law/Regulatory issues:

- In the 105th, Gregg is a cosponsor of the Team Act and Beck bills.

- He was the primary sponsor of Republican bills to curb OSHA.

- He actively opposed FMLA.

- Last Congress, introduced the State and Local Volunteer Preservation Act, a bill to amend the Fair Labor Standards Act to allow for state and local employees to volunteer their services.

- Requested, along with Senator Kassebaum, a GAO report in 1996 on labor organizations which have violated federal labor laws and data on federal funds that were awarded by the Labor Department to those organizations. At this time, GAO is still investigating.

Other:

- During Labor/HHS Appropriations hearings he has often been an aggressive questioner of the Secretary on budgetary issues. On budget issues, Gregg has been vocal in his opposition to funding for DOL programs including Older Workers, School-to-Work, and OSHA.

- New Hampshire is a School-to-Work State. It does not have a One-Stop implementation grant.

BILL FRIST (R-TN)
CHAIRMAN PUBLIC HEALTH & SAFETY SUBCOMMITTEE

Senator Frist has identified education as his top priority on the Committee.

Other Noteworthy Committee Assignments: Budget

Labor Law/Regulatory issues:

- In the 105th, Frist is a cosponsor of the Team Act bill.
- He supported Kassebaum on regulatory issues in 104th Congress, including OSHA reform legislation. Frist's newly created subcommittee has jurisdiction over OSHA.

Health Issues:

- Supported Kennedy-Kassebaum health care bill.
- Cosponsored Administration-backed Newborn Mother's and Infant Protection Act with Senator Bradley in 104th Congress which was enacted into law.
- Senator Frist has indicated that he will push this year for a bill to improve the managed care industry by allowing physicians to set up their own managed care plans. He may be interested in the status of the Commission on Health Care Quality.

Other:

- During your courtesy call, Senator Frist questioned you on the size of the Department's staff. Currently, the Department has approximately 16,000 full time employees -- a number which is 600 below the authorized number. The Department has drastically reduced staff in recent years -- surpassing the 12% staff reduction target laid out by the Administration's reinventing government downsizing.
- Frist supported Henry Foster (TN) during his confirmation battle to be Surgeon General.

State Issues:

- While Sen. Frist has not actively supported dislocated worker grant applications from the state, Tennessee has received over $ 5.5 million in funding since 1993, including a recently awarded $3.4 million grant to serve 900 workers dislocated by the base realignment at Fort Campbell and a $1.4 million grant to serve 639 workers dislocated by the closure of the Defense Distribution Depot in Memphis.
- Tennessee is a School-to-Work State. It has also been selected for One-Stop funding in PY 1997 and should receive funding on July 1, 1997.

MIKE DEWINE (R-OH)
CHAIRMAN EMPLOYMENT & TRAINING SUBCOMMITTEE

Other Noteworthy Committee Assignments: Judiciary

Employment and Training:

- Was active in the consideration of the Workforce Development Act, where he primarily focused on increasing funding for youth programs.

- Will take the lead on job training consolidation in the 105th Congress. While his staff has signaled a desire to work with the House and the Administration on a consensus bill, the Senator himself has expressed concerns about decoupling job training and education programs and seems to want a larger consolidation package.

- Has visited all of the Job Corps Centers in Ohio and took an active role in development of the zero tolerance policy for drugs and violence in Job Corps.

Labor Law/Regulatory issues:

- In the 105th, DeWine is a cosponsor of the Team Act and Comp Time bills.

- Supported Kassebaum OSHA reform bill.

Other:

- One of the more supportive of the majority Committee members on Labor Department positions on key budget votes during the 104th Congress.

State Issues:

- While DeWine has not expressed direct support for dislocated worker grant applications from Ohio, the state is a major recipient of Title III funding (over $20 million since 1993). In particular, the state benefits from funding for Clean Air Act dislocations, having received over $7.2 million in 8 grants for dislocated coal industry workers.

- OSHA levied $1,015,000 in fines against AK Steel in Middletown, Ohio in 1995 for violations of the lockout/tagout regulation.

- Ohio has had a number of cases where financially troubled employers have sought to terminate health benefits that were promised to retirees. Typically, these cases have involved employers in manufacturing or steel industries.

- Ohio was one of the original six One-Stop Implementation States and is very active in the One-Stop movement. It is also a School-to-Work State.

MIKE ENZI (R-WY)

Senator Enzi's major concerns include OSHA reform, comp time, CPI and technical fixes for welfare reform.

Labor Law/Regulatory Issues:

- In the 105th, Enzi is a cosponsor of the Team Act, Beck, and Comp Time bills.

- As a former safety trainer for a company in Wyoming, Enzi is very interested in OSHA reform. During your courtesy call, he expressed his view that employers bear all of the workplace safety and health responsibility while employees are not personally responsible for their actions. Accordingly, Enzi will be advocating greater employee responsibility and will seek to revise OSHA rules to reduce the burden on business regarding safety and responsibility.

- Enzi is also concerned about the regulatory burden on businesses. During your initial meeting, he specifically mentioned the immigration form I-9, the employment eligibility verification form. Every time that an employer hires a person to perform labor or services, the employer must file the I-9 form. The form was developed for verifying that persons are eligible to work in the U.S.

Employment and Training:

- During your courtesy call, Senator Enzi raised questions on the consolidation of activities and administrative savings in the JTPA program. He also expressed his interest in the use of profiling in the program.

Other:

- In the context of affirmative action, Enzi may raise the issue of quotas.

- He may ask about your role at the White House in conjunction with Presidential initiatives, i.e. economic plan, minimum wage and FMLA.

- His first love is human resource management; may ask your philosophy on the management of Department.

- He could develop an interest in MSHA since Wyoming is the nation's largest coal producing state.

- Note that he replaced Senator Alan Simpson and has kept much of Simpson's staff.

TIM HUTCHINSON (R-AK)

Senator Hutchinson is a conservative with a strong dislike of the Department's regulatory agenda. OSHA reform, welfare reform and finding ways to provide relief for the high costs of higher education will be his priorities on the Committee.

Employment and Training:

- In the House, Senator Hutchinson played a major role in welfare reform, authoring a tougher welfare reform bill than his Republican colleagues were willing to support -- the focus of his efforts was to impose stiffer work requirements on welfare recipients. He served as a House conferee on the conference committee that shaped the final bill, and strongly supports the new law. Hutchinson questions the need for a federal role and any additional legislation.

Labor Law/Regulatory issues:

- In the 105th, Hutchinson is a cosponsor of the Team Act, Beck, and Comp Time bills.

- He believes that OSHA must be made less burdensome to employers and is still pushing for a legislative solution.

- In the 104th, he sponsored House legislation ("Houseparents") that would have exempted employees who work as substitute parents to needy children from minimum wage and overtime requirements (DOL did not support his legislation). It is likely that he will attempt once again to move this legislation since there is a large houseparents constituency in northeast Arkansas.

- During your initial meeting with Senator Hutchinson, he raised the issue of "salting." In the traditional "salting" case, a labor organization endeavors to have union members become employed by an unorganized employer with the goal that those members will thereafter convince other employees to support or join the union. Congressman Fawell has introduced salting legislation in the House. Hutchinson said he planned to introduce in the Senate.

- He supports repeal of Davis-Bacon and opposes affirmative action programs.

State Issues:

- As a Congressman, Sen. Hutchinson did not write in support of dislocated worker applications, yet Arkansas has received over $3 million in funding since 1993.

SUE COLLINS (R-ME)

Senator Collins served as a long-time senior adviser to Senator Cohen on business issues and describes small-business protection and job creation as her top priorities.

Other Noteworthy Committee Assignments: Governmental Affairs

Employment and Training:

- Maine has a large dislocated worker population. Senators Cohen and Snowe worked hard to ensure the opening of a new Job Corps Center at the former Loring Air Force Base in January. Collins has indicated her strong support for the Job Corps program.

- She has opposed cuts to federal job training programs, but supports elimination of the Education Department.

Labor Law/Regulatory Issues:

- In the 105th, Collins is a cosponsor of the Team Act and Comp Time bills.

- She supports a seven year sunset on regulations. Collins is a former New England regional administrator of the Small Business Administration and is interested in the regulatory burden on small businesses.

State Issues:

- The Decoster Egg Farm of Turner, Maine, one of the nation's largest egg producers, was cited in July 1995 under a joint OSHA-Wage and Hour enforcement effort. OSHA fines were $3.6 million and back wages and penalties were over $87,000. Workers were found to be working in unsanitary conditions with unguarded machinery, living in grossly substandard migrant housing and being paid less than the hours they had worked.

- The OSHA "Maine 200" program is a cooperative effort where OSHA works with the 200 firms with the highest workers' compensation costs to improve health and safety in the workplace. The program has won acclaim from Maine businesses and is a model in other states. After more than 2 years of experience, the program has led to significant reductions in injury rates and workers compensation claims.

- Maine has received nearly $10 million in Title III grants to serve dislocated workers, located principally at Loring AFB and Bath Iron Works. In addition, the state has experienced severe dislocations in manufacturing (particularly textiles) and in the fishing industry (DOL has granted over $3 million to help dislocated fisherpersons).

- Maine is a School-to-Work Implementation State. It has also been selected for One-Stop funding for Program Year 1997 and should receive funding on July 1, 1997.

JOHN WARNER (R-VA)

Senator Warner has commented that he joined the Committee to focus on education issues and help bring business and labor together on divisive issues.

Other Noteworthy Committee Assignments: Rules (Chairman)

Labor Law/Regulatory Issues:

- In the 105th, Warner is a cosponsor of the Team Act, Beck, and Comp Time bills.
- Actively supported TEAM Act and participated in committee hearings as a non-member. He believes that the Team Act and Comp Time are incorrectly perceived as eroding the statutory base for organized labor.
- Likely to support enactment of generic regulatory reform legislation being advocated by the Virginia business community.
- Last Congress, Warner introduced the Volunteer Firefighter and Rescue Squad Worker Act, a bill to amend the Fair Labor Standards Act to allow these employees to volunteer their services.

Employment and Training:

- He has not been particularly active on employment and training issues, although he may show interest in dislocated worker programs for both the defense industry and down-sized federal workers, both important to Virginia.

State Issues:

- Governor Allen has been an active proponent of UI devolution and may ask Senator Warner to ask questions on that issue.
- Senator Warner has written on occasion in support of dislocated worker grant applications for Virginia. The state has received over $17 million in Title III grants since 1993, including $7 million in defense-related assistance. Sen. Warner expressed specific interest in a $793,000 grant to serve laid off workers from Cooper Industries/Dominion Bank, a $1.6 million grant for laid-off coal miners, and the $4.6 million dollar grant which was awarded (with the assistance of OPM) to serve laid-off federal workers.
- The tobacco industry is important in Virginia and Senator Warner has an interest in OSHA's proposal indoor air quality standard which includes proposed regulations for tobacco smoke in the workplace.

MITCH MCCONNELL (R-KY)

Other Noteworthy Committee Assignments: Appropriations; Rules

Labor Law/Regulatory Issues:

- In the 105th, McConnell is a cosponsor of the Team Act and Comp Time bills.

- He is a strong supporter of expanding the application of the Beck decision and curbing the role of labor unions in political campaigns. Senator McConnell has focused much of his Senate career on election-related issues, including campaign finance reform, often leading Republican opposition to reform -- these issues are likely to consume much of his efforts again in the 105th.

- May also take an interest in MSHA and black lung issues, due to importance of mining industry to Kentucky. On January 17th, OWCP issued proposed regulations to limit the number of medical reports and the time period for filing reports related to black lung claims. The coal companies are expected to oppose the regulations which are based upon similar rules used in Kentucky.

State Issues:

- While Senator McConnell has not written in support of state applications for dislocated worker grants, Kentucky has received almost $5.3 million in Title III funding since 1993, including over $5 million to assist workers in the coal industry.

- The tobacco industry is important in Kentucky and Senator McConnell has an interest in OSHA's proposed indoor air quality standard which includes regulations for tobacco smoke in the workplace.

Other:

- Campaign Finance Reform -- during the 103rd Congress, Senator McConnell proposed banning PAC contributions and decreasing out-of-state individual contributions, and increasing the role of the party committees by permitting them to spend more on campaigns. He opposed Democratic plans to limit campaign finance spending and to rely on various public financing schemes to induce compliance with the spending limits. McConnell and other Republicans successfully filibustered the attempt by the Democratic majority to go to conference on the legislation.

- This year, the Bipartisan Campaign Reform Act of 1997 (S. 11) has been introduced by Senators John McCain, Russell Feingold, and Fred Thompson. McConnell has indicated that he would filibuster such a bill.

- KY is a School-to-Work State and a recipient of a One-Stop Implementation Grant.

TED KENNEDY (D-MA)
RANKING MEMBER FULL COMMITTEE, AND
PUBLIC HEALTH AND SAFETY SUBCOMMITTEE

Other Noteworthy Committee Assignments: Judiciary; Joint Economic

Employment and Training:

- For the past two Congresses, Senator Kennedy was the Administration's champion during the consideration of job training legislation. In the 104th Congress, he was instrumental in holding the line on the President's key issues in the CAREERS/Workforce Development legislation.

- The job training debate last year was very time consuming for Kennedy and he is unlikely to spend as much time and effort on a partisan battle this year. That is why he is likely to support efforts to move a consensus job training bill in the 105th Congress.

- Senators Daschle, Breaux and Kennedy have re-introduced a version of last year's S.6 -- now S.17 -- as a placekeeper bill to show the importance of job training reform. This is **not** an Administration proposal, but complements our strategy in that its emphasis is on the use of *vouchers* for adults to access job training.

  NOTE: You should avoid supporting S. 17, which still contains serious flaws, but thank him for his continuing efforts to showcase the President's skill grants/empowerment theme.

- Senator Kennedy is also very interested in the design of the President's welfare-to-work proposal. The Senator favors a DOL model for the distribution of funds. Any retrenchment on the decision to place the program within DOL would jeopardize the jurisdiction of Labor and Human Resources and would be a problem for Sen. Kennedy.

- He is also a member of the Judiciary Committee and a leader in immigration policy. In his work on the Labor Comm., he is, therefore, likely to focus on reform of employment-based immigration programs. Last year he advocated for worksite enforcement and reform of the alien labor certification program, but Congress ultimately deferred action on legal immigration issues. He also advocated an additional 350 FTEs for Wage and Hour to conduct worksite enforcement. The President's FY 98 Budget will provide only a small amount of additional staffing resources for Wage & Hour (28 FTE's), on top of the 200 FTE added in FY 1997.

Labor Law/Regulatory Issues:

- In the 105th, Senator Kennedy is a cosponsor of both Senator Murray's 24 hour FMLA expansion bill and Senator Dodd's FMLA threshold bill. He is a strong supporter of FMLA, and does not support comp time legislation at this time.

- o Opposed efforts to repeal Davis-Bacon Act and Service Contract Act. Led fight against the TEAM Act, Right to Work Act, and Republican OSHA reform legislation.

- o Offered a successful amendment to the Budget Reconciliation bill for FY 1996 that knocked out provisions that would have let companies raid their employees' pension plans by withdrawing "excess" assets.

- o Interested in pension reform legislation to stimulate retirement savings for low-income workers and to shift larger portion of federal pension tax subsidies to lower income individuals.

- o Introduced a bill close to the President's proposal to extend transitional health care coverage to the unemployed and will likely want to move on that issue in the 105th Congress.

- o Introduced a Health Care for Children bill in the 105th.

Other:

- o Kennedy was the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress.

- o He took the lead on many floor amendments both on the Budget Resolutions and Appropriation bills to increase funding for education and training.

State Issues:

- o Massachusetts was one of the first 6 states to receive One-Stop implementation grants. At the time of the grant (1994), Senator Kennedy supported the application. Since then, there have been complaints from public employee unions because the plan allows for non-public entities to compete to be One-Stop Career Center operators, an approach which has let Employment Service (Wagner Peyser) funds go to private entities. There have also been news reports about the under-performance of Boston centers (particularly in serving welfare recipients) and some state legislators have tried to block the expansion of One-Stop. While Kennedy is unlikely to raise the issue, discussions may have to be opened shortly, as MA lags behind its original implementation plan and pressure is growing for DOL to take action.

- o The state is very active in its use of the National Reserve Account of Title III and has received nearly $35 million in discretionary dislocated worker funding since 1993. The Senator has actively supported these applications, particularly for the defense and fishing industries. He was also active in support of a grant to Malden Mills after a fire at the plant in 1995.

- o Massachusetts was also one of the original School-to-Work States.

CHRIS DODD (D-CT)
RANKING MEMBER CHILDREN & FAMILIES SUBCOMMITTEE

Other Noteworthy Committee Assignments: Rules

Employment and Training:

- Strong interest in dislocated worker issues. Led the fight to retain the Secretary's discretionary fund for Title III of JTPA. While Connecticut has a low unemployment rate, there is significant worker dislocation in the defense industry.

- Advocate for expansion of child care services in the transition from welfare to work. Dodd was author of landmark child care legislation.

Labor Law/Regulatory Issues:

- In the 105th, Dodd is sponsor of legislation to expand FMLA by lowering the threshold to which the Act applies from 50 to 25 employees. He has not cosponsored Senator Murray's 24 hour FMLA expansion bill, though he supported a similar proposal in the 104th.

- Sen. Dodd was the original Senate sponsor of FMLA and Chairman of the Commission on Family and Medical Leave. The Commission reported that the law has been beneficial and not a burden on business.

- Advocate for health insurance industry, which has a large presence in state.

- Champion of health care expansion for kids.

- Successfully pushed "Harris Trust" legislation to clarify the treatment of insurance company assets under ERISA. DOL-supported these ERISA changes.

Budget/Appropriations:

- One of the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress.

State Issues:

- Connecticut has received over $29 million in discretionary dislocated worker funding since 1993. The largest category of assistance has been to defense contractors such as Pratt & Whitney, Electric Boat, Allied Signal, etc. Sen. Dodd has written in support of several of these applications and actively supports dislocated worker funding.

- CT was one of the first 6 One-Stop States and also is a School-to-Work State.

TOM HARKIN (D-IA)

Senator Harkin has demonstrated greatest interest in both disability and international child labor issues.

Other Noteworthy Committee Assignments: Appropriations (Ranking Member Labor/HHS Appropriations Subcommittee

Employment and Training:

- Senator Harkin worked to include training programs in the various Democratic leadership "message" amendments that were offered over the last 2 years. He is a strong supporter of dislocated worker programs and Job Corps.

Labor Law/Regulatory Issues:

- In the 105th, Senator Harkin is a cosponsor of both Senator Murray's 24 hour FMLA expansion bill and Senator Dodd's FMLA threshold bill.

- Harkin has shown significant interest in international child labor and has introduced legislation that would ban the import of goods made with exploited child labor, as well as legislation proposing the use of an international label as a means for identifying companies which are committed to labor standards -- similar to the rugmark label.

- He is a strong supporter of worker protection programs, particularly Davis-Bacon and OSHA. He is an outspoken opponent of regulatory changes to increase the use of low paid "helpers" on construction projects covered by Davis-Bacon.

- Harkin introduced the Fair Pay Act last year promoting equal employment opportunity for women and minorities and pay equity.

Budget/Appropriations:

- During the 104th, he was one of the most supportive Committee members on Labor Department positions on key budget votes.

State Issues:

- Senator Harkin is particularly active in support of Iowa dislocated worker applications and was especially involved in advocating for the workers of the Monfort Beef Packing Plant ($3.3 million for 800 workers). He often writes in support of State grant requests.

- Iowa was one of the 6 original One-Stop States and is also a School-to-Work State.

BARBARA MIKULSKI (D-MD)
RANKING MEMBER AGING SUBCOMMITTEE

Other Noteworthy Committee Assignments: Appropriations

Employment and Training:

- In keeping with her concentration on aging, Senator Mikulski introduced the successful floor amendment to remove the Senior Employment program from job training consolidation legislation.

- She has been an advocate for non-traditional work opportunities for women.

Labor Law/Regulatory Issues:

- In the 105th, Senator Mikulski is a cosponsor of Senator Murray's 24 hour FMLA expansion bill.

Budget/Appropriations:

- As a member of the Appropriations Committee, Senator Mikulski was supportive of labor positions in full Committee votes; however, most of her committee activity has focused on her assignment as Ranking Member of the VA/HUD Subcommittee.

- One of the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress.

State Issues:

- Senator Mikulski has not written in support of the dislocated worker applications from the state of Maryland, but the state has received approximately $4.6 million in funding since 1996, the most recent being a $425,000 grant in January '97 to serve 250 workers from Stroh's Brewery. Senator Mikulski was active in opposition to BRAC 95 decisions which will result in closures or realignments of 10 military installations in Maryland -- we are likely to see future applications to serve those workers.

- Maryland was one of the 6 original One-Stop Implementation states and is also a School-to-Work State.

JEFF BINGAMAN (D-NM)

Senator Bingaman has returned to the Committee after an absence during the 104th. During your courtesy call, the Senator discussed TEAM Act, comp time and welfare reform.

Other Noteworthy Committee Assignments: Joint Economic Committee (Ranking Member)

Labor Law/Regulatory Issues:

- Bingaman is potentially interested in seeking compromise with TEAM Act sponsors.
- In the 105th, Bingaman has not cosponsored either Senator Murray's 24 hour FMLA expansion bill or Senator Dodd's FMLA threshold bill.
- Corporate responsibility and wage equity are important issues for him. Authored report for Democratic Policy Committee (DPC) on these issues in 104th Congress. Last February, the Secretary discussed corporate citizenship with Senator Bingaman and helped the Senator shape the DPC proposal.
- Bingaman cosponsored a pension proposal with Senator Jeffords to expand pension coverage for small businesses that establish "Pension Pro-Save" Accounts. NM has the lowest pension coverage rate of any state in the country -- this is probably due to the fact that a high percentage of its citizens are employed by small businesses.

Employment and Training:

- Has been supportive of dislocated worker programs.

Budget Issues:

- Was supportive of the Department on key budget votes during the 104th Congress.

State Issues:

- There is an ongoing discrimination complaint regarding the Los Alamos lab that is moving from reconciliation to enforcement. Senator Bingaman's staff has asked to be kept up to date on the status of the complaint.
- While NM is not a major recipient of Title III funds, Senator Bingaman has written in support of dislocated worker grant requests, particularly a million-dollar award to serve workers dislocated from Siemens Stromberg-Carlson and Martin Marietta Postal Systems.
- New Mexico is a School-to-Work State. It has also been selected for PY 1997 funding for One Stop and should receive funding on July 1, 1997.

PAUL WELLSTONE (D-MN)
RANKING MEMBER EMPLOYMENT & TRAINING SUBCOMMITTEE

Senator Wellstone is an active supporter and spokesperson for all labor-related issues. He favors domestic over military spending and often takes the Senate floor to condemn misplaced priorities.

Employment and Training:

- Very supportive of one-stop and youth programs. Minnesota was awarded a state-wide One-Stop implementation grant in 1995 and Sen. Wellstone has actively promoted the One Stop system. MN is also a School-to-Work State.

- Active in job training consolidation legislation.

- Strongly opposed the Welfare Reform bill.

- Worked to restore the homeless veterans program which Congress rescinded in 1995.

Labor Law/Regulatory issues:

- In the 105th, Senator Wellstone is a cosponsor of both Senator Murray's 24 hour FMLA expansion bill and Senator Dodd's FMLA threshold bill.

- Active on striker replacement issues.

- Wellstone, who is particularly concerned with low-wage workers, was one of the most vocal supporters of the minimum wage increase.

Budget/Appropriations:

- One of the most supportive of the Committee members on DOL positions on key budget votes during the 104th Congress. Wellstone has fought within the Democratic caucus, with the White House, and on the floor over the past four years in an effort to protect spending for education and training programs. He has given equal emphasis to training -- with priority on disadvantaged youth, One-Stop, and homeless vets.

State Issues:

- Wellstone has occasionally written in support of dislocated worker grant applications from Minnesota. The state has received over $20 million in Title III discretionary money, including $ 9 million following the 1993 flood.

- The Hormel meat company's termination of its health benefits program for retired workers contributed to a long and contentious labor dispute in MN.

PATTY MURRAY (D-WA)

Other Noteworthy Committee Assignments: Appropriations (Member Labor/HHS Subcommittee); Budget

Employment and Training:

- o A strong supporter of School-to-Work (WA is a STW state) and education funding. She is proud of her state's community college retraining system.

- o She has shown a strong interest in dislocated workers, particularly in the timber industry, as well as youth program issues.

Labor Law/Regulatory Issues:

- o In the 105th, Senator Murray is the sponsor of 24 hour FMLA expansion legislation. She has not cosponsored Senator Dodd's FMLA threshold bill.

- o Murray is sensitive to union concerns about weakening 40-hour week. Her unions have told her comp time is just a way for employers to cheat employees out of overtime pay.
- o Senator Murray was a member of the bipartisan 21-member Glass Ceiling Commission, which was chaired by Secretary Reich.

- o She has been supportive of affirmative action.

- o Strong supporter of the New OSHA. Note that former OSHA Administrator Joe Dear has returned to Washington to be Governor Locke's Chief of Staff.

Other Issues.

- o Her vote for NAFTA is still a sore spot with many of her constituents. Labor will be watching closely to see how she handles any fast track negotiating authority legislation. The NAFTA/TAA program is very important to her.

State Issues:

- o WA has been one of the largest recipients of discretionary dislocated worker funding, getting over $51 million since 1993. This amount includes $14.7 to serve 4,800 workers from Boeing Aircraft, $18.6 in 12 timber-related grants and over $2.3 million to assist workers after the floods of 1996.

- o WA has an active veteran's community. In the 104th, Senator Murray worked hard to assure that DOL's homeless veterans program was authorized and funded.

- o WA has been selected for One Stop PY 1997 funding (beginning July 1, 1997).

JACK REED (D-RI)

Employment and Training:

- Active supporter of the President's GI Bill in the House.

- Reed is a strong supporter of School-to-Work and was active in championing Rhode Island's application for a statewide implementation grant which it was awarded this fall.

- Champion for Rhode Island dislocated workers, particularly those in the fishing industry. Pushed the State of Rhode Island to include needs-related payments for workers dislocated from the closing of a large grocery chain (ALMACS).

Labor Law/Regulatory Issues:

- Since the Laborers are a major union in Rhode Island, Reed is likely to continue to oppose the repeal or weakening of Davis-Bacon.

- Voted against the Republican comp time bill, but believes families' needs for flexible work schedules have not been met. Supports FMLA.

Other:

- Supporter of Clinton Health Reform Plan, but was concerned about costs that would be imposed on small businesses.

- Voted for welfare reform though he thought the bill had major flaws.

State Issues:

- Rhode Island has received nearly $12 million in discretionary dislocated worker funding since 1993. The largest single grant was to General Dynamics for over $5 million to serve 1,346 workers. Senator Reed was most active in support of a $4.3 million grant to serve 750 low-wage workers dislocated from the closing of a large grocery chain (ALMACS).

- Rhode Island was selected as a PY 1997 One Stop Implementation State and will receive funding beginning July 1, 1997.

MEMBER PROFILES OUTLINE

SENATE LABOR AND HUMAN RESOURCES COMMITTEE

JIM JEFFORDS (VT)
DAN COATS (IN)
JUDD GREGG (NH)
BILL FRIST(TN)
MIKE DEWINE (OH)
MIKE ENZI (WY)*
TIM HUTCHINSON (AR)*
SUE COLLINS (ME)*
JOHN WARNER (VA)*
MITCH MCCONNELL (KY)*

TED KENNEDY (MA)
CHRIS DODD (CT)
TOM HARKIN (IA)
BARBARA MIKULSKI (MD)
JEFF BINGAMAN (NM)*
PAUL WELLSTONE (MN)
PATTY MURRAY (WA)*
JACK REED (RI)*

*new committee member

Note: Included are Labor and Human Resources Committee profiles. This is a rolling document which will be updated to reflect additional staff and Member input over the next few weeks. We will also be developing similar profiles for the Senate leadership.

Where possible, interest group ratings are included for each Member. The ratings are provided by Americans for Democratic Action (ADA) founded in 1947 by liberal Democrats; the AFL-CIO; the Chamber of Commerce (CCUS); and the American Conservative Union (ACU). Except as otherwise noted, the ratings listed are for 1994 -- the last year available.

KEY VOTE INDEX:

- Welfare Reform - final passage of Welfare Reform. Administration supported the bill on final passage.

- Bond Amendment - Senate amendment to the minimum wage bill which would have denied a minimum wage increase to 10.5 million workers in smaller businesses and create a permanent 180 subminimum wage for workers starting a new job regardless of age. Administration opposed the amendment.

- Goodling Amendment - House amendment to the minimum wage bill which would have exempted businesses under $500,000 annual gross, approximately 10.5 million workers, from the Fair Labor Standards Act. Administration opposed the amendment.

- Job Corps - An amendment to maintain a national Job Corps program. Administration supported the amendment.

- TAA (Trade Adjustment Assistance) - An amendment to maintain trade adjustment assistance as a national program, as opposed to block granting the program as favored by Kassebaum. Administration supported the amendment.

- Right to Work - A bill to repeal those provisions of federal law that require employees to pay union dues or fees as a condition of employment. Administration opposed the bill.

- TEAM Act - A bill to amend the National Relations Labor Act relative to cooperative efforts and labor/management relations. Administration opposed the bill.

- Compensatory Time - A bill to amend the Fair labor Standards Act to provide compensatory time for all employees. Administration opposed the bill.

- Portal to Portal - A bill to amend compensatory time provisions relating to the payment of wages to employees who use employer owned vehicles. Administration opposed the bill.

- CAREERS - A bill to provide consolidated workforce development and literacy programs, and for other purposes. Administration supported the bill.

- ETI - A bill to place restrictions on the promotion by the Department of Labor and other federal agencies and instrumentalities of economically targeted investments in connection with employee benefit plans. Administration opposed the bill.



JIM JEFFORDS (R-VT) (CHAIRMAN)

513 Hart Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources (Chairman); Finance; Veterans Affairs; Aging
PH: 224-5141
FAX: 228-0338

Biographical Information:

Born:	5/11/34, Rutland, Vermont
Home:	Shrewsbury, Vermont
Education:	Yale, B.S.I.A. 1956; Harvard LLB. 1962
Profession:	Attorney
Political Career:	VT Senate 1967-1969; VT Attorney General 1969-1973; U.S. House of Representatives 1975-1989.
Religion:	Congregationalist
Marital Status:	Married (Elizabeth Daley); two children.
First Elected:	1988
Reelection Year:	2000
Right to Work State:	No

Senator Jeffords has championed education issues both on the authorizing committee and as a member of the Appropriations Committee. He left the Appropriations Committee in the 105th Congress to become a member of the Finance Committee. Senator Jeffords will not assume a subcommittee chairmanship on the Labor Committee, but will hold education and health care reform issues at the full committee level. Jeffords served as the ranking member on the Labor Committee in the House.

Employment and Training:

- While in the House, Senator Jeffords helped create the Job Training Partnership Act.
- He has criticized last year's partisanship in the handling of the CAREERS/Workforce Development Conference and has expressed his intention to take a more bipartisan approach to job training consolidation legislation.

- He has not yet taken a position on whether he wants to decouple education and job training in the next round. While most assumed that as a strong education advocate, he would favor handling Voc Ed and Adult Ed apart from job training consolidation, his staff has remained uncommitted on this issue, perhaps signaling the strength of Republican Governors in this debate.

- While House staff have indicated that Congressman McKeon, Chairman of the House Training Subcommittee, wants to move quickly on job training consolidation, Jeffords staff does not want to be rushed. The schedule, and extent to which he will defer to DeWine as the new subcommittee chair, are yet to be determined.

- Sen. Jeffords has been a strong supporter of One-Stop and School To Work (STW). One of his biggest concerns about STW is the lack of enthusiasm on the part of the education community. He notes that 37 states and the Governors are supportive of the STW program. Jeffords notes that the business community appears to be more enthusiastic than the education community, and accordingly will be urging educators to "get on board". Vermont has now received a grant from DOL to implement both the One-Stop and School-to-Work programs throughout the state.

  - Senator Jeffords has urged States with STW grants to make sure they are able to demonstrate tangible results with their STW monies. He appears to believe that it is necessary to demonstrate harder, more tangible outcomes in order to justify program funding.

- Supported major increases in education spending as Member of Appropriations Committee, however did not include training programs in his definition of education.

- Has advocated a "small state minimum" in education and training formula debates.

<u>Labor Law/Regulatory issues:</u>

- In the 105th Senator Jeffords is a cosponsor of the Comp Time bill.

- Jeffords has sponsored the Team Act bill in the 105th. In the 104th, he cosponsored the legislation and and spoke ardently on its behalf on the floor.

- Supported the President's position on minimum wage.

- Cosponsored Gregg-Kassebaum OSHA reform bill (which DOL opposed) in 104th Congress.

Health and Pensions:

- o Introduced legislation to create an independent commission to examine national retirement income security (pension) issues. This is a priority for Jeffords. The Department has not endorsed Jeffords proposal. Note that the establishment of this Commission is strongly opposed by organized labor.

- o Interested in finding ways to help small businesses obtain health care coverage for workers. He expressed interest in exploring Congressman Fawell's proposal to federalize Multiple Employer Welfare arrangements (MEWAs), which was opposed by DOL in the last Congress.

- o Cosponsored Administration's pension audit bill in 104th Congress.

- o Only Republican member to cosponsor the Clinton health care bill.

- o Likely to examine health care quality issues relating to HMOs early in new Congress; disinclined to support continuing incremental reforms in health care quality in favor of more comprehensive reform.

Budget/Appropriations:

- o Voted in favor of a Kennedy amendment to the Budget Resolution which declared that there would be no budget savings from any repeal of Davis Bacon, but voted in favor of Kassebaum bill to repeal Davis-Bacon.

Other:

- o Finance Committee Chairman Roth (R-DE) has indicated that he would like to get Secretary-designate on the record on the subject of the CPI revision and is likely to ask Senator Jeffords to pose questions in this area.

- o One of the more supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation; however, he voted for the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment, and voted for the Balanced Budget Constitutional Amendment in June 1996.

- The only member of the Committee of either party who is a member of the Senate Centrist Coalition that has worked to craft a bipartisan 7-year balanced budget agreement. The proposal had less reduction in discretionary spending than the President's proposal, and placed special emphasis on investments in education (which Jeffords fought for) and the environment. The proposal was rejected by the Senate in May 1996 (46-53), but the group plans to offer a similar proposal this year.

- Maintains good working relationships with Vermont Governor Howard Dean (D), Chair of the Democratic Governors Association, and Governor Roy Romer (D) of Colorado with whom Jeffords serves on GOALS 2000 Board.

- Secretary Reich spoke with Senator Jeffords in the past year regarding the minimum wage (which Jeffords voted to raise), the pension audit bill, PWBA's pension education campaign, and regulatory reform legislation.

State Issues:

- The primary issue impacting Vermont's School-to-Work start-up activities was the improper disbursement of STW to the local partnerships. The OMB Circular that governs cash management by Federal grantees mandates that funds be drawn down on as needed basis, and that all grantees must keep 3-4 days cash reserves in their accounts at all times. Vermont disbursed approximately 90% of their grant funds to the local partnerships immediately, and were in violation of OMB guidelines. The issue was resolved when the STW Office helped them return the funds to the Treasury for proper disbursement, but the State was embarrassed and continues to insist that the problems are due to the joint administration of STW by the Labor and Education Departments, whose grant processes are markedly different.

Key Votes:

Welfare Reform - Y	TAA - N
Bond - N	Job Corps -N
TEAM Act - Y	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
85	50	55	12



DAN COATS (R-IN)

404 Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Armed Services
PH: 224-5623
FAX: 228-4137

Biographical Information:

Born:	5/16/43; Jackson, Michigan
Home:	Fort Wayne, Indiana
Education:	Wheaton College, B.A. 1965; Indiana Univ. J.D. 1971
Profession:	Attorney
Political Career:	U.S. House of Representatives 1981-1988
Religion:	Presbyterian
Marital Status:	Married (Marcia Anne Crawford); three children.
First Elected:	1990 (Appointed to Senate January, 1989)
Reelection Year:	1998
Right to Work State:	No

Senator Coats, chair of the Children and Families Subcommittee, has announced his retirement after the 105th Congress. He has a long history on work and family issues, advocating a families agenda based on tax cuts and vouchers. In the House, Coats served as the ranking minority member on the House Select Committee on Children, Youth and Families.

Employment and Training:

- Strongly supported Senator Kassebaum in her efforts to block grant job training consolidation legislation, despite theoretical support for vouchers.

Labor Law/Regulatory issues:

- In the 105th, Coats is a cosponsor of Team Act, Beck, and Comp Time bills.
- He supported the Family and Medical Leave Act (FMLA). However, he did conduct a hearing in 104th Congress to review effectiveness of impact of FMLA. Coats is likely to continue to conduct oversight on the implementation of the law.
- Coats is likely to follow party line on regulatory issues, particularly relating to OSHA.
- Voted in favor of a Kennedy amendment to the Budget Resolution which declared that there would be no budget saving from any repeal of Davis Bacon.

Budget/Appropriations:

- Was the least supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He opposed the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, he voted for the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment, and voted for the Balanced Budget Constitutional Amendment in June 1996.

- Was a leading advocate of the line item veto, and is likely to watch closely as the Administration prepares to exercise this new power.

State Issues:

- Indiana has benefited from discretionary awards from the Title III National Reserve Account for worker dislocations as a result of base closings (approximately $6 million in 4 grants); clean air dislocations ($6.6 to serve multiple coal company layoffs) and other mass layoffs. Despite writing in support of applications in the past and writing in support of a recently awarded grant in the amount of up to $1 million to serve workers affected by the closure of a Maytag/Jenn-Air facility in Indianapolis, Senator Coats has voted to eliminate Title III funding.

- Indiana received a One-Stop Implementation Grant in PY 1995. The state is also a One Stop Implementation State.

Key Votes:

Welfare Reform - Y	TAA - N
Bond - Y	Job Corps - N
TEAM Act - Y	Right to Work - Y

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
5	0	82	92



JUDD GREGG (R-NH)

393 Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Appropriations; Budget (Labor, HHS, Education Subcommittee)
PH: 224-3324
FAX: 224-4952

Biographical Information:

Born:	2/14/47; Nashua, New Hampshire
Home:	Greenfield, New Hampshire
Education:	Columbia Univ., B.A. 1969; Boston Univ. J.D. 1972, L.L.M. 1975
Profession:	Attorney
Political Career:	U.S. House of Representatives 1981-1989; Governor of New Hampshire 1989-1993
Religion:	Congregationalist
Marital Status:	Married (Kathleen MacLellan); three children.
First Elected:	1993
Reelection Year:	1998
Right to Work State:	No

Senator Gregg will chair the Aging Subcommittee. He has aggressively sought to reshape the Community Service Employment Program, during reauthorization of the Older Americans Act, arguing to transfer funds now earmarked for national contractors into one grant to the states. Gregg is also a member of the Labor/HHS Appropriations Subcommittee and has argued against funding for several DOL programs.

Employment and Training:

- As indicated above, Gregg has concentrated his attention on the Community Service Employment Program. Gregg is very critical of the current program and of the nine national grantees which receive the bulk of the funding. He is likely to again seek changes to the program in the 105th. The Administration is seeking to move administration of the Community Service Employment Program to HHS.

- Strongly supported Senator Kassebaum's Workforce Development Act.

- He actively opposed School-to-Work and Goals 2000.

Labor Law/Regulatory issues:

- In the 105th, Senator Gregg is a cosponsor of the Team Act and Beck bills.
- Strongly supported the majority's regulatory reform bills in 104th Congress.
- He was the primary sponsor of Republican bills to curb OSHA.
- He also was the primary sponsor of a bill to expand the application of the Beck decision regarding mandatory union dues and political activity.
- Sponsored the FY '96 appropriations rider to nullify the Administration's Executive Order on striker replacement.
- He actively opposed FMLA.
- Last Congress, introduced the State and Local Volunteer Preservation Act, a bill to amend the Fair Labor Standards Act to allow for state and local employees to volunteer their services.
- Voted against Kennedy amendment to the Budget Resolution which declared that there would be no budget saving from any repeal of Davis Bacon.
- Requested, along with Sen. Kassebaum, a GAO report in 1996 on labor organizations which have violated federal labor laws and the data on federal funds that were awarded by the Labor Department to those organizations. At this time, GAO is still investigating.

Other:

- During Labor/HHS Appropriations hearings he was often an aggressive questioner of the Secretary on budgetary issues. He is the only majority Committee member who also serves on the Labor/HHS appropriations subcommittee, which decides the Department's budget.
- Gregg serves as a member of the Budget Committee. Was one of the least supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He only supported the Administration's position on the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs. He opposed the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, he voted for the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment, and voted for the Balanced Budget Constitutional Amendment in June 1996.

- New Hampshire is a School-to-Work Implementation State. It has not implementated One-Stop.

Key Votes:

Welfare Reform - Y	TAA - N
Bond - Y	Job Corps - N
TEAM Act - Y	Right to Work - Y

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
15	0	82	79



BILL FRIST (R-TN)

565 Dirksen Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Budget; Commerce, Science and Transportation; Foreign Relations
PH: 224-3344
FAX: 228-1264

Biographical Information:

Born:	2/22/52; Nashville, Tennessee
Home:	Nashville, Tennessee
Education:	Princeton Univ., B.A. 1974; Harvard Medical School, M.D. 1978
Profession:	Surgeon
Career:	Practicing Surgeon 1978-1984; Director, Vanderbilt Medical Center Heart-Lung Transplant Program 1986-1993
Religion:	Presbyterian
Marital Status:	Married (Karyn)
First Elected:	1994
Reelection Year:	2000
Right to Work State:	Yes

Senator Frist is a former surgeon who will chair the newly created Public Health and Safety Subcommittee. Despite his concentration on health issues, Frist has identified education as his top priority on the Committee. Note that Senator Frist supported Henry Foster (TN) during his confirmation battle to be Surgeon General.

Labor Law/Regulatory issues:

- Supported Chairman Kassebaum on regulatory issues in 104th Congress, including OSHA reform legislation. Note that jurisdiction for OSHA in the committee, which previously resided in the Labor Subcommittee, has been moved to the Health and Safety Subcommittee which Frist will chair.

- In the 105th, Frist is a cosponsor of the Team Act bill.

- Voted against Kennedy amendment to the Budget Resolution which declared that there would be no budget saving from any repeal of Davis Bacon.

Health Issues:

- Prime sponsor of organ donor bill enacted in 104th Congress.

- o Supported Kennedy-Kassebaum health care bill.

- o Cosponsored Administration-backed Drive-by Baby bill (the Newborn Mother's and Infant Protection Act) with Senator Bradley in 104th Congress which was enacted into law. He thinks that many of the issues like this one that are related to quality of care and consumer protection can be addressed by having physicians more involved in running HMO's. Note: Any discussion of greater control by doctors should be responded to by noting that the President has the Commission on Quality that will review this issue.

- o Senators Jeffords and Frist held an oversight hearing on February 11 on the regulations to implement the Kennedy-Kassebaum health care bill. Olena Berg, Assistant Secretary of the Pension Welfare Benefits Administration testified along with representatives from HHS and Treasury.

- o Minority Leader Daschle has introduced legislation on health care for children, S. 13 "The Children's Health Coverage Act". In addition, Senator Kennedy will introduce legislation on health care for the unemployed in the near future. Senator Frist will be interested in these legislative priorities and may seek to get your views.

- o Senator Frist has indicated that he will push this year for a bill to improve the managed care industry by allowing physicians to set up their own managed care plans. As a result, he may be interested in the status of the President's Commission on Health Care Quality.

<u>Employment and Training Issues:</u>

- o Not active on employment and training issues, but voted with the Majority in Committee in support of Senator Kassebaum's bill.

<u>Budget/Appropriations:</u>

- o One of the more supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He supported the Administration's position on the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs, the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, he voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; however, he voted for the Balanced Budget Constitutional Amendment in June 1996.

Other:

- During your courtesy call, Senator Frist questioned you on the size of the Department's staff. Currently, the Department has approximately 16,000 full time employees -- a number which is 600 below the authorized number. The Department has drastically reduced staff in recent years -- surpassing the 12% staff reduction target laid out by the Administration's reinventing government downsizing.

- Senator Frist also asked you about your contact with previous Secretaries of Labor. He may ask questions as to how your vision differs from theirs.

State Issues:

- While Senator Frist has never actively supported any of the dislocated worker grant applications from the state, Tennessee has received over $ 5.5 million in funding since 1993, including a recently awarded $3.4 million grant to serve 900 workers dislocated by the base realignment at Fort Campbell and a $1.4 million grant to serve 639 workers dislocated by the closure of the Defense Distribution Depot in Memphis.

- Tennessee is a School-to-Work State. It has also been selected for One Stop funding for PY 1997 and should begin to receive funding on July 1, 1997.

Key Votes:

Welfare Reform - Y	TAA - N
Bond - Y	Job Corps - N
TEAM Act - Y	Right to Work - Y



MIKE DEWINE (R-OH)

140 Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Judiciary; Intelligence
PH: 224-2315
FAX: 224-6519

Biographical Information:

Born:	1/5/47; Springfield, Ohio
Home:	Cedarville, Ohio
Education:	Miami (Ohio) Univ., B.A. 1969; Ohio Northern Univ. J.D. 1972
Profession:	Attorney
Political Career:	Greene County Prosecutor 1977-1981; Ohio Senate 1981-1983; U.S. House of Representatives 1983-1991; Lt. Gov.1991-1995
Religion:	Catholic
Marital Status:	Married (Frances Struewing); eight children (one deceased)
First Elected:	1994
Reelection Year:	2000
Right to Work State:	No

DeWine, who will chair the newly created Employment and Training Subcommittee, is a former House member, Lt. Governor and, key to his style, a former prosecutor. DeWine was very active in employment and training and immigration issues in the 104th Congress. Recently, he has signaled a desire to work on a bipartisan basis to develop job training consolidation legislation.

Employment and Training

- Was active in the consideration of the Workforce Development Act, where he primarily focused on increasing funding for youth programs.

- Will take the lead on job training consolidation in the 105th Congress. His staff has signaled a desire to work with the House and the Administration on a consensus bill, but recent conversations indicate that the Senator is looking at a broader consolidation than is under discussion in the House and may resist efforts to decouple vocational education from job training.

- Has visited all of the Job Corps Centers in Ohio and took an active role in development of zero tolerance policy for drugs and violence in Job Corps.

- Maintains strong relationships with Ohio Governor George Voinivich (R), co-chair of the National Governors Association and Columbus, and Ohio Mayor Greg Lashutka (R), the immediate past chair of the National League of Cities and a leader in workforce development issues.

Labor Law/Regulatory issues:

- In the 105th, DeWine is a cosponsor of the Team Act and Comp Time bills.

- Supported Kassebaum OSHA reform bill.

- Voted in favor of a Kennedy amendment to the Budget Resolution which declared that there would be no budget saving from any repeal of Davis Bacon.

Other:

- Met with the Secretary in March 1995 and discussed Job Corps, job training legislation, summer youth employment, JTPA, and Davis-Bacon.

- One of the more supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He supported the Administration's position on the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs, the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, he voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; however, he voted for the Balanced Budget Constitutional Amendment in June 1996.

State Issues:

- While Senator DeWine has not expressed direct support for dislocated worker grant applications from Ohio, the state is a major recipient of Title III funding (over $20 million since 1993). In particular, the state benefits from funding for Clean Air Act dislocations, having received over $7.2 million in 8 grants for dislocated coal industry workers.

- OSHA levied $1,015,000 in fines against AK Steel in Middletown, Ohio in 1995 for violations of the lockout/tagout regulation.

- Ohio has had a number of cases where financially troubled employers have sought to terminate health benefits that were promised to retirees. Typically, these cases have involved employers in manufacturing or steel industries.

- Ohio was a ProgramYear 1995 One Stop Implementation State and its Employment Security administrator, Deborah Bowland, has been both an active proponent of One-Stop and a leader in the employment and training field. Ohio is also a School to Work State.

Key Votes:

Welfare Reform - Y	TAA - N
Bond- Y	Job Corps - N
TEAM Act - Y	Right to Work - N

**Interest Group Ratings:*

ADA	AFL-CIO	CCUS	ACU
17	17	54	83

* These ratings are from 1990 when Sen. DeWine served in the House.



MIKE ENZI (R-WY)

116 Hart Senate Office Building (temporary)
Washington, DC 20510

Committees: Labor and Human Resources; Banking, Housing and Urban Affairs; Small Business; Aging
PH: 224-3424

Biographical Information:

Born:	2/1/44; Bremerton, Washington
Home:	Gillette, Wyoming
Education:	George Washington Univ., B.S. 1966; Univ. of Denver, M.B.A. 1968
Profession:	Small Business owner (shoe store chain);
Political Career:	Mayor of Gillette 1975-1983; Wyoming House 1986-1991; Wyoming Senate 1991-1996
Religion:	Presbyterian
Marital Status:	Married (Diane); three children
First Elected:	1996
Reelection Year:	2002
Right to Work State:	Yes

New to the 105th, Senator Enzi was a low key state politician. Although he did not actively seek the Labor Committee assignment, both the Senator and his wife are very well versed in labor law -- they run a business together and have been business activists in the state. As such, Enzi favors tax incentives for small business. Note that he replaced Senator Alan Simpson and has kept much of Simpson's staff.

Senator Enzi's substantive concerns include OSHA reform, comp time, CPI and technical fixes for welfare reform.

Labor Law/Regulatory Issues:

- In the 105th, Enzi is a cosponsor of the Team Act, Beck, and Comp Time bills.

- As a former safety trainer for a company in Wyoming, Enzi is very interested in OSHA reform. During your courtesy call, he expressed his view that currently employers bear all of the workplace safety and health responsibility while employees are not personally responsible for their actions. Accordingly, Enzi will be advocating greater employee responsibility and will seek to revise OSHA rules to reduce the burden on business regarding safety and responsibility.

- Enzi is also concerned about the regulatory burden on businesses. During your initial meeting, he specifically mentioned the immigration form I-9, the employment eligibility verification form. Every time that an employer hires a person to perform labor or services, the employer must file the I-9 form. The form was developed for verifying that persons are eligible to work in the U.S.

- Enzi is also interested in work/family issues and may raise comp time in your hearing.

Employment and Training:

- During your courtesy call, Senator Enzi raised questions on the consolidation of activities and administrative savings in the JTPA program. He also expressed his interest in the use of profiling in the program.

Other:

- In the context of affirmative action, Enzi may raise the issue of quotas.

- May ask about your role at White House in conjunction with Presidential initiatives, i.e. economic plan, minimum wage and FMLA.

- First love is human resource management; may ask your philosophy on management of Department.

- He could develop an interest in MSHA since Wyoming is the nation's largest coal producing state.



TIM HUTCHINSON (R-AK)

708 Hart Senate Office Building(temporary)
Washington, D.C. 20510

Committees: Labor & Human Resources; Environment and Public Works; Veterans' Affairs
PH: 224-2353

Biographical Information:

Born:	8/11/49; Bentonville, Arkansas
Home:	Bentonville, Arkansas
Education:	Bob Jones Univ., B.A. 1979; Univ.of Arkansas, M.A.1990
Profession:	Minister, Businessman, Professor
Political Career:	Arkansas House of Representatives 1984-1992; U.S. House of Representatives 1993-1995
Religion:	Baptist
Marital Status:	Married (Donna Jean King); three children
First Elected:	1996
Reelection Year:	2002
Right to Work State:	Yes

New to the Senate, Hutchinson is a former Baptist minister who served on the EEO Committee in the House. He is a conservative with strong ties to the conservative religious community and a strong dislike of the Department's regulatory agenda. Upon his appointment to the Committee, Senator Hutchinson remarked: "I look forward to working on this Committee to reduce the regulatory burden the federal government places on Arkansas employers, as well as being involved in the continuing debate on reforming our welfare system." Accordingly, OSHA reform and welfare reform are two of his top priorities.

Employment and Training:

- Welfare Reform. Senator Hutchinson played a major role in welfare reform while serving on the House Economic and Educational Opportunities Committee in the House. He authored a tougher welfare reform bill than his Republican colleagues were willing to support -- the focus of his efforts was to impose stiffer work requirements on welfare recipients. He served as a House conferee on the conference committee that shaped the final bill, and strongly supports the new Law. Hutchinson questions the need for a federal role and any additional legislation.

- Strong supporter of veterans programs.

- Opposed School-to-Work.

Labor Law/Regulatory issues:

- In the 105th, Hutchinson is a cosponsor of the Team Act, Beck, and Comp Time bills.

- The Senator believes that OSHA must be make less burdensome to employers.

- In the 104th Congress, he sponsored House legislation ("Houseparents") that would have exempted employees who work as substitute parents to needy children from minimum wage and overtime requirements (DOL did not support his legislation). He successfully pushed the bill through Committee but it was never considered on the floor. It is likely that he will attempt once again to move this legislation as there is a large houseparents constituent in northeast Arkansas.

- One of the issues raised during your initial meeting with Senator Hutchinson was "salting". In the traditional "salting" case, a labor organization endeavors to have union members become employed by an unorganized employer with the goal that those union members will thereafter convince other employees to support or join the union. Employer refusals to accept applications from "salts" or to hire them, have resulted in the filing of numerous unfair labor practice charges with the NLRB in the last couple of years. Most of these cases involve building contractors and building and construction trade unions. Congressman Fawell has introduced salting legislation in the House.

- In the past, he has opposed FMLA.

- Along with Congressman Hoekstra, Senator Hutchinson took personal interest in Oklahoma problems with Davis-Bacon survey process. Supports repeal of Davis-Bacon.

- Opposes affirmative action programs.

- Voted in favor of legislation to limit pension investments in Economically Targeted Investments (ETIs). Arkansas has a law which encourages the State pension fund to invest a percentage of its assets in Arkansas-related investments if it is prudent. During the ETI debate, this law was characterized as being a mandate to make Economically Targeted Investments (ETIs).

- He spoke in opposition to the minimum wage on the House floor (although he voted in favor of the minimum wage conference report which included the small business tax cuts).

Other:

- Hutchinson took personal interest in the merger of DOL with Department of Education when House hearings were held in 104th Congress exploring such a merger.

- Supports preserving the Older Americans Act. The Act provides low wage jobs to older Americans. It's important in Arkansas because of funding for Green Thumb.

State Issues:

- As Congressman, Sen. Hutchinson did not write in support of dislocated worker applications, yet Arkansas has received over $3 million in funding since 1993, including a grant related to the closure of Fort Chaffee.

Key Votes:

Welfare Reform - Y	ETI - Y
Goodling -Y	CAREERS - Y
Compensatory Time - Y	Portal to Portal - Y
TEAM Act - Y	

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
5	22	100 (1993)	95



SUE COLLINS (R-ME)

B-40-4 Dirksen Senate Office Building (temporary)
Washington, DC 20510

Committees: Labor and Human Resources; Governmental Affairs
PH: 224-2523
FAX: 224-2693

Biographical Information:

Born:	12/7/52; Caribou, Maine
Home:	Bangor, Maine
Education:	St. Lawrence Univ.
Profession:	Business Center Director
Political Career:	Former Congressional staffer to Senator William Cohen; former New England Regional Administrator of the Small Business Administration; former Commissioner of the Maine Department of Professional and Financial Regulation; Gubernatorial candidate, 1994
Religion:	Catholic
Marital Status:	Single
First Elected:	1996
Reelection Year:	2002
Right To Work State:	No

Senator-elect Collins served as a long-time senior adviser to Senator Cohen on business issues and describes small-business protection and job creation as her top priorities. Last year, she ran a self-described moderate campaign.

Employment and Training:

- Maine has a large dislocated worker population. Senators Cohen and Snowe worked hard to ensure the opening of a new Job Corps Center which opened in the state at the former Loring Air Force Base in January. In a letter to the Loring AFB Job Corps Center, Senator Collins indicated that she would continue her strong support for the Job Corps program.

- Opposed cuts to federal job training programs, but supports elimination of Education Department.

Labor Law/Regulatory Issues:

- In the 105th, Collins is a cosponsor of the Team Act and Comp Time bills.

- Supports a 7 year sunset on regulations. Collins is a former New England regional administrator of the Small Business Administration and thus is interested in the regulatory burden on small businesses.

- Initially objected to the 90-cent minimum wage increase, preferring a more modest boost of 50-cents, but after enactment she said she would have supported the larger increase over none at all.

State Issues:

- The Decoster Egg Farm of Turner, Maine, one of the nation's largest egg producers, was cited in July 1995 under a joint OSHA-Wage and Hour enforcement effort. OSHA fines were $3.6 million and back wages and penalties were over $87,000. Workers were found to be working in unsanitary conditions with unguarded machinery, living in grossly substandard migrant housing and being paid less than the hours they had worked.

- The OSHA "Maine 200" program is a cooperative effort where OSHA works with the 200 firms with the highest workers' compensation costs to improve health and safety in the workplace. The program has won acclaim from Maine businesses and is being used as a model in other states. After more than two years of experience, the program has led to significant reductions in injury rates and workers compensation claims.

- The state of Maine has been a recipient of a large number of Title III grants (nearly $10 million) to serve dislocated workers and it was quite common for both Senators Cohen and Snowe to write in support of these applications. There are large defense dislocations at both Loring AFB (over $2 million to serve 675 workers) and Bath Iron Works ($900,00 to serve 400 workers). In addition, the state has experienced severe dislocations in manufacturing (particularly textiles) and in the fishing industry (where DOL has granted over $3 million to help dislocated fisherpersons and their families.

- Maine is a School-to-Work Implementation State. It has also been selected for PY 1997 One Stop funding and should receive funding beginning July 1, 1997.



JOHN WARNER (R-VA)

225 Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Armed Services; Environment and Public Works; Rules and Administration (Chairman); Small Business
PH: 224-2023
FAX: 224-6295

Biographical Information:

Born:	2/18/27; Washington, DC
Home:	Middleburg, Virginia
Education:	Washington and Lee Univ., B.S. 1949; Univ of Virginia, L.L.B. 1953
Profession:	Attorney, farmer
Political Career:	Assistant U.S. Attorney, 1956-1960; Undersecretary of the Navy, 1969-1972; Secretary of the Navy 1972-1974
Religion:	Episcopalian
Marital Status:	Divorced; three children.
First Elected:	1978
Reelection Year:	2002
Right To Work State:	Yes

Senator Warner has not been a leader on labor issues in the Senate, as the primary focus of his long career has been armed services issues. Warner moderated his position on labor issues during the last Congress in an effort to reach out to the moderates in his state. During your courtesy call, Warner indicated that he joined the Committee to focus on education issues and to try to bring business and labor together on at least some of the issues that divide them. He wants to reduce the confrontation between business and labor. He believes that such issues as comp. time and the Team Act are incorrectly "perceived" as eroding the statutory base for organized labor.

Warner indicated that he wants to support the Secretary Designate in the confirmation process. Note that he enjoys close relationships with Senators Dodd and Kennedy (he attended law school with Robert Kennedy).

Employment and Training:

- Has not been particularly active on employment and training issues, although he may show interest in dislocated worker programs for both the defense industry and down-sized federal workers, both important to Virginia.

Labor Law/Regulatory Issues:

- In the 105th, Warner is a cosponsor of the Team Act, Beck, and the Comp Time bills.
- Likely to involve himself in OSHA's indoor air quality proposal because of Virginia's tobacco industry.
- Actively supported TEAM Act and participated in committee hearings as a non-member.
- Likely to support enactment of generic regulatory reform legislation being advocated by the Virginia business community.
- Voted against Kennedy amendment to the Budget Resolution which declared that there would be no budget saving from any repeal of Davis Bacon.
- Last Congress, Warner introduced the Volunteer Firefighter and Rescue Squad Worker Act, a bill to amend the Fair Labor Standards Act to allow these employees to volunteer their services.
- Also may involve himself in MSHA-related issues.

Budget/Appropriations:

- His voting record is mixed on Labor Department positions on key budget votes during the 104th Congress. He opposed the Administration's position on the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs [this top spending priority is defense]; he supported the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation; he voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; and he voted for the Balanced Budget Constitutional Amendment in June 1996.

State Issues:

- Governor Allen has been an active proponent of UI devolution and may ask Senator Warner to ask questions on that issue.
- Senator Warner has written on occasion in support of dislocated worker grant applications for Virginia. The state has received over $17 million in Title III grants since 1993, including $7 million in defense-related assistance. Sen. Warner expressed specific interest in a $793,000 grant to serve laid off workers from Cooper Industries/Dominion Bank, a $1.6 million grant for laid-off coal miners, and the $4.6 million dollar grant which was awarded (with the assistance of OPM) to serve laid-off federal workers.

- The tobacco industry is important in Virginia and Senator Warner has an interest in OSHA's proposal indoor air quality standard which includes proposed regulations for tobacco smoke in the workplace.

Key Votes:

Welfare Reform - Y	TAA - N
Bond - Y	Job Corps - Y
TEAM Act - Y	Right to Work - Y

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
20	25	91	80



MITCH MCCONNELL (R-KY)

361A Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Appropriations; Agriculture, Nutrition & Forestry; Rules and Administration; Ethics (Chair)

PH: 224-2541
FAX: 224-2499

Biographical Information:

Born:	2/20/42; Sheffield, Alabama
Home:	Louisville, Kentucky
Education:	Univ. of Louisville, B.A. 1964; Univ of Kentucky, J.D. 1967
Profession:	Attorney
Political Career:	Deputy Assistant Attorney General 1974-1975; Jefferson County Judge Exec. 1977-1984
Religion:	Baptist
Marital Status:	Married (Elaine Chao); three children.
First Elected:	1984
Reelection Year:	2002
Right To Work State:	No

Senator McConnell will focus on health related issues because of state's tobacco interests. McConnell has focused much of his Senate career on election-related issues, including campaign finance reform -- issues that are likely to consume again much of his efforts in the 105th.

Labor Law/Regulatory Issues:

- In the 105th, Senator McConnell is a cosponsor of the Team Act and Comp Time bills.
- Likely to be concerned about OSHA's indoor air quality proposal because of Kentucky's tobacco industry.
- He is a strong supporter of expanding the application of the Beck decision and curbing the role of labor unions in political campaigns.
- Voted against Kennedy amendment to the Budget Resolution which declared that there would be no budget saving from any repeal of Davis Bacon.

- o May also take an interest in MSHA and black lung issues, due to importance of mining industry to Kentucky. On January 17th, OWCP issued proposed regulations to limit the number of medical reports and the time period for filing reports related to black lung claims. The coal companies are expected to oppose the regulations which are based upon similar rules used in Kentucky.

- o Spoke on the Senate floor in support of the Adarand Supreme Court decision, and called for the "revision and even end" of preference programs and policies.

Budget/Appropriations:

- o His voting record is mixed on Labor Department positions on key budget votes during the 104th Congress. He opposed the Administration's position on the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs [this top spending priority is defense]; he supported the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation; he voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; and he voted for the Balanced Budget Constitutional Amendment in June 1996.

Other:

- o It is important to note that McConnell has long led the Republican opposition to campaign finance reform in the Senate. During the 103rd Congress, he proposed banning PAC contributions and decreasing out-of-state individual contributions, and increasing the role of the party committees by permitting them to spend more on campaigns. He opposed the Democratic plans to limit campaign finance spending and to rely on various public financing schemes to induce compliance with the spending limits. McConnell and other Republicans successfully filibustered the attempt by the Democratic majority to go to conference on the legislation.

- o This year, the Bipartisan Campaign Reform Act of 1997 (S. 11) has been introduced by Senators John McCain, Russell Feingold, and Fred Thompson. McConnell has indicated that he would filibuster such a bill.

State Issues:

- o While Senator McConnell has not written in support of state applications for dislocated worker grants, Kentucky has received almost $5.3 million in Title III funding since 1993, including over $5 million to assist workers in the coal industry.

- o The tobacco industry is important in Kentucky and Senator McConnell has an interest in OSHA's proposed indoor air quality standard which includes regulations for tobacco smoke in the workplace.

State Issues:

o Kentucky is a School to Work State and also received a PY 1995 award for One Stop implementation.

Key Votes:

Welfare Reform - Y	*TAA - N*
Bond - Y	*Job Corps - N*
TEAM Act - Y	*Right to Work - N*

Interest Group Ratings:

ADA	*AFL-CIO*	*CCUS*	*ACU*
5	*0*	*91*	*92*



TED KENNEDY (D-MA)

315 Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources (Ranking); Judiciary; Armed Services; Joint Economic
PH: 224-4543
FAX: 224-2417

Biographical Information:

Born:	2/22/32, Boston, Massachusetts
Home:	Boston, Massachusetts
Education:	Harvard, B.A..1956; The Hague Intl. Law School, 1958; University of Virginia, L.L.B. 1959
Profession:	Attorney
Political Career:	Suffolk County Assistant District Attorney 1961-1962; United States Senate 1962-
Religion:	Catholic
Marital Status:	Married (Victoria Reggie); three children and two stepchildren.
First Elected:	1962
Reelection Year:	2000
Right to Work State:	No

Senator Kennedy is the full committee ranking member who championed many of the Department's key issues in the 104th Congress. In the 105th, he will also serve as the ranking member on the Public Health and Safety Subcommittee. Kennedy is known as having a good relationship with Jeffords.

Employment and Training:

- For the past two Congresses, Senator Kennedy was the Administration's champion during the consideration of job training legislation. In the 103rd Congress, he introduced the President's "Reemployment Act" (REA) and in the 104th Congress, he was instrumental in holding the line on the President's key issues in the CAREERS/Workforce Development legislation. Specific employment and training issues on which he may focus are:

Structure:

The structure of the Kassebaum bill threatened the federal investment in job training and Sen. Kennedy fought to maintain the levels in the President's budget. A large part of this problem came from the inclusion of education and training programs in one block grant. While it looks likely, a final decision on decoupling the two issues has not been made.

NOTE: Decoupling education would also make it easier to fight efforts to repeal the School to Work Opportunities (STW) Act. While the repeal effort is largely on the House side, Senator Kennedy is a big STW advocate and may raise this point. As you recall, a student from "Protech", a Boston hospital-based STW program, spoke at the tribute to Secretary Reich -- this program is a favorite of the Senator.

Dislocated Workers:

The block grant structure would have jeopardized the federal investment in dislocated worker services. This issue is important to Massachusetts, which has suffered from downsizing in the defense and computer electronics industries, as well as reductions due to environmental policies (fishing) and trade (apparel). Senator Kennedy also fought successfully to retain TAA and NAFTA/TAA as independent entitlement programs, when Sen. Kassebaum attempted to consolidate it within the block grant.

Skill grants:

There was considerably more support in the House for the skill grant/voucher approach than the Senate. In fact, while Senator Kassebaum led the opposition to vouchers, some Democrats were almost as resistant. Senator Kennedy recognized the strength of the President's empowerment theme and helped hold the line on the need to integrate the voucher approach into any consolidated program.

- Senators Daschle, Breaux and Kennedy have re-introduced a version of last year's S. 6 -- now S. 17 -- as a placekeeper bill to show the importance of job training reform. This is **not** an Administration proposal, but complements our strategy in that its emphasis is on the use of vouchers for adults to access job training.

  NOTE: You should avoid supporting S. 17, which still contains serious flaws, but thank him for his continuing efforts to showcase the President's skill grants/empowerment theme. DOL provided technical assistance to Kennedy and Daschle's staffs to correct some of the more egregious political problems with the bill.

- The job training debate last year was very time consuming for Kennedy and he is unlikely to want to spend as much time and effort on a partisan battle this year. That is why he is likely to support efforts to move a consensus job training bill in the 105th Congress.

- Welfare-to-Work: Senator Kennedy will be very interested in the design of the President's welfare-to-work proposal. While the specifics of the proposal have not yet been made public, the Senator favors a DOL model for the distribution of funds. Any retrenchment on the decision to place the program within DOL would jeopardize the jurisdiction of Labor and Human Resources and would be a problem for the Senator. (The Finance Committee had jurisdiction over the JOBS program in the Family Support Act and would likely have jurisdiction over a state block grant linked to TANF.)

- At-Risk Youth: The Senator is very interested in maintaining an appropriate funding stream for at-risk youth. This may be a good opportunity for you to advocate for DOL's out-of-school youth initiative which will be in the President's FY '98 budget ($250 million).

- Targeting: Kennedy would like to see additional emphasis for funding placed on those areas with high concentrations of poverty.

- Broad Delegation of Authority: Kennedy's new staffer on employment and training is a former state legislator. He is interested in mitigating the powers of governors while assuring a stronger role for state legislators in consolidation legislation.

- Senator Kennedy is also a member of the Judiciary Committee and a leader in immigration policy. In his work on Labor and Human Resources, he is, therefore, likely to focus on reform of employment-based immigration programs. Last year he advocated for worksite enforcement and reform of the alien labor certification program, but Congress ultimately deferred action on legal immigration issues. He also advocated an additional 350 FTEs for Wage and Hour to conduct worksite enforcement. The President's FY 98 Budget will provide only a small amount of additional staffing resources for Wage & Hour (28 FTE's), on top of the 200 FTE added in FY 1997.

Labor Law/Regulatory Issues:

- In the 105th, Senator Kennedy is a cosponsor of both Senator Murray's 24 hour FMLA expansion bill and Senator Dodd's FMLA threshold bill. He is a strong supporter of FMLA, and does not support comp time legislation at this time.

- Opposed efforts to repeal Davis-Bacon Act and Service Contract Act. Led fight against the TEAM Act, Right to Work Act, and Republican OSHA reform legislation.

- Strong supporter of OSHA.

- Offered a successful amendment to the Budget Reconciliation bill for FY 1996 that knocked out provisions that would have let companies raid their employees' pension plans by withdrawing "excess" assets.

- Strongly opposed to regulatory reform proposals discussed in 104th Congress.

- Interested in pension reform legislation to stimulate retirement savings for low-income workers and to shift larger portion of federal pension tax subsidies to lower income individuals.

- Introduced a bill close to the President's proposal to extend transitional health care coverage to the unemployed and will likely want to move on that issue in the 105th Congress.

Other:

- During 1996, the Secretary met or spoke with Senator Kennedy periodically to discuss the overall Labor Department agenda, in particular - budget/appropriations, CAREERS/Workforce Development legislation, the pension audit bill, minimum wage, health care portability, worker protection issues in the immigration bill, Summer Youth funding and welfare reform.

- Senator Kennedy was the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation. He voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment. He voted against the Balanced Budget Constitutional Amendment in June 1996.

- He took the lead on many floor amendments both on the Budget Resolutions and Appropriation bills to increase funding for education and training.

- Kennedy is a strong supporter of the FMLA, and does not support comp. time legislation at this time.

State Issues:

- Massachusetts was on of the first 6 states to receive One-Stop implementation grants. At the time of the grant (1994), Senator Kennedy supported the application. Since that time, there have been complaints from public employee unions because the MA plan allows for non-public entities to compete to become One-Stop Career Center operators, a system which has led to Employment Service (Wagner Peyser) funds to go to private entities. In addition, there have been news reports about the under-performance of certain centers (particularly in serving welfare recipients) and problems have been raised by state legislators, who have tried to block the expansion of One-Stop. While Kennedy is unlikely to raise this issue, discussions may have to be opened shortly, as Massachusetts lags behind its original implementation plan and pressure is growing for the Department to take action.

- The state is very active in its use of the National Reserve Account of Title III and has received nearly $35 million in discretionary dislocated worker funding since 1993. The Senator is very active in support of these applications, particularly in the areas of defense cutbacks and the fishing industry. He was also active in support of a grant to Malden Mills after a fire at the plant in 1995. Aaron Feuerstein, the Malden Mills owner, received national public attention culminating in his being seated next to the First Lady at last year's State of the Union Address for his extraordinary corporate citizenship. He promises to retain his employees and rebuild the Mill at great personal expense.

- OSHA fined two Massachusetts construction firms J. M. Cashman Co. for $700,000 and Saugus Construction, its subcontractor, for $448,000 for inadequate fall protection which resulted in the 1995 death of a worker at the Boston South Station construction project. This was a highly publicized case.

- MA was also one of the original School to Work States and is acknowledged as a pioneer in this area.

Key Votes:

Welfare Reform - N	TAA - Y
Bond - N	Job Corps - Y
TEAM Act - N	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
90	88	27	0



CHRIS DODD (D-CT)

444 Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Banking, Housing and Urban Affairs; Foreign Relations; Rules and Administration
PH: 224-2823
FAX: 224-1083

Biographical Information:

Born:	5/27/44, Willimantic, CT
Home:	East Haddam, CT
Education:	Providence College, B.A. 1966; Univ. of Louisville, J.D. 1972
Profession:	Attorney
Political Career:	U.S. House of Representatives 1975-1981
Religion:	Catholic
Marital Status:	Divorced
First Elected:	1980
Reelection Year:	1998
Right to Work State:	No

Dodd will continue as ranking member on the Children and Families Subcommittee.

Employment and Training:

- Strong interest in dislocated worker issues. Led the fight to retain the Secretary's discretionary fund for Title III of JTPA. While Connecticut has a low unemployment rate, there is significant worker dislocation in the defense industry.

- Advocate for expansion of child care services in the transition from welfare to work. Dodd was author of landmark child care legislation.

Labor Law/Regulatory Issues:

- In the 105th, Dodd has introduced S. 183 which expands the FMLA by lowering the threshold to which the Act applies from 50 to 25 employees. He introduced a 24 hour expansion provision similar to the President's during the last Congress. In response to resistance from some Democratic Caucus members, he has dropped this issue from inclusion in this year's bill. He was the original Senate sponsor of FMLA.

- Dodd served as Chairman of the Commission on Family and Medical Leave. The Commission, created by the law, was charged with studying family and medical leave policies. It reported that the law has been beneficial and not a burden on business.

- o Advocate for health insurance industry, which has a large presence in state.

- o Champion of health care expansion for kids.

- o Successfully pushed "Harris Trust" legislation to clarify the treatment of insurance company assets under ERISA. DOL-supported these ERISA changes.

Budget/Appropriations:

- o One of the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, he voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; and he voted against the Balanced Budget Constitutional Amendment in June 1996.

- o As a member of the Senate Budget Committee in the 104th, he worked to protect education and training funding in the Committee deliberations on the Budget Resolution.

State Issues:

- o Connecticut has received over $29 million in discretionary dislocated worker funding since 1993. The largest category of assistance has been to defense contractors such as Pratt & Whitney, Electric Boat, Allied Signal, etc. Senator Dodd has written in support of several of these grant applications and is an active supporter of dislocated worker funding.

- o Connecticut was one of the original six One-Stop Implementation states. It is also a School-to-Work State.

Key Votes:

Welfare Reform - N	TAA - Y
Bond - N	Job Corps - Y
TEAM Act - N	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
80	75	44	0



TOM HARKIN (D-IA)

731 Hart Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Appropriations (Ranking, Labor, HHS, Education Subcommittee); Agriculture, Nutrition and Forestry; Small Business
PH: 224-3254
FAX: 224-7431

Biographical Information:

Born:	11/19/39, Cumming, Iowa
Home:	Cumming, Iowa
Education:	Iowa State Univ., B.S. 1962; Catholic Univ., J.D. 1972
Profession:	Attorney
Political Career:	U.S. House of Representatives, 1975-1985
Religion:	Catholic
Marital Status:	Married (Ruth); two children
First Elected:	1984
Reelection Year:	2002
Right to Work State:	Yes

Senator Harkin is the ranking member of the Labor-HHS Appropriations Subcommittee. He has demonstrated a strong interest in disability and international child labor issues. Note that Harkin is a strong supporter of organized labor.

Employment and Training:

- Has worked to include training programs in the various Democratic leadership "message" amendments that have been offered over the last 2 years. His relationship with Chairman Specter helped to ensure training and worker protection add-backs were included in the final FY 96 and FY 97 budget deals.

- Strong supporter of dislocated worker programs and Job Corps.

- Senator Harkin spoke with the Secretary in April 1996 to discuss his concern about the Monfort Beef plant closing which caused the loss of 1,300 jobs. These workers later in the year received funding for training from the Title III National Reserve Account.

- The Secretary personally thanked Senator Harkin for his leadership in restoring Summer Youth Employment Program money.

- In May 1996, the Secretary spoke with Senator Harkin in regards to the CAREERS/Workforce Development and the FY'97 Budget Resolution and sought and received his support for Administration positions.

- Has been the Committee's leader on disability issues.

Labor Law/Regulatory Issues:

- In the 105th, Senator Harkin is a cosponsor of both Senator Murray's 24 hour FMLA expansion bill and Senator Dodd's FMLA threshold bill.

- Senator Harkin spoke at the Department's Garment Summit which was held in August of 1996, and introduced legislation proposing the use of an international label as a means for identifying companies which are committed to labor standards---similar to the rugmark label. He also participated in the President's Garment Summit and will be interested in its progress. Note that his staff has had a continuing interest in the progress of the garment industry working group's activities.

- Has shown significant interest in international child labor. He has introduced legislation that would ban the import of goods made with exploited child labor. Also, via various appropriations bills, he required ILAB to produce several studies on international child labor.

- Strong supporter of worker protection programs, particularly Davis-Bacon and OSHA. He is an outspoken opponent of regulatory changes to increase the use of low paid "helpers" on construction projects covered by Davis-Bacon.

- Introduced the Fair Pay Act last year promoting equal employment opportunity for women and minorities and pay equity.

- Champion of President's striker replacement order.

Budget/Appropriations:

- One of the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, he voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; however, in 1996 he voted for the Balanced Budget Constitutional Amendment, reversing his previous vote.

- As Ranking Minority of the Labor/HHS Approps Subcommittee, he has worked to ensure adequate funding for DOL's programs.

State Issues:

- The State of Iowa has made frequent application to the National Reserve Account for dislocated workers and has received nearly $42 million in discretionary Title III grants since 1993. $27 million of that assistance was in the form of disaster grants for the 1993, 1994 and 1996 floods. Senator Harkin is particularly active in support of Iowa dislocated worker applications and was especially involved in advocating for the workers of the Monfort Beef Packing Plant ($3.3 million for 800 workers). He has written in support of two recently awarded grants ($500,000 for Norwest Bank/Fustar Bank/VA Medical Center, $93,000 for Waterloo Castings), and one pending application ($333,000 for Boyt Co.).

- Iowa was one of the six original One-Stop states and is also a School-to-Work state.

- The John Morrell meat-packing company stopped providing health care to its retirees. A large number of Morrell retirees live in Iowa.

Key Votes:

Welfare Reform - Y	TAA - Y
Bond- N	Job Corps - Y
TEAM Act - N	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
100	88	36	0



BARBARA MIKULSKI (D-MD)

709 Hart Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Appropriations; Ethics
PH: 224-4654
FAX: 224-8858

Biographical Information:

Born:	7/30/36, Baltimore, Maryland
Home:	Baltimore, Maryland
Education:	Mount Saint Agnes College, B.A.1958; Univ. of Maryland, M.S.W. 1965
Profession:	Social Worker
Political Career:	Baltimore City Council 1971-1977; U.S. House of Representatives, 1977-1987
Religion:	Catholic
Marital Status:	Single
First Elected:	1986
Reelection Year:	1998
Right to Work State:	No

Senator Mikulski is the ranking member on Aging Subcommittee. Mikulski was not actively engaged on labor related issues in the 104th Congress. She is a member of the Senate leadership team as Secretary of the Democratic conference.

Employment and Training:

- In keeping with her concentration on aging, Senator Mikulski introduced the successful floor amendment to remove the Senior Employment program from job training consolidation legislation.

- Has been an advocate for non-traditional work opportunities for women.

Labor Law/Regulatory Issues:

- In the 105th, Senator Mikulski is a cosponsor of Senator Murray's 24 hour FMLA expansion bill.

Budget/Appropriations:

- As a member of the Appropriations Committee, Senator Mikulski has been supportive of labor positions in full Committee votes; however, most of her committee activity has focused on her assignment as Ranking Member of the HUD/NASA/VA Subcommittee.

- One of the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. She supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, she voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; and she voted against the Balanced Budget Constitutional Amendment in June 1996.

State Issues:

- Senator Mikulski has not written in support of the dislocated worker applications from the state of Maryland, but the state has received approximately $4.6 million in funding since 1996, the most recent being a $425,000 grant in January '97 to serve 250 workers from Stroh's Brewery. Senator Mikulski was active in opposition to BRAC 95 decisions which will result in closures or realignments of 10 military installations in Maryland -- we are likely to see future applications to serve those workers.

- Maryland was one of the original six One-Stop Implementation States and is also a School-to-Work State.

Key Votes:

Welfare Reform - Y	TAA - Y
Bond - N	Job Corps - Y
TEAM Act - N	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
85	75	40	0



JEFF BINGAMAN (D-NM)

703 Hart Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Armed Services; Energy and Natural Resources; Joint Economic
PH: 224-5521
FAX: 224-2852

Biographical Information:

Born:	10/03/43, El Paso, TX
Home:	Santa Fe, NM
Education:	Harvard, B.A. 1965; Stanford Univ., J.D. 1968
Profession:	Attorney
Political Career:	New Mexico Attorney General 1979-1983
Religion:	Methodist
Marital Status:	Married (Anne Kovacovich); one child
First Elected:	1982
Reelection Year:	2000
Right to Work State:	No (NM recently defeated a right to work initiative)

Senator Bingaman has returned to the Committee after an absence during the 104th. He was actively involved in the health care reform debate. Besides returning to this committee, Senator Bingaman is the new Ranking Minority Member of the Joint Economic Committee. He is a policy oriented idea generator who chaired the Higher Wage Task Force for the Minority Leadership last year which focused on corporate responsibility.

Employment and Training:

- Has been supportive of dislocated worker programs.

Labor Law/Regulatory Issues:

- Potentially interested in seeking compromise with TEAM Act sponsors.
- In the 105th, Bingaman has not cosponsored either Senator Murray's 24 hour FMLA expansion bill or Senator Dodd's FMLA threshold bill.
- Corporate responsibility and wage equity are important issues for him. Authored report for Democratic Policy Committee on these issues in 104th Congress.

- Last February, Secretary Reich spoke with Sen. Bingaman regarding corporate citizenship. The Secretary worked with the Senator to shape the proposal, and then spoke at the Democratic Policy Committee briefing on the issue.

- Has cosponsored pension proposal with Sen. Jeffords to expand pension coverage for small businesses and establish "Pension Pro-Save" accounts. At the February JEC hearing, he asked BLS Commissioner Abraham for data on declining benefits for workers, particulary pension benefits. He is interested in preliminary BLS data which shows a move away from *defined benefit plans* to *defined contribution plans* such as 401Ks.

Other:

- Has been supportive of the Department on key budget votes during the 104th Congress. He supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation; however he voted for the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; but he voted against the Balanced Budget Constitutional Amendment in June 1996.

- There is an ongoing discrimination complaint regarding the Los Alamos lab that is moving from reconciliation to enforcement. Senator Bingaman's staff has asked to be kept up to date on the status of the complaint.

State Issues:

- NM has the lowest pension coverage rate of any state. This is probably because a high percentage of inviduals there work for small businesses. This fact has heightened Bingaman's interest in legislation that would expand pension coverage.

- While NM is not a major Title III recipient, Bingaman has written in support of dislocated worker grant requests, particularly a million-dollar award to serve workers dislocated from Siemens Stromberg-Carlson and Martin Marietta Postal Systems.

- New Mexico is a School-to-Work implemetation state. It also was selected as a PY 1997 One-Stop state and funding will begin on July 1, 1997.

Key Votes:

Welfare Reform - N	TAA - Y
Bond - N	Job Corps - Y
TEAM Act - N	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
60	75	55	16



PAUL WELLSTONE (D-MN)

717 Hart Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Foreign Relations; Indian Affairs; Small Business
PH: 224-5641
FAX: 224-8438

Biographical Information:

Born:	7/21/44, Washington, DC
Home:	Northfield, MN
Education:	Univ. of North Carolina, B.A. 1965, Ph.D 1969
Profession:	Professor
Political Career:	United States Senate 1990-
Religion:	Jewish
Marital Status:	Married (Sheila Ison); three children
First Elected:	1990
Reelection Year:	2002
Right to Work State:	No

Senator Wellstone is the new ranking member on the Emploment and Training Subcommittee. He is an active supporter and spokesperson for all labor-related issues. He favors domestic over military spending and often takes the Senate floor to condemn misplaced priorities.

Employment and Training:

- In FY '97 defense authorization bill, offered floor amendment to restore funds for education and training programs to President's requested level.
- Very supportive of one-stop and youth programs. Minnesota was awarded a state-wide One-Stop implementation grant in 1995. Played a major role in the budget debate as an advocate for DOL funding. MN is also a School-to-Work state.
- Active in job training consolidation legislation.
- In May 1996, Senator Wellstone spoke with the Secretary several times regarding his concerns with the CAREERS/Workforce Development bill.
- Strongly opposed the Welfare Reform bill.
- Worked to restore the homeless veterans program which Congress rescinded in 1995.

Labor Law/Regulatory issues:

- In the 105th, Senator Wellstone is a cosponsor of both Senator Murray's 24 hour FMLA expansion bill and Senator Dodd's FMLA threshold bill.

- Active on striker replacement issues.

- Wellstone, who is particularly concerned with low-wage workers, was one of the most vocal supporters of the minimum wage increase.

Budget/Appropriations:

- One of the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. He supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, he voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; and he voted against the Balanced Budget Constitutional Amendment in June 1996.

- Wellstone has fought within the Democratic caucus, with the White House, and on the floor over the past four years in an effort to protect spending for education and training programs. He has given equal emphasis to training--with priority on disadvantaged youth, One-Stop, and homeless vets.

State Issues:

- Senator Wellstone has occasionally written in support of dislocated worker grant applications from Minnesota. The state has received over $20 million in Title III discretionary money, including $ 9 million following the 1993 flood.

- The Hormel meat company's termination of its health benefits program for retired workers contributed to a long and contentious labor dispute in MN.

Key Votes:

Welfare Reform - N	TAA - Y
Bond - N	Job Corps - Y
TEAM Act - N	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
100	100	9	4



PATTY MURRAY (D-WA)

111 Russell Senate Office Building
Washington, D.C. 20510

Committees: Labor & Human Resources; Appropriations (Member Labor/HHS Subcommittee); Budget
PH: 224-2621
FAX: 224-0238

Biographical Information:

Born:	10/11/50, Seattle, WA
Home:	Seattle, WA
Education:	Washington State Univ., B.A. 1972
Profession:	Educator
Political Career:	Shoreline School Board 1983-1989; Washington State Senate 1989-1993;
Religion:	Catholic
Marital Status:	Married (Rob Murray); two children
First Elected:	1992
Reelection Year:	1998
Right to Work State:	No

Although new to the Committee, Senator Murray is familiar with labor issues through her work on Appropriations, particularly with School-to-Work and dislocated workers (especially timber workers served by a non-legislative set-aside within JTPA Title III). She will serve on both the Aging and the Children and Families subcommittees. In 1992, she campaigned as a "mom in tennis shoes", and since that time has focused much attention on children's issues in the Senate. She maintains a strong working relationship with Seattle Mayor Norm Rice, who chairs US Conference of Mayors Welfare to Work Task Force.

Employment and Training:

- Strong supporter of School-to-Work and other education related issues. Washington is a School-to-Work State. Sen. Murray is also proud of Washington State's community college retraining system.

- She has shown a strong interest in dislocated workers, particularly in the timber industry, as well as youth program issues. Washington received a $4,000,000 Title III grant in June 1996 for dislocated timber industry workers.

- Worked to restore the homeless veterans program which Congress rescinded in 1995.

Labor Law/Regulatory Issues:

- In the 105th, Senator Murray is the sponsor of 24 hour FMLA expansion legislation. She has not cosponsored Senator Dodd's FMLA threshold bill.

- Murray is very sensitive to union concerns about weakening the 40-hour week. They have told her they worry that President Clinton "will sell them down the river." Her Washington State unions have told her comp time is just a way for employers to cheat employees out of overtime pay.

- Senator Murray was a member of the bipartisan 21-member Glass Ceiling Commission, which was chaired by Secretary Reich. In 1995, the Commission released a two volume report, supported by Murray, which among other things recommended that affirmative action be used by business as tool to help break the glass ceiling.

- She has been supportive of affirmative action. In the 104th Congress, when the provisions of the Dole-Canady anti-affirmative action bill were added on to the Commerce/Justice/State appropriations bill, she worked with then Senator Cohen to get the provisions taken out of the bill.

- Strong supporter of the New OSHA. Note that former OSHA Administrator Joe Dear has returned to Washington to be Governor Locke's Chief of Staff. Many in the state (including Murray) are proud of both Joe Dear and his accomplishments in reinventing the "New OSHA."

- Took an active role in opposing the Dole-Johnston regulatory reform bill.

Budget/Appropriations:

- In the 105th, Murray will serve with Senator Harkin on the Labor/HHS Appropriations Subcommittee.

- She supported DOL programs and fought cuts in worker protection programs, as well as employment & training, as a member of the Budget Committee.

- One of the most supportive of the Committee members on Labor Department positions on key budget votes during the 104th Congress. She supported the Domenici amendment to increase the FY 1997 Budget Resolution spending for domestic programs and the Specter/Harkin amendment in March 1996 to add $1.2 billion for education and job training in the FY 1996 appropriation, she voted against the Breaux/Chafee balanced budget amendment that would have, among other things, saved substantial amounts through a CPI adjustment; and she voted against the Balanced Budget Constitutional Amendment in June 1996.

Other Issues.

- Her vote for NAFTA is still a sore spot with many of her constituents. Labor will be watching closely how she handles any fast track negotiating authority legislation. The NAFTA/TAA program is very important to her.

State Issues:

- While a big supporter of dislocated worker funding in her role on Appropriations, Senator Murray rarely writes letters of support for discretionary grants. The state has been one of the largest recipients of discretionary dislocated worker funding, getting over $51 million since 1993. This amount includes $14.7 to serve 4,800 workers from Boeing Aircraft, $18.6 in 12 timber-related grants and over $2.3 million to assist workers after the floods of 1996.

- Washington has an active veteran's community. During the last Congress, Senator Murray worked hard to assure that DOL's homeless veterans program was authorized and funded.

- Washington has been selected for a Program Year 1997 One Stop Implementation Grant and funding will begin on July 1, 1997.

Key Votes:

Welfare Reform - N	TAA - Y
Bond - N	Job Corps - Y
TEAM Act - N	Right to Work - N

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
90	88	27	0



JACK REED (D-RI)

339 Russell Senate Office Building (temporary)
Washington, D.C. 20510

Committees: Labor & Human Resources; Banking, Housing and Urban Affairs
PH: 224-4642
FAX: 224-4680

Biographical Information:

Born:	11/12/49, Providence, RI
Home:	Cranston, RI
Education:	United States Military Academy, B.S. 1971; Harvard Univ., M.P.P. 1973, J.D. 1982
Profession:	Attorney
Political Career:	Rhode Island Senate 1985-1991; U.S. House of Representatives 1993-1996
Religion:	Catholic
Marital Status:	Single
First Elected:	1996
Reelection Year:	2002
Right to Work State:	No

New to the Senate, Senator Reed served on the Educational and Economic Opportunities Committee in the House.

Employment and Training:

- o Active supporter of the President's GI Bill in the House.
- o Reed is a strong supporter of School-to-Work and was active in championing Rhode Island's application for a statewide implementation grant which it won this fall.
- o Champion for Rhode Island dislocated workers, particularly those in the fishing industry. Pushed the State of Rhode Island to include needs-related payments for workers dislocated from the closing of a large grocery chain (ALMACS).

Labor Law/Regulatory Issues:

- o Since the Laborers are a major union in Rhode Island, Reed is likely to continue to oppose the repeal or weakening of Davis-Bacon.

- o Voted against the Republican comp time bill, but believes families' needs for flexible work schedules have not been met. Supports FMLA.

Other:

- o Supporter of Clinton Health Reform Plan, but was concerned about costs that would be imposed on small businesses.

- o Voted for welfare reform though he thought the bill had major flaws. Looks forward to working with the President to improve the law in this area.

State Issues:

- o Rhode Island has received nearly $12 million in discretionary dislocated worker funding since 1993. The largest single grant was to General Dynamics for over $5 million to serve 1,346 workers. Senator Reed was most active in support of a $4.3 million grant to serve 750 low-wage workers dislocated from the closing of a large grocery chain (ALMACS).

- o Rhode Island has been selected for a Program Year 1997 One Stop Implementation Grant and funding will begin on July 1, 1997.

Key House Votes:

Welfare Reform - Y	ETI - Y
Goodling - N	CAREERS - Y
Compensatory Time - N	Portal to Portal - Y
TEAM Act - N	

Interest Group Ratings:

ADA	AFL-CIO	CCUS	ACU
85	78	18 (1993)	5

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.

Divider Title: SECTION II
QUESTIONS AND ANSWERS

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.

Divider Title: **Overview**

OVERVIEW Q'S AND A'S

- **Agenda**
- **Job Growth**
- **NEC Role**
- **Balancing Enforcement and Program Responsibilities**
- **General Views on Compliance Assistance vs. Enforcement**
- **Use of Technology to Improve Communication with the Public**
- **Small Business: Independent Contractors**

New
1/24/97

AGENDA

Question:

The Administration has talked about its many accomplishments over the past four years. What do you see as the key issues facing this Administration and the Labor Department over the next four years?

Answer:

- To ensure that in this era of rapid technological change and a more global economy all workers have the opportunity to participate in the new economy and are not left behind in the old economy.
  - Better prepare students for the world of work and equip them with the skills they need to succeed in the new economy.
  - Expand the skills of workers who currently have jobs, especially those vulnerable to layoffs or in lower paying jobs, so they will not be left behind.
  - Reinvent DOL's unemployment system to make it a re-employment system with One-Stop centers, online job search through America's Job Bank, consolidated programs and skill grants.
- Provide the necessary support to help families move from welfare to work.
- Promote worker protection and policies such as pension portability to increase employment security during a time of growing concern over job and health care security for working Americans.

New
1/21/97

JOB GROWTH

Question:

The Administration talks about wanting job growth and yet, they increase taxes and regulations on business that result in hurting job growth. What are your views on the impact of government-wide decisions on job growth?

Answer:

- The Administration has pursued an economic strategy that has created an environment in which 11.5 million new jobs have been added to the economy since the President took office -- 93 percent of these jobs are in the private sector.

- These new jobs have been primarily good jobs, paying above median wages.

- Clearly, we can do more.

  -- We can expand opportunities for education and job training to ensure working families more and better jobs in the new economy.

  -- We can pay close attention to the low-wage labor market as we move people from welfare to work.

  -- We can help workers balance family and work.

New
1/21/97

NEC ROLE

Question:

How do you view your role on the NEC?

Answer:

- The NEC has played a critical and effective role in coordinating economic policies for the President, and I intend to play an active role as an NEC Principal.

- More specifically, we will continue to be involved in NEC policy discussions on issues such as pension and benefit security, Welfare to Work, training and education, and rejuvenation of our cities.

New
2/13/97

BALANCING ENFORCEMENT AND PROGRAM RESPONSIBILITIES

Question:

How do you balance your responsibilities between employment and training programs and enforcement agencies? Where will you put your emphasis?

Answer:

- I believe "balance" is indeed the critical term here, because the Labor Department has a wide range of important responsibilities related to both its employment and training programs and its enforcement activities.

- Successful employment and training initiatives are vital to helping ensure that working Americans have opportunities to succeed in the changing economy.

- At the same time, however, the Department must enforce minimum labor standards in order to prevent the exploitation of America's most vulnerable workers and, through the Bureau of Labor Statistics, continue to provide key economic and employment data upon which so many depend.

- Let me assure you of my commitment to doing all of these things --and doing them well.

Background:

- The Department has three types of programs:
  - -- Employment and training programs;
  - -- Worker protection enforcement responsibilities; and
  - -- Labor statistics gathering activities.

- The issue of balance was important to Democratic members at the outset of Secretary Reich's administration.

  - -- Senator Harkin, in particular, expressed concern that the FY 1994 budget request emphasized employment and training over enforcement responsibilities.

  - -- This has not been an issue during the past two years, primarily because Secretary Reich put greater emphasis on striking a balance. However, Senator Harkin could ask you this question.

- The Department's FY 1998 request continues the balance. Compared to the FY 1997 funding levels:
  - -- employment and training programs (discretionary) are increased by 10% ($882 million);
  - -- worker protection is increased by 7% ($69 million); and
  - -- statistics by 5% ($19 million).

New
1/22/97

GENERAL VIEWS ON COMPLIANCE ASSISTANCE VS. ENFORCEMENT

Question:

The federal government might gain greater compliance of labor laws and also increase public approval by stressing compliance assistance rather than pursuing heavy handed enforcement. What are your views on compliance assistance as opposed to enforcement strategy?

Answer:

- The goal of the Labor Department should be to assure that employers comply with the laws that Congress adopted to protect workers. There are many ways to achieve this goal.
  - -- Many responsible employers will comply with the law if we explain to them in clear and simple terms what the law is.
  - -- It is important to recognize, however, that there are bad actors in our society.
  - -- There are employers who will violate the law regardless of how much information they receive and they should be compelled to comply with the law.
- This is an important balance that must be struck with great care.

New
2/13/97

USE OF TECHNOLOGY TO IMPROVE COMMUNICATIONS WITH THE PUBLIC

Question:

What are some ways the Department can use technology to reach and help more Americans?

Answer:

- As we cross the bridge to the 21st century, there are many ways that the Department can use information technology for reaching out and educating more of our nation's workers and business owners about their rights and responsibilities under the statutes and regulations that the Department administers.

- I believe that the public's use of the information super highway, as a means to communicate with their government, is going to continue to grow in the next century.

- I would like to build on the innovative efforts that the Department already has underway to improve communications with the public.

Background:

- The Department's FY 1998 budget request includes funding ($2 million) to support the Employment Laws Assistance for Workers and Small Businesses (E-LAWS) project.

  -- This project will develop easy to use "expert systems" for nearly all significant DOL regulations.

  -- "Expert systems" use an interactive Q and A format to help employees and employers more easily understand their responsibilities under the various DOL statutes.

  -- These compliance assistance tools will be made available to workers and businesses, as well as to the general public, on the Internet.

  -- Congressional reaction to the Department's proposal has been positive.

New
1/22/97

SMALL BUSINESS: INDEPENDENT CONTRACTORS

Question:

The small business community has identified a clarification of the independent contractor status [for tax purposes] as its number one legislative issue. Do you think such a clarification has any merit?

- o This is a complex issue and I am just beginning to learn many of the details of how clarification efforts may affect the laws enforced by the Labor Department.

- o My primary concern is to ensure that workers are protected by the laws that Congress intended to protect them.

- o I look forward to working with you to ensure that the needs of both small business and workers are advanced.

Background:

- o Labor laws, which provide worker protections and benefits, apply only to workers who are classified as employees (and not independent contractors). Most labor laws define "employee" or "independent contractor" based on their own statutory definitions, common law or other tests which are different from the definition used for tax purposes. However, this is not entirely the case, causing concern that changes in tax definitions **could** have the following impact:

  -- reduce eligibility for pension and health care plans;

  -- reduce the number of workers covered by unemployment insurance;

  -- possibly impact on worker protection under the Occupational Safety and Health Act.

- o The Department has worked closely with Treasury on this and wants to review any proposal carefully.

Cautionary Note:

- o This issue is unresolved within the Administration and is controversial, especially among some constituents in the labor movement.

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.

Divider Title: **Employment and Training**

EMPLOYMENT AND TRAINING Q'S AND A'S

- **Job Training Framework Question: Skills**
- **Federal Responsibility for Job Training**
- **Accountability**
- **Effectiveness**
- **Consolidation**
- **Legislation:**
  - -- **Outlook**
  - -- **Skill Grants**
  - -- **Governance**
- **Welfare-to-Work:**
  - -- **Current System**
  - -- **New Initiative**
- **Dislocated Workers:**
  - -- **Consolidation**
  - -- **OIG Report**
  - -- **Defense Downsizing**
- **TAA/NAFTA:**
  - -- **Extension**
  - -- **Consolidation**
- **Employment Service:**
  - -- **Role**
  - -- **Privatization**
- **Unemployment Insurance**
- **Employed Worker Training**

- **Youth:**
  - **What Works**
  - **Summer Jobs**
  - **Job Corps**
  - **Out-of-School**
  - **School-to-Work:**
    - **Repeal**
    - **Conservative Attack**
    - **Criticism**

- **Apprenticeship**

- **Skill Standards**

- **Work Opportunity Tax Credit**

Revised
1/24/97

JOB TRAINING FRAMEWORK QUESTION: SKILLS

Question:

What is your assessment of the direction we need to go to increase the skills of American workers?

Answer:

- More than ever before, a person's earning power is based squarely on what he or she learns. Thus, we must invest in our country's future by supporting the education and training needed to promote long-term economic growth and to give Americans the skills they need to get high-wage jobs and a secure future.

- We also must take the steps needed to move welfare recipients to work and to address the enormous unemployment problems of our cities, particularly among youth.

- Meeting the challenge of ensuring that all American workers have an opportunity to develop good skills and get good jobs is going to depend on all of us -- businesses, schools, families and the government -- doing our part.

Revised
1/24/97

FEDERAL RESPONSIBILITY FOR JOB TRAINING

Question:

Why is employment and training a Federal responsibility?

Answer:

- The President and I believe that there are compelling reasons for the Federal government to be involved in employment and training, even as we seek to enhance State and local flexibility.

- As the President has articulated over the past four years, investments in education and training are critical to this country's future.

- New technologies, global competition, and an increasingly integrated economy make this a national challenge.

- Training in job-related skills is the best way to ensure a rising standard of living for American workers since the right training and skills pay off dramatically in better jobs and high incomes.

Background:

- The Federal investment in job training increases the nation's productive capacity and raises incomes. It also strengthens people's economic security, while diminishing demands on social programs and providing more tax revenue.

- Unlike education, where there is a significant local investment (over 90%) and federal dollars serve as an equalizer, the primary government investment in job training and employment services has historically been a federal one, and we must continue to make this investment in our country's future.

- Studies have shown every year of training or education after high school boosts a person's lifelong earning power by 6 to 12 percent on average.

Revised
2/12/97

JOB TRAINING ACCOUNTABILITY FOR RESULTS

Question:

How do you propose to hold the job training system accountable for results?

Answer:

- o I understand that JTPA's job training system was among the first federal block grant programs to be results-driven.
- o This requires good management information systems to track performance.
- o I am committed to making sure that job training programs achieve what Congress intended.

Background:

- o The Job Training Partnership Act (JTPA) is the nation's principal training and employment program. JTPA was enacted in 1982, replacing the Comprehensive Employment and Training Act (CETA). JTPA serves low-income youth and adults, dislocated workers, and others with significant barriers to employment. Most JTPA programs operate through a State and local delivery system.
- o JTPA local programs must meet federally-defined, State-adjusted minimum levels of performance.
- o These standards assist States in identifying higher performing programs that qualify for incentive awards and low performing programs in need of technical assistance.
- o The current job training management information system provides detailed information on client backgrounds and services and their employment, earnings, and educational attainments.

Revised
2/13/97

JOB TRAINING EFFECTIVENESS

Question:

What evidence do you have that our national investment in job training is paying off?

Answer:

- Increasingly, what you earn depends on what you learn, and programs for adults have demonstrated this in many studies.

- For out-of-school youth, a group that all agree are harder to serve, there is room for improvement.

- The President's FY 1998 Budget proposes a $250 million Opportunity Areas for Out-of-School Youth initiative that builds on models of what we know works, and we are enthusiastic about its prospects for helping inner city youth in particular.

Background:

- The National JTPA Study -- a random assignment study of over 20,000 applicants to JTPA programs for the economically disadvantaged -- found that the adult job training program pays for itself through increased earnings of participants within the first two-and-a-half years.

- Programs for dislocated workers also have demonstrated their success: about 72 percent were employed when they left the program and, on average, they earned wages in their new jobs equal to more than 92 percent of their previous wages.

- Although the National JTPA Study results for out-of-school youth are not encouraging, there is reason to believe from more recent information and analysis that the program may have positive, long-term benefits.

- Each year of education or job training after high school, whenever it occurs in the course of a career, is estimated to account for an increase in average incomes by 6 to 12 percent.

- The $250 million Opportunity Areas for Out-of-School Youth initiative would provide grants of approximately $14 million a year each to 15-20 high poverty urban and rural communities. These competitive matching grants will be distributed to current and potential future Empowerment Zones and Enterprise Communities to train an estimated 50,000 youth for jobs, as an alternative to welfare and crime.

Revised
2/12/97

JOB TRAINING CONSOLIDATION

Question:

The GAO has reported that there are over 160 different job training programs and that there is no means of tracking the performance of these programs. Shouldn't these programs be consolidated?

Answer:

- The President and I agree that there are too many separate employment and training programs.

- But consolidation needs to be **driven by the needs of customers**.

  -- We must make the labor market work for all Americans, by providing high quality information.

  -- We must continue the drive toward "street-level" consolidation, where customers can now access information and services through One-Stop Career Centers.

Background:

- The President's G.I. Bill for America's Workers proposed to consolidate 70 job training and workforce education programs.

- The G.I. Bill principles are: individual opportunity through skill grants and information to make good choices; leaner government through streamlined systems for youth and adults, organized in a One-Stop service delivery system; greater accountability, with systems at all levels are managed for results; State and local flexibility to tailor programs to locally determined needs; and strong private sector roles to ensure that business, labor, and community organizations are full partners in systems design and quality assurance.

- In his State-of-the-Union address, the President asked the Congress to pass the G.I. Bill for America's Workers now.

- Congress also has given the Department new waiver authority to provide States and localities with more flexibility.

Revised
2/13/97

JOB TRAINING CONSOLIDATION LEGISLATIVE OUTLOOK

Question:

Is the Administration looking to pass legislation in the 105th Congress on job training consolidation?

Answer:

- Yes, the Administration is still committed to its reform agenda.

- The President's "G.I. Bill for America's Workers" still represents the framework for the Administration's approach to this legislation and the President in his State-of-the-Union address called on Congress to pass it.

- I know that there was a log jam at the end of the 104th Congress that prevented this legislation from being enacted.

- There was broad consensus on key portions of this legislation and I'm confident that we can work together in a bipartisan fashion to enact a bill this Congress.

Background:

- The President did not introduce a G.I. Bill for America's Workers legislative proposal. Instead, he detailed his vision for workforce development policy through a set of principles -- individual opportunity; leaner government; greater accountability; State and local flexibility; and strong private sector roles.

Cautionary Note:

- This Q&A will be revised based on ongoing policy discussions within the Administration.

Revised
2/13/97

JOB TRAINING CONSOLIDATION: SKILL GRANTS

Question:

The Administration's approach relied heavily on the use of vouchers ("skill grants") for adults to access job training. Will this remain a part of the Administration's proposal, and how do you answer the criticism that vouchers might result in participants being lured to "fly-by-night" or ineffective providers?

Answer:

- A key principle of the President's G.I. Bill for America's Workers is to empower workers who need skill training with the resources -- through Skill Grants or vouchers -- along with the information needed to make good choices.

- This principle received support both in the House and in the Senate. **I hope that any new workforce development legislation emerging from this Congress would incorporate skill grants.**

- With respect to the possibility of vouchers being used for fly-by-night or ineffective providers, I understand that the G.I. Bill for America's Workers strengthened accountability in order to prevent this.

Background:

- Under the G.I. Bill for America's Workers, individuals would get consumer reports on the quality of schools and their programs, so they could make their own informed choices. They could use their Skill Grants only at institutions that met strict eligibility requirements based on quality standards.

- We think it is important that training institutions meet quality standards. Quality standards complement customer choice by weeding out the fraudulent or flatly incompetent training institutions. This is often called "gatekeeping" and refers to eligibility and certification requirements for training providers to ensure that training is of high quality.

Revised
2/13/97

JOB TRAINING CONSOLIDATION: GOVERNANCE

Question:

There was also a great deal of debate about governance of the new system -- with the Administration seeming to side with local (city and county) officials versus the Governors. What do you see as the relative roles of Governors and local officials in a workforce development system?

Answer:

- All levels of government -- local, State and Federal -- should have significant roles to play in the workforce development system. The key is to try to achieve the appropriate balance.

- As I understand it, the concern of the Administration with the Workforce Development Act -- a concern that was shared by Members of Congress, the counties, the Mayors, and others -- was that the traditional role of localities was eviscerated.

- The Administration supports a strong and substantive role for the States, but local governments must be partners in the decision-making process.

Background:

- In the last Congress, the House proceeded, in a largely bipartisan manner, to pass (345 to 79) the CAREERS Act that incorporated many, although not all, of the key elements of the G.I. Bill -- including the provision of a strong role for local officials and the private sector. The Senate passed (95 to 2) the Workforce Development Act that went far afield from the G.I. Bill approach. It made harmful changes in both the local and Federal roles. The Administration did not take a formal position on either bill during floor consideration. The Senate bill and conference report moved most authority for job training decisions from the local level (Mayors and county officials) to the Governors. The Administration supported local officials in an attempt to maintain their traditional role in planning and overseeing job training programs.

Revised
2/13/97

WELFARE-TO-WORK -- CURRENT SYSTEM

Question:

How do current employment and training programs address the needs of welfare recipients?

Answer:

- One of my top priorities, working with others in the Administration, will be to ensure the successful implementation of the new welfare reform legislation.

- The Department of Labor already plays a vital role in this effort through existing programs, such as:

  -- JTPA skills training and related-services for low-income adults (Title II-A);

  -- JTPA year-round training and support services for poor out-of-school youth (Title II-C);

  -- and the One-Stop Career Center/Employment Service delivery system which provides welfare recipients with job-finding assistance.

- It is important to keep in mind the President's objectives for welfare reform -- to break the cycle of dependency in a way that promotes responsibility, work, and parenthood.

- I share his belief that this Nation cannot afford to relegate anyone to the bottom rung of the economic ladder.

Background:

- About 40% of JTPA disadvantaged training dollars are used to assist welfare recipients. Over 100,000 Aid to Families with Dependent Children (AFDC) recipients transitioned into jobs through the use of JTPA services in 1995.

- In addition, at-risk youth programs provide early intervention in the lives of people who are potential recipients of public assistance.

- The new Work Opportunities Tax Credit (WOTC) provides tax subsidies to employers to hire and retain welfare recipients and other target groups.

- The One-Stop Career Center/Employment Service is the nation's public labor exchange, which brings together individuals seeking work and employers who need workers. The One-Stop Career Center initiative is to develop State systems to provide access to a variety of training and employment services at a single "one-stop" center.

Revised
2/13/97

WELFARE-TO-WORK JOBS INITIATIVE

Question:

Last year the President announced that he would be recommending a $3 billion Welfare-to-Work Jobs Challenge initiative. Can you tell us more about what will be proposed -- and what will the role of the Department of Labor be in the administration of a Welfare-to-Work initiative?

Answer:

- The initiative announced by the President last summer and included in his FY 1998 Budget would help communities move 1 million of the hardest-to-employ welfare recipients into jobs by the year 2000.

- It provides $3 billion in mandatory financing through the Department of Labor for job placement and job creation.

- Cities and States can use these funds to provide subsidies and other incentives to private business.

- Details of the proposal will be available this spring, and I anticipate working closely with this Committee and the Finance Committee in exploring ways to assist States and localities in helping welfare recipients who can't find jobs on their own transition from welfare and into "real" private sector jobs, and equipping them with skills that will lead to productive careers.

Background:

- This area of the Department's budget is of great interest to Congress. The Hill is displeased with the lack of details about this initiative.

- Because of statutory rules, the mandatory spending classification means that financing for this initiative does not compete with other job training programs under the tight discretionary spending cap. Questions are being raised about why it's mandatory financing. The reason for mandatory financing is the initiative would replace a similar program for welfare recipients (JOBS) that was mandatory and also complements the welfare block grant (referred to as the TANF block grant), which is also mandatory spending. The initiative would not be an entitlement for individual welfare recipients. It also is short-term -- three years -- and is capped at a specific amount for each year.

Cautionary Note:

- This Q&A will be revised based on ongoing policy discussions within the Administration.

New
2/12/97

DISLOCATED WORKERS: CONSOLIDATION

Question:

Given the Administration's support for consolidation, why should dislocated workers be maintained as a separate funding stream?

Answer:

- The President and I are committed to assuring that adequate resources are available for the types of assistance that have proven successful in helping dislocated workers.
- It is important to provide a helping hand to experienced workers who have made significant contributions to our economy and are hit by economic change.
- Currently, these workers can count on government help to learn new skills and land new jobs.
- I believe that the dislocated worker program has proven that it helps such workers get jobs.

Background:

- More than 500,000 workers received services in Program Year 1995 under the JTPA dislocated worker program, and 72 percent of them were employed when they left the program.
- Across the Nation, earnings for dislocated workers served by JTPA have averaged 92 percent of their previous wages.
- Even more impressive results are documented for those participants who received **retraining** services: more than 76 percent had a job when they left the program, earning almost 95 percent of their previous wage.
- A separate funding stream for dislocated workers avoids the risk of diverting resources to finance efforts to train and place welfare clients and thus, abandon the commitment to such workers.
- The President's FY 1998 Budget proposes to increase funding for dislocated workers by $64,300,000 to $1,350,500,000.

New
2/13/97

DISLOCATED WORKERS: OIG REPORT

Question:

The OIG has just released a report critical of the dislocated worker program. What do you plan to do about these recommendations?

Answer:

- I am informed that this recent report is a follow-up to an earlier, favorable OIG report on the dislocated worker program, but I am not familiar with the details of either report.
- I plan to study the findings of the report.
- My sense is that the dislocated worker program is effective and necessary.

Background:

- The earlier OIG report indicated the success of the program in returning dislocated workers to productive employment.
- This follow-up report states that dislocated workers who received training were reemployed at significantly lower wages than non-participants, and that wage levels remained lower than non-participants.
- The Department has conducted an analysis of the OIG data which contradicts the OIG findings and raises questions about the methodology it used.

New
2/14/97

DISLOCATED WORKERS: RESPONDING TO DEFENSE DOWNSIZING

Question:

Do you think we need to have special federal efforts to continue to deal with defense downsizing?

Answer:

- The Department of Labor must play an active role in assuring that workers vulnerable to job loss because of base closings and other defense spending reductions receive the training they need to find new career opportunities.

- I anticipate a continuing cooperative relationship between the Department of Labor and Department of Defense in working on this issue.

Background:

- If asked, this question may come from Senators Warner or Dodd.

- The Defense Conversion Adjustment Program was added to JTPA Title III in 1990 to provide adjustment assistance to workers dislocated as a result of defense related downsizing, including base closings. It was administered by the Secretary of Labor with funds transferred from DOD. Once the separate appropriation for this program expired, the DOL continued to fund these projects out of the dislocated worker National Reserve Account.

- The Department of Labor has a close working relationship with the Department of Defense on defense-related worker dislocations. For example, all defense-related projects are reviewed by DOD.

Revised
2/13/97

TRADE ADJUSTMENT/NAFTA: EXTENSION

Question:

Will the Administration be recommending an extension of the Trade Adjustment Assistance (TAA) and NAFTA Transitional Assistance (NAFTA-TAA) programs?

Answer:

- Congress and successive Presidents have made a special commitment to trade-impacted workers.
- The Department is currently working on recommendations to extend these programs.
- I expect to work with both this Committee and the Senate Finance Committee, and their House counterparts, as we finalize these recommendations.

Background:

- The Trade Adjustment Assistance program provides cash benefits and reemployment services to workers who lose their jobs or whose hours of work and wages are reduced because of increased imports.
- The implementing legislation for the North American Free Trade Agreement established a similar program (NAFTA-TAA) for workers partially or totally separated from firms which make products affected by imports from Mexico or Canada or which moved operations to Mexico or Canada.
- Both the TAA and NAFTA-TAA programs expire at the end of Fiscal Year 1998.

Revised
2/13/97

TRADE ADJUSTMENT/NAFTA: CONSOLIDATION

Question:

Why shouldn't these programs be consolidated with other job training programs?

Answer:

- During the debates on GATT and NAFTA, I recall hearing President Clinton say that "We have an obligation to protect those workers who ... bear the brunt of competition by giving them a chance to be retrained and to go on to a new and different and, ultimately more secure and more rewarding way of work."

- Consolidation of TAA and NAFTA-TAA would undermine the special commitment to trade-impacted workers that has been made by Congress and successive Presidents.

Background:

- TAA was created as a result of bipartisan efforts in 1962 in recognition of our Nation's special responsibility to workers who lose their jobs as a direct result of government trade policies.

- We reaffirmed our bipartisan commitment to these workers when we passed the GATT in 1994 and implementing legislation for the North American Free Trade Agreement, with the understanding that adversely affected workers would have a right to retraining assistance through the TAA/NAFTA-TAA programs.

- The general dislocated worker program, which does not provide income support similar to the TAA/NAFTA-TAA programs, is funded on the discretionary side of the budget while TAA/NAFTA-TAA are funded on the mandatory side.

- The consolidation of TAA/NAFTA-TAA into this training program would cause trade-impacted workers to lose their entitlement to services and benefits.

- The Administration will propose -- as part of its reconciliation bill -- extension and reauthorization of TAA and NAFTA-TAA, which would otherwise expire September 30, 1998.

New
2/14/97

ROLE OF EMPLOYMENT SERVICE

Question:

What role do you envision for the Employment Service in the future?

Answer:

- The Employment Service will play a central role in offering Americans easy access to quality labor market information and job search assistance-related services.

- I know that Employment Service labor exchange services are the centerpiece of most new State systems that are being built around the One-Stop Career Center concept.

- I want to work in partnership with the Employment Service to strengthen its services, including modernization and expansion of America's Job Bank.

Background:

- The public employment service of the United States was established under the Wagner-Peyser Act of 1933. Its basic purpose is to improve the functioning of the nation's labor markets by bringing together individuals who are seeking employment and employers who are seeking workers. It funds a network of 1,800 State/local offices to match the needs of employers and job seekers.

- Public employee unions are the strongest defenders of the Employment Service and are concerned about diminution of Employment Service resources and services.

- America's Job Bank is an on-line job search center that gets over 8.5 million "hits" per month.

Revised
2/13/97

EMPLOYMENT SERVICE PRIVATIZATION

Question:

I understand that the Department is currently conducting a review of the issue of "contracting out" or privatization of certain Employment Service activities. Could you elaborate on your views of a public Employment Service and indicate what you expect to come out of the review?

Answer:

- o I am aware that privatizing or contracting out public labor exchange services to for-profit and not-for-profit entities is an emerging issue in many States.

- o This is a complex issue and requires careful thought and consultation with you and others.

Background:

- o State and local jurisdictions have flexibility to contract out functions under the Job Training Partnership Act. However, the Wagner-Peyser Act provides for a national system of "public employment offices" to provide labor exchange services.

- o Several States have raised questions regarding privatization of labor exchange services in the context of emerging new State workforce development systems. The Department has undertaken a broad review of the legal and policy issues related to the contracting out, privatizing and out-sourcing of Wagner-Peyser labor exchange services.

- o Public employee unions are very concerned about privatization of the Employment Service.

New
2/13/97

UNEMPLOYMENT INSURANCE: ADMINISTRATION

Question:

My Governor tells me that employers in my State are paying far more in taxes than my State is receiving in return to pay for administering the unemployment insurance program. What are you planning to do to help the States on this issue?

Answer:

- The UI program has been a great success in helping workers deal with layoffs and economic downturns.

- While looking at the administrative issues, we need to be cautious so as not to create unintended consequences that might undermine the UI system.

Background:

- Unemployment Insurance (UI) is a Federal-State entitlement program of temporary income support for experienced wage and salary workers who are out of work due to no fault of their own. The program is funded by taxes on employers and States pay the benefits under their State law out of State accounts in the UI Trust Fund.

- The committees which have jurisdiction over this issue are Senate Finance and House Ways and Means, and hearings in the House on UI reform are scheduled for spring.

- This issue is known as UI devolution. There are a handful of State plans, including Virginia Governor Allen's plan, to devolve responsibility for UI to States; so this question could come from Senator Warner.

- UI devolution is a concept which generally refers to the return of taxing authority and administrative authority for UI to States. UI devolution could effect the Extended Benefits program, the loans programs, and the One-Stop initiative and Employment Service labor exchange.

- The current UI administrative budget no longer fully covers workload and inflation. The FY 1998 budget partially addresses administrative financing concerns in the short-term through additional funding for State integrity activities to ensure accurate benefit payments and tax collection, and in the long-term by releasing funds to States from the UI Trust Fund to augment administrative funds to process workload.

Cautionary Note:

- This issue is highly controversial. You should stay away from this issue or at least avoid any response that goes beyond the answer.

New
2/12/97

EMPLOYED WORKER TRAINING

Question:

Currently, the Department's training programs are focused on dislocated workers and other unemployed adults. Do you think that the training of workers who already have jobs (incumbent workers) should be a responsibility of the Federal Government?

Answer:

- Skills matter more and more in the new economy, and the President and I are committed to encouraging increased investment in worker training by U.S. firms.

- Training already-employed workers is primarily the responsibility of employers, but it is in the public interest for the federal government to encourage such training by promoting it and sharing best practices.

- The President proposes to extend the tax credit for employer-provided educational assistance that will enable employees to get training and educational benefits.

- The President's proposed Hope Scholarships will benefit incumbent workers by allowing them to get part-time training and education while they are employed.

Background:

- The 104th Congress recognized the importance of incumbent worker training by including provisions in the job training reform legislation passed by the House and the Senate.

- The President's FY 1998 Budget proposes to extend the tax credit for employer-provided educational assistance through December 31, 2000 (Congress recently extended this credit through mid-1997) and to expand the credit to cover graduate education. This credit is called Section 127 and is administered by the Treasury Department. It enables employees to get additional forms of training and education benefits without facing income taxes on those benefits.

Revised
2/13/97

YOUTH TRAINING: WHAT WORKS?

Question:

There has been some disturbing evidence that training programs for out-of-school youth have not been effective. Do training programs for youth work?

Answer:

- Out-of-school youth are a difficult group to serve in job training programs because they face complex challenges and recent studies show there is much room for improvement.

- I was heartened to learn, however, that there are studies that show promising results for serving out-of-school youth with other models, such as the Center for Employment Training in San Jose, California.

- The President's Youth Opportunity Areas proposal is based on these models of what works, and we are enthusiastic about its prospects for helping inner city youth in particular. I look forward to working with the Committee on this proposal and on other ways to improve programs for youth.

Background:

- Although the National JTPA Study results for out-of-school youth are not encouraging, there is reason to believe from more recent information and analysis that the program may have positive, long-term benefits.

- One model that appears to be highly effective in serving out-of-school youth is the Center for Employment Training (CET) in San Jose, California -- boosting their earnings by as much as $3,000 a year. The CET is highly structured, with strong ties to the private sector. This model is now being replicated and will be evaluated to see if the good results hold up over time and in different communities.

- Another model was the 13-site JOBSTART demonstration that provided a combination of remedial education and occupational training to high school dropouts in a non-residential setting and appears to be successful working with young males who have prior arrest records.

Revised
2/12/97

YOUTH TRAINING: SUMMER JOBS

Question:

Critics say that the summer jobs program provides little real value in the way of job experience or learning, yet the Administration continues to advocate for a large investment in the program. How do we know it is effective?

Answer:

- The program is very important for all poor kids, but particularly for minority youth and youth living in high-poverty inner-city neighborhoods.

- Not only does it provide paychecks to young people, but it also provides younger economically disadvantaged youth with valuable employment experiences that most would not get otherwise.

- For the vast majority of youth in the summer program, it is the first time in their lives that they are earning a living and learning how to cope with the demands of the workplace.

- Recent evaluations indicate that the summer program is well run, the work projects are worthwhile, and the youth respond to the discipline and work hard.

Background:

- The JTPA Summer Jobs program provides low-income youth with job opportunities and related training and educational services during school summer vacation months.

- The Summer Jobs program typically serves over 500,000 youth each year. About 40 percent of the participants are 14 or 15 years old, and another 40 percent are 16 or 17 years old.

- The Department estimates that a quarter of summer jobs held by 16-17 year-old African American youth come from the Summer Jobs program, and that a fifth of jobs held by Hispanic youth come from this program.

- The recent evaluations referred to above are by the Department's Inspector General and Westat.

Revised
2/13/97

JOB CORPS

Question:

The Job Corps is one of the largest single programs ($1.1 billion) within the Department of Labor, yet its results and cost effectiveness have been questioned. Should Job Corps remain a federal program or be transferred to the states as part of an at-risk youth block grant?

Answer:

- I am a strong supporter of the Job Corps and believe it should remain as a national program. Job Corps offers a unique residential setting to troubled young people, 80% of whom are high school dropouts.

- The benefits of operating Job Corps as a national program include: providing equal access for all participants, regardless of where they reside; maximizing placement opportunities; and more efficient administration through economies of scale.

- I understand the Department has initiated a number of improvements to respond to criticisms of the program.

Background:

- Job Corps is a highly intensive, primarily residential training program open to severely disadvantaged youth who have volunteered for the program. Currently there are 112 Job Corps centers in 46 States.

- The Senate Labor and Human Resources Committee held hearings on Job Corps in 1994 and 1995 based on briefings by the Labor Department Office of the Inspector General (OIG). The OIG raised issues concerning high dropout rates, low vocational completion rates, low training-related job placement rates and payment and performance of Job Corps placement contractors based on Program Year 1990 data.

- In early 1995, negative media stories portrayed some Job Corps centers as being campuses which allowed violence and drug abuse; these issues and concerns about poor performing centers surfaced during the 1995 hearing. Several Committee members later said that they planned to hold follow-up hearings on Job Corps.

- Specific improvements initiated by the Department include a zero tolerance for drugs and violence policy at all centers; performance standards for placement contractors; a greater emphasis on involvement of the local community in the operation of centers; and steps to address poor performing centers.

- When you visited with Senator DeWine, he indicated that he visited all Job Corps centers in Ohio, that he took an active role in the development of the zero tolerance drugs and violence policy, and that he was concerned about center involvement in local communities.

New
2/12/97

OUT-OF-SCHOOL YOUTH

Question:

How can the Administration propose a new, separate program targeted to out-of-school youth at the same time the Administration -- and the Congress -- are trying to consolidate and streamline programs?

Answer:

- I am deeply concerned about the tremendous problems facing youth and young adults who may be at risk of dropping out of school or have dropped out, because they will lack the necessary skills and training so important in obtaining suitable employment.

- It has been estimated that each year's class of dropouts will, over a lifetime, cost society about $260 billion in lost earnings and foregone taxes.

- Consolidation of job training programs is imperative, but we also need to incorporate a strategy to make sure that we can target our approach to this difficult-to-serve population.

- I look forward to working with the Committee to see how this problem can be addressed.

Background:

- The President has proposed in his FY 1998 Budget a $250 million Opportunity Areas for Out-of-School Youth program. The program would provide grants of approximately $14 million a year each to 15-20 high poverty urban and rural communities. These competitive matching grants will be distributed to current and potential future Empowerment Zones and Enterprise Communities to train an estimated 50,000 youth for jobs, as an alternative to welfare and crime.

- Under a consolidated job training program States and local political pressures will drive consolidated program funds to be disbursed widely to serve as many youth and geographic areas as possible.

Revised
2/13/97

SCHOOL-TO-WORK REPEAL

Question:

Why did the Administration oppose the repeal of the School-to-Work Opportunities Act?

Answer:

- The Administration's position to oppose a repeal of the School-to-Work legislation is based on the need to assure all states and local communities have the time, the resources and the technical assistance available to complete their systems-building activities.

- The School-to-Work Opportunities Act provides the framework and seed money for States and local communities to design and implement School-to-Work systems. It is now in its third year of implementation and due to end in 2001.

Background:

- In 1994, the Congress passed the School-to-Work Opportunities Act. The legislation expires in 2001. Both the House and Senate job training consolidation proposals included repeal of this initiative.

- School-to-Work (STW) is jointly administered by the Education and Labor Departments and links education and employment through competitive grants to States and communities. The funds help young people acquire the knowledge, skills, and labor market information they need to move from high school to careers or further training and education.

- Thirty-seven States have received five-year STW implementation grants. The balance of the States will receive their grants this year as they become ready. In addition, more than 100 communities have received direct grants over a three-year period.

- The evidence on early implementation of School-to-Work systems is encouraging. This evidence is based on data submitted by State and local grantees, site visits and other progress reports.

- The principles and goals of School-to-Work appear to resonate with employers, students and educators, and are beginning to be accepted and show results. Many Governors have been very active in the School-to-Work movement.

Revised
2/13/97

SCHOOL-TO-WORK: CONSERVATIVE ATTACK

Question:

Opponents of School-to-Work say that it discourages students from seeking post secondary education. How would you address this concern?

Answer:

- I understand that the School-to-Work initiative focuses on improving the way students are prepared for college, careers, and citizenship.

- The goal is to improve learning through more interesting and relevant experiences that mesh school-based and work-based learning and foster real-world applications of principles and concepts.

- School-to-Work provides students and their parents with information and the opportunity to explore a wide range of career options -- helping them make better informed career choices.

- Contrary to what critics maintain, School-to-Work does not track students into specific occupations. In fact, it broadens their options and includes higher education options as well as opportunities for the non-college bound.

- The reality is that about half of American students don't go to college, and half of those that do don't complete college.

Background:

- Conservative groups have attacked School-to-Work as a means for the Federal government to "slot" students into specific occupations, pre-selecting what jobs they will be able to compete for without allowing them a choice.

New
1/17/97

EDUCATION COMMUNITY CRITICISM OF SCHOOL-TO-WORK

Question:

Some members of the education community are indicating that better use of students' time could be made by focusing on academics rather than on School-to-Work. What do you think about this?

Answer:

- I understand that School-to-Work is designed to help all students achieve high academic standards and either continue their education or prepare for productive careers.
- School-to-Work provides opportunities for students to learn academic subjects by seeing knowledge applied in the real world and to learn job-specific skills with stronger academic grounding.
- I understand that the Departments of Labor and Education issued a report that shows encouraging early evidence on School-to-Work.

Background:

- Senator Jeffords raised this question in your visit prior to the confirmation hearing.
- Secretaries Reich and Riley sent the first report to Congress in September 1996 on activities carried out under School-to-Work, showing how the Departments are implementing the Act to meet its goals.
- Research from Project ProTech in Boston (one of the early models for STW) indicates that School-to-Work has helped students appreciate the value of their education and continue their schooling.
- Later this year, the first report from the National Evaluation Study of School-to-Work and additional data from local communities on participation in School-to-Work by students, schools and employers will be available.

New
1/16/97

APPRENTICESHIP

Question:

I know that you pioneered efforts in the 1970's to increase the use of apprenticeships to promote equal opportunity. What are your views on the role of apprenticeships?

Answer:

- Apprenticeship is a tested approach that reflects employer and labor union partnerships, links classroom and worksite learning including support from skilled senior workers, and provides paid work experience.

- These features are reflected in other successful learning and work programs and the President's School-to-Work initiative.

- I will explore ways to introduce the apprenticeship concept to training in new occupations and new industries.

Background:

- DOL has supported several non-traditional occupational training grants since 1992 and recently added diversity training in apprenticeship grants to increase the numbers of women and minorities in registered apprenticeships.

- Minorities represented 27 percent of all registered apprentices in 1996 -- up from 24 percent in 1992. The portion of female registered apprentices has remained fairly steady at 8 percent in 1996 -- 1 percent above the 1992 level.

- DOL -- through partnerships with States building School-to-Work systems -- is working to provide students an opportunity to acquire national certification as a skilled craft journey workers.

Revised
2/13/97

SKILL STANDARDS

Question:

In 1994, the Congress passed the National Skill Standards Act. What is the importance of national voluntary skill standards for employment and training programs?

Answer:

- Skill Standards help business to specify the knowledge, skills, and abilities a worker should have to get and keep a job.
- Skill standards also help workers make sound decisions about training and help them demonstrate their skills to employers.
- The standards must remain voluntary, be consistent nationally, be recognized by employers as important information in the hiring process, and be based on broad clusters of occupations.

Background:

- Jamie Houghton, retired CEO of Corning Corporation, chairs the National Skill Standards Board.
- Legislation authorizing the Board expires September 30, 1999.
- The Department has worked closely with the Congress to help the National Skill Standards Board progress toward accomplishing its goals.
- The legislation charges the Board to encourage the creation and adoption of a national system of skill standards among industry/business, labor, education, community entities and government to enhance U.S. global competitiveness. Its primary responsibilities in achieving this are (1) to establish policy that define the national skill standards system, (2) to provide grants to industry leaders to form partnerships among business, labor, education, government and local communities for developing the system, and (3) to provide technical assistance and guidance to the partnerships.
- To date, the Board's most significant efforts have been to build national support among the major stakeholders of our national voluntary industry-based skill standards system

New
2/13/97

WORK OPPORTUNITY TAX CREDIT

Question:

The Congress adopted a revised tax credit called the Work Opportunity Tax Credit (WOTC). What will you do to ensure that this program will be effective in creating job opportunities for targeted groups that would not otherwise have been created?

Answer:

- The Tax Credit is important because it gives employers an incentive to hire workers that they would not otherwise hire.
- I know that this tax credit is the result of Congress' and the Administration's work to substantially overhaul its predecessor -- the Targeted Jobs Tax Credit program.
- In his Welfare-to-Work proposal, the President has proposed to build on the WOTC to provide tax incentives to employers to create job opportunities for long-term welfare recipients.

Background:

- The WOTC is a federal tax credit that encourages employers to hire certain jobseekers and can reduce employer federal tax liability by as much as $2,100 per qualified new worker, or $1,050 per qualified summer youth. It is authorized for one year -- through September 30, 1997.
- Changes in the WOTC, including simplified administrative requirements, will make it easier for employers to use, and should make it more effective in creating job opportunities for welfare recipients and other targeted groups.
- The WOTC incorporates changes that are intended to address DOL Inspector General criticisms of the former Targeted Jobs Tax Credit (TJTC) -- such as requiring employers to employ individuals for whom they claim the credit for nearly four times as long as under TJTC, and making the job offer contingent on WOTC eligibility.
- The WOTC is in the jurisdiction of the Senate Finance Committee and the House Ways and Means Committee.
- Congressman Rangel and Senators Hatch, Baucus and Moseley-Braun champion WOTC.
- Some WOTC data will be available next July, but information on program results will not be available before the Congress must act on an extension of WOTC.

- The President's FY 1998 Budget proposes to:

  -- Reauthorize the base WOTC program for one year,

  -- Add to the base program a new target group -- able-bodied childless adults ages 18 - 50 who, under the Administration's Food Stamp proposal, would face a more rigorous work requirement to continue to receive Food Stamps, and

  -- Introduce an enhanced credit focusing on long-term welfare recipients with a three-year authorization.

Cautionary Note:

- The President's budget only extends the current WOTC for a year, while authorizing the proposed expansion for three years. We have received some criticism for the longer-term expansion targeting long-term welfare recipients, since we would no longer serve individuals in the current WOTC target groups such as the disabled, ex-offenders, and veterans.

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.

Divider Title: **Immigration**

IMMIGRATION Q'S AND A'S

- **Alien Labor Certification Fact Sheet**
- **Alien Labor Certification: OIG Report**
- **Immigration/Alien Labor Certification**
- **Participation of Immigrants in DOL Programs**

New
February 14, 1997

ALIEN LABOR CERTIFICATION

- o Alien labor certification programs assure that employers seeking foreign workers give first priority to U.S. workers and offer wages and working conditions that will not adversely affect U.S. workers.

- o Foreign workers are certified in both agricultural and non-agricultural occupations and are in the U.S. either on a permanent or temporary basis.

- o ETA administers 5 alien labor certification programs:

  - The program for permanent employment of aliens in the U.S.

  - Four temporary nonimmigrant visa classification programs:

    -- The H-2A Temporary Workers (agricultural);
    -- The H-2B Temporary Workers (non-agricultural);
    -- The H-1B Specialty Workers (professional specialty occupations and fashion models); and
    -- D-1 Crewmembers performing longshore work.

- o Legislative authority for these programs is the Immigration and Nationality Act amended by the Immigration Reform and Control Act of 1986, and the Immigration Act of 1990.

- o Employers file applications for foreign labor certifications for agricultural workers with ETA. Employers wishing certification of non-agricultural workers file with local offices of the public employment service, which assure that there are offers to recruit U.S. workers. Determinations are made by ETA Regional Certifying Officers.

- o The Immigration Act of 1990 provides for an expedited process for employers seeking to employ certain temporary workers. The employers file attestations or labor condition applications with DOL for this purpose.

- o In FY 1996, the following applications were received: 40,401 for permanent workers; 1,930 for H-2A temporary agricultural workers; 138,306 for specialty occupations; 2,100 for H-2B temporary nonagricultural workers; and 59 for D-1 Crewmembers.

- o The United States Employment Service administers these alien certification programs.

Revised
1/24/97

ALIEN LABOR CERTIFICATION: OIG REPORT

Question:

This past summer DOL's Inspector General issued a very critical report on the Alien Labor Certification and Temporary H-1B programs which the Department manages. What steps would you take as Secretary to remedy the problems identified by your own IG?

Answer:

- Although I am not personally familiar with the OIG report, I know the Department has agreed with the overall findings about the need to correct deficiencies in employment-based immigration programs.

- I will look into this critical area and work closely with members of this Committee and the Judiciary Committee, which has jurisdiction over this program, to address the key concerns identified in the IG's report.

Background:

- Senator Kennedy has read the OIG report and agrees with its findings (as does DOL).

- The OIG found that the program does not protect U.S. workers; instead it allows aliens to immigrate based on their attachment to a specific job and then shop their services in competition with equally or more qualified U.S. workers without regard to prevailing wage.

- The program serves as a probationary try-out employment program for illegal aliens, foreign students and foreign visitors to determine if they will be sponsored for permanent status.

Revised
1/24/97

IMMIGRATION/ALIEN LABOR CERTIFICATION

Question:

Will you work with me to reform the alien labor certification program and increase the number of wage and hour inspectors available for enforcement actions?

Answer:

- o I know that reforming employment-based immigration is a delicate balancing act; American workers should have access to jobs, while employers have legitimate employment needs.

- o Wage and Hour faces a formidable task in enforcing the labor laws under its purview, including worksite enforcement of immigration laws.

- o I would like to work with you and other Members of Congress, the employer community, and worker advocates to improve the alien labor certification program.

Background:

- o Last year the Congress completed work on illegal immigration reform, but deferred action on legal/employment-based immigration. Senator Kennedy sought to add 350 inspectors for Wage and Hour through the legal immigration bill.

- o The 1997 budget agreement did provide appropriations for an additional 200 Wage and Hour inspectors.

- o Senator Kennedy still believes that additional resources are needed for worksite enforcement. He has introduced legislation (S.103) in the 105th Congress to provide Wage and Hour with 150 additional inspectors.

Cautionary Note:

- o The Administration worked to secure additional resources for Wage and Hour in the FY'97 budget process. The President's FY'98 budget request will not please Kennedy because it only provides for a small increase in enforcement resources (28 new inspectors). Because of this you cannot agree with Kennedy that Wage and Hour is underfunded.

New
2/12/97

PARTICIPATION OF IMMIGRANTS IN DOL PROGRAMS

Question:

Will the recent cut-off of benefits for low income legal immigrants in welfare reform legislation affect any participants in the Department of Labor's employment and training programs?

Answer:

- No. While the new welfare reform legislation effectively eliminates benefits for legal immigrants in most Federal means-tested programs, the Department of Labor's employment and training programs are not affected and may continue to serve legal immigrants.

Background:

- Proposed welfare reform legislation excluded low-income legal immigrants from all means-tested Federal benefit programs with limited exceptions. Just prior to passage, job training programs were excepted from this provision.

- The final welfare reform legislation effectively excludes legal immigrants from participation in most other means-tested programs such as the Food Stamp program.

- While earlier versions of the new immigration reform legislation had provisions effectively excluding low-income legal immigrants from means-tested Federal programs, the final legislation deleted these provisions for all programs. These provisions were dropped pursuant to an agreement between the Administration and the Congressional leadership.