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**BIPARTISAN ETHNIC COMMUNITIES SUPPORT ALEXIS HERMAN**

February 14, 1997

Honorable James M. Jeffords  
Chairman  
Senate Labor and Human Resources Committee  
Room SD 428  
Washington, D.C. 20510

Dear Senator Jeffords:

We the undersigned, representing a coalition of non-partisan ethnic foundations and organizations, wish to offer our support of the value of Alexis Herman to our communities in her role as Director of the Office of Public Liaison in the White House.

During her tenure, our organizations and ethnic communities were shown unprecedented respect by the White House. The outreach effort coordinated by the Office of Public Liaison provided us with access to White House briefings, information on policy initiatives that affected our communities and the opportunity to have each of our groups' major concerns recognized.

More specifically, we recall when important initiatives in the areas of education, crime prevention, health care and foreign policy were being developed, we were provided with a genuine opportunity to be heard and we were always promptly provided with important information once these initiatives were announced.

Many of us worked in Washington for a number of years and have worked with other Office of Public Liaison Directors from previous administrations. In our judgement, the work that Alexis Herman has done involving ethnic communities embodies exactly what the office was created for in serving the President, his administration, and the American public.

In fact, it may fairly be said that due to her leadership, never before have so many diverse constituencies felt included and respected by the President.

We strongly deplore those who seek to distort the record of Alexis Herman. Alexis Herman did her job and did it well, upholding the finest standards of a senior White House appointee. Her extraordinary and positive accomplishments should not be ignored or subjected to partisan political attacks.

In closing, we write in support of Alexis Herman and hope that her nomination will proceed without delay. In Ms. Herman, the President has selected a dedicated public servant with great integrity and effectiveness. All of our organizations have benefited from her tenure. She made us all feel a part of the democratic process and she has created a solid foundation for continued participation and empowerment of ethnic Americans in the American policy debate.

Sincerely,

Frank D. Stella, Chairman  
National Italian American Foundation

Mourad Topalin, Chairman  
Armenian National Committee of America

Bernard Luketich, National President  
Croatian Fraternal Union of America

George Dozsa, President  
Hungarian Reformed Federation of America

Dr. Robert C. Linnon, National President  
Irish American Unity Foundation

Noreen A. Walsh, National Vice President  
Irish American Unity Conference

Andrew E. Manatos, President  
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National Association of Arab Americans

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Dr. Philip R. Piccagallo, National Executive Director  
Order of the Sons of Italy in America

Edward J. Moskal, President  
Polish American Congress

Mark Lazar, President  
National Federation of Polish Americans

Askold Lozynskyi, President  
Ukrainian Congress Committee of America

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AHEPA (American Hellenic Educational  
Progressive Association)

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# 100 BLACK MEN OF AMERICA, INC.

*"Investing In America's Greatest Resource—Our Youth"*

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*Executive Director*

February 11, 1997

The Honorable Trent Lott  
United States Senate Majority Leader  
487 Russell Senate Office Building  
Washington, DC 20510

Dear Senator Lott:

I am writing to you on behalf of the 12,000 members of The 100 Black Men of America, Inc. to urge you to support the nomination of Alexis M. Herman for the position of U. S. Secretary of Labor. Ms. Herman has devoted her life to improving the quality of life for all segments of our community and expanding for all of America's citizens and training issues and to expanding opportunities for women, minorities, and others. She deserves the chance to apply these talents and skills, and the U. S. government deserves the opportunity to benefit from her long and distinguished record.

The success of Ms. Herman's professional career has demonstrated her ability to perform at the greatest levels of accountability. Her professional career has included: running a 10-city program to help minority women break into the work force; heading the Department of Labor's Women's Bureau; working as a consultant on hiring and training of minorities; and her roles both at the White House. Ms. Herman has shown a commitment to coalition building and to helping people to knock down barriers.

Ms. Herman will effectively carry out the mandate of the President and Congress to effectively move America citizens from welfare to work. She has been a bridge builder and trailblazer for the underrepresented segment of our society.

Her dedication to this nation has earned her the right to be treated fairly and to be judged by the same standards that this nation must judge all citizens.

The more than 12,000 members of The 100 Black Men of America, Inc., who are located throughout the United States, call on you in a timely fashion in helping to



Honorable Trent Lott  
page 2

ensure that U.S. Department of Labor will have the leadership in place in lending momentum task of leading the charge of achieving full employment for our nation's citizens.

Sincerely,

A handwritten signature in cursive script, appearing to read "Thomas", written in dark ink.

Thomas W. Dortch

# 2000 African-American Women

## Philadelphia, PA

P. O. Box 27313, Philadelphia, PA 19118

February 27, 1997

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Honorable Arlen Specter

9400 Federal Building

600 Arch Street

Philadelphia, PA 19106

Dear Senator Specter:

We the members of the 2000 African-American Women, in conjunction with a coalition of other African-American organizations, wish you would support the appointment of Ms. Alexis Herman as Secretary of Labor.

In the past, you have had the support of the African-American community, and we are now seeking your support towards bringing this appointment to fruition.

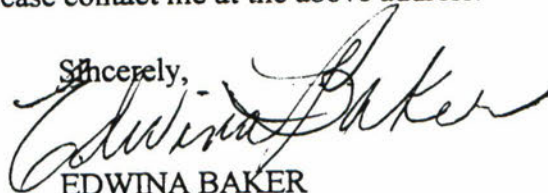
Our organization in the past has worked for your election and re-election, and we hope to continue to do so in the future. Our research indicates that you are not always enthusiastic about supporting African-American females for public office. We are concerned that African-American women lack the support necessary given the credentials they possess, which are of equal or better quality than any of their other competitors. We wish to emphasize that you judge each candidate on his/her own merit and not specifically on the color of their skin.

We wish that you would review the resume and credentials of Ms. Herman to see that she is fully qualified to serve as the Secretary of Labor. Our review indicates there are no other candidates nominated for this position to equal the qualification or experience possessed by Ms. Herman.

Therefore, we strongly urge that you lend your support to the appointment of Ms. Herman as Secretary of Labor.

We would appreciate knowing your position on the appointment of Ms. Herman by March 20, 1997. Please contact me at the above address.

Sincerely,



EDWINA BAKER

Chair

cc: Ms. Alexis Herman



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President, Legislative Studies Institute

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# Africare

Africare helps Africa, with programs in food, water, the environment, health and emergency humanitarian aid as well as private-sector development and governance.

January 27, 1997

Senator James Merrill Jeffords  
Chairman  
Committee on Labor and Human Resources  
513 Hart Senate Office Building  
Washington, D.C. 20510-4503

Dear Senator Jeffords:

I am writing to strongly support Alexis Herman's nomination as Secretary of Labor. Choosing her was one of the best decisions President Clinton has made, barring none.

Alexis is a catalyst; she makes things happen. Everything she touches succeeds, and the U.S. Department of Labor will be no exception. As examples, I cite her groundbreaking work as a public liaison who made the White House truly accessible to the American public for the first time, and her leadership in the Women's Bureau in the Department of Labor under President Carter.

Alexis is a visionary thinker who is quick to grasp broad economic and political issues. Always ahead of her time, she spots trends early, and knows what to do in response. Most importantly, she is a coalition-builder who knows how to solicit and use good advice. This will not be a "Herman" Department of Labor, nor a Department desperately balancing special interests -- but a Department that is informed and advised by America's best and brightest from the labor, economics and policy communities. There should be no doubt that Alexis Herman will lead the Department of Labor force into the twenty-first century with characteristic finesse -- and results.

I urge you to place your Committee's support fully behind her.

Sincerely,

*C. Payne Lucas*  
C. Payne Lucas  
President

cc: Senator Edward Kennedy  
Erskine Bowles  
Bob Nash



**Alabama State  
Medical  
Association**

JOEL A. POWELL, M.D.  
President  
1408-Fifth Avenue SE, Suite 1  
Decatur, AL 35601  
(205) 350-3405 Fax (205) 350-0499

February 18, 1997

ROOSEVELT McCORVEY, M.D.  
Secretary  
3088 Rosa L. Parks Avenue  
Montgomery, AL 36105  
(334) 262-0259 Fax (334) 263-7469

The Honorable Edward M. Kennedy  
Rm 315-Russell Building  
Washington, DC 20510

CECIL PARKER, M.D.  
Treasurer  
1707 Center Street, Suite 201  
Mobile, AL 36604  
(334) 432-4518 Fax (334) 432-5533

Dear Senator:

The Alabama State Medical Association is supporting Alexis M. Herman for Secretary of Labor. The A.S.M.A. represents the Black Physicians in Alabama. The A.S.M.A. is a chartered state organization under the National Medical Association.

We strongly urge you to hold hearings on Ms. Herman's nomination. She is very qualified to hold this office.

Sincerely,

J. A. Powell, M. D., President  
Alabama State Medical Association



# American Medical Women's Association, Inc.

Debra R. Judelson, MD, FACC, FACP, *President*  
Eileen McGrath, JD, CAE, *Executive Director*

The Honorable Jim Jeffords, Chairman  
Senate Labor and Human Resources Committee  
US Senate  
Washington, DC 20510

March 3, 1997

Dear Senator Jeffords:

On behalf of the American Medical Women's Association (AMWA), I urge you to schedule and convene hearings regarding the nomination of Alexis Herman as Secretary of Labor. AMWA believes the Senate is not fulfilling its obligation to consider the Administration's nominees on a timely basis, which is essential to reducing disruptions in the functioning of Federal agencies.

Ms. Herman is eminently qualified, absolutely committed, and possesses all of the skills necessary for the position of Secretary of Labor. In addition to her leadership in the expansion and implementation of the Minority Women Employment Program, Ms. Herman gained invaluable experience in the issues facing our labor force as Director of the Department of Labor's Women's Bureau. She has long served as a positive role model for African-Americans and women, two groups shut out of the process by too many prior administrations.

As an organization whose mission is to advocate for women in leadership positions, the American Medical Women's Association advocates for fairness in not prejudging Ms. Herman. We depend upon you to see that Ms. Herman's hearing date is scheduled as soon as possible. We are confident that you will agree with us that, when the facts are known, Ms. Herman has the knowledge, experience, leadership and management skills, energy, and enthusiasm required to lead in the Department of Labor.

Sincerely,

*Debra R. Judelson, MD*

Debra R. Judelson, MD  
President  
American Medical Women's Association

*Susan Ivey, MD, MHSA*  
Susan Ivey, MD, MHSA  
Chair  
Government Affairs Committee

cc: Senator Kennedy



February 7, 1997

The Honorable James Jeffords  
United States Senate  
513 Hart Senate Office  
Washington, DC 20510

Dear Senator Jeffords:

On behalf of the 160,000 members of the American Association of University Women (AAUW), I urge you to schedule and convene hearings on the nomination of Alexis Herman for Secretary of Labor. We believe that the Senate has the obligation to consider the Administration's nominees on a timely basis, in order to avoid excessive disruptions in the functioning of federal agencies. It is time to consider the nomination of Alexis Herman, a highly qualified nominee for Secretary of Labor.

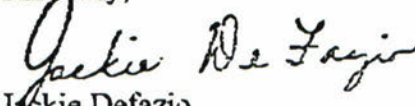
There have been allegations in the media and elsewhere that Ms. Herman acted improperly by setting up and attending White House coffees at which Democratic National Committee finance staff were present. The White House has asserted that these allegations are incorrect. Ms. Herman must be given the opportunity to respond to these charges at her confirmation hearings.

AAUW has enjoyed a long working relationship with Ms. Herman. In the late 1970s, as Director of the Women's Bureau in the Department of Labor (DOL), she worked with us on the Title VII guidelines on sexual harassment in the workplace that were issued by the Equal Employment Opportunity Commission. Due to her hard work, legal protections against sexual harassment were issued for the first time. Throughout the process, she was the voice of reason and common sense combined with the ability to understand what would actually function in the workplace. These guidelines were upheld by the courts and have proved to be the model for Title IX and the Fair Housing Act, which prohibit discrimination beyond the workplace.

AAUW has a long history of supporting opportunities for women in the workplace. We have worked with Ms. Herman to advance the needs of displaced homemakers, move women into higher skilled jobs, and provide job opportunity for welfare recipients. Her vision and leadership, coupled with her ability to build consensus on issues, has resulted in increasing opportunities for women and minorities.

We urge you not to delay further the nomination of Alexis Herman for Secretary of Labor. We believe that her fine record in advancing workplace issues deserves a fair hearing. Should you have any questions regarding this nomination, please contact Nancy Zirkin, AAUW Government Relations Director at 202/785-7720.

Sincerely,

  
Jackie Defazio  
President





American Hospital Association

Richard J. Davidson  
President

January 23, 1997

The Honorable James Jeffords  
Chairman  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, DC 20510-6300

Dear Senator Jeffords:

On behalf of the American Hospital Association, we are writing to support the nomination of Alexis M. Herman for Secretary of Labor.

Part of what makes Alexis special is her unique background which includes a variety of professional experiences at both the community level, and in Washington, that would enable her to make a very valuable contribution in the areas of employment and training, and working to create productive working environments.

As Director of the White House Office of Public Liaison we can tell you from firsthand experience that she has demonstrated an ability to work cooperatively with various constituency groups, and has been very effective in developing effective coalitions among organizations that typically do not share the same positions.

Liberty Place  
325 Seventh Street, N.W.  
Washington, D.C. 20004-2802  
202.638.1100

One North Franklin  
Chicago, Illinois 60606  
312.422.3000



The Honorable James Jeffords  
Page two  
January 23, 1997

Moreover, she has provided excellent leadership by attracting top notch talent to staff the Office of Public Liaison. The responsiveness of her organization, as well as its ability to understand different perspectives on difficult policy questions, has created an environment of mutual trust and respect for all those who come in contact with her and her staff.

Sincerely,

A handwritten signature in cursive script, appearing to read "Dick", with a long horizontal flourish extending to the left.

Courtesy copy:  
Senator Edward M. Kennedy



600 MARYLAND AVENUE, SW  
SUITE 100 WEST  
WASHINGTON, DC 20024-2571  
202 651-7000 • FAX 202 651-7001  
[HTTP://WWW.NURSINGWORLD.ORG](http://www.nursingworld.org)

BEVERLY L. MALONE, PhD, RN, FAAN  
PRESIDENT

GERI MARULLO, MSN, RN  
EXECUTIVE DIRECTOR

January 28, 1997

The Honorable James Jeffords  
Chairman  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Dear Chairman Jeffords:

The American Nurses Association (ANA), representing the nation's two million registered nurses, strongly supports the nomination of Alexis Herman to be the Secretary of Labor. As a result of her life experiences, Ms. Herman brings the perspective of both women and minorities to the Department of Labor. An important perspective that is representative the fastest growing segments of the U.S. workforce.

ANA considers Ms. Herman to be an excellent choice to follow the work started by Secretary Reich. For example, she recognizes the need for ongoing worker education and is committed to improving job training opportunities -- which is essential given the mandates within the 1996 Welfare Reform bill. As Congress and the Administration looks to consolidate job training programs, Ms. Herman's expertise and knowledge will surely be beneficial in moving these talks forward and developing the type of worker necessary to meet the needs of the future workplace.

In addition, Ms. Herman brings to the Department of Labor a long history of coalition building and developing consensus. Given today's competitive, global workplace, the Department of Labor needs someone who understands the U.S. workforce while recognizing the needs of the companies for whom they work.

Sincerely,

A handwritten signature in dark ink, appearing to read "Geri Marullo".

Geri Marullo, MSN, RN  
Executive Director

CAP:1/27  
G:\grel\cap\union\herman







February 20, 1997

The Honorable Edward M. Kennedy  
Room 315 Russell SOB  
Washington, DC 20510

Dear Senator Kennedy,

On behalf of Catholics for a Free Choice (CFFC), I urge your support of the confirmation of Alexis Herman as Secretary of Labor, a highly qualified and respected nominee.

As a Catholic social justice and women's rights group, CFFC admires the work Ms. Herman has done on behalf of working families, gender and ethnic diversity in the work place, and opportunities for the working poor. Through her work at the Department of Labor and the Equal Employment Opportunity Commission, Ms. Herman has earned the reputation as a fair and conscientious government representative on workers' issues.

As citizens of this nation, we believe that all presidential cabinet nominations should be given timely hearings and are appalled that the Senate has not done so with the nominee for Labor Secretary. We are sure that this is just as much a concern to you, and would hope you are working quickly to fill this important position.

Thank you for your time and consideration.

Sincerely,

  
Frances Kissling  
President



*quick mark*

1976  
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20 years of leadership  
for progressive change

1875 Connecticut Ave., NW, Suite 710, Washington, DC 20009 (202) 387-6030 (800) 935-0699 FAX (202) 986-2539 E-mail [cfpa@capaccess.org](mailto:cfpa@capaccess.org)

Linda Tarr-Whelan  
President/CEO

January 17, 1997

The Honorable James Jeffords  
Chairman  
Committee on Labor and Human Resources  
United States Senate  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Dear Senator Jeffords,

I am writing to strongly support the nomination of Alexis Herman to be Secretary of Labor. We have worked together as colleagues and friends for almost twenty years. Alexis and I first met in 1978 when she headed the Women's Bureau and I served as the Administrative Director of the New York State Department of Labor. From today's vantage point, it is hard to imagine how controversial it was to espouse opening apprenticeships to women which was the topic which brought us together.

Then, and over many years since, I have watched Alexis bring quiet, effective and firm leadership to a tough issue. In New York in 1978, she helped the state DOL work with business and union leaders, women's groups and the education community to open apprenticeships for women in the trades and public service in such areas as firefighting. It took a lot of persistence to achieve the goal. Alexis' calm presence, negotiating skill and ability to work well with people at all levels was essential to that success. Most recently, we have seen those skills in the White House where she helped to find common ground on such controversial issues as affirmative action.

Our relationship deepened when I came to Washington as Deputy Assistant to President Carter for Women's Concerns. Now it is commonly accepted wisdom that women entrepreneurs are an important economic force for our country. However, in the late 70's and early 80's when Alexis chaired the Presidential Task Force on Women's Business Ownership, this was very new thinking. Her leadership gained the respect of her peers across government and the business community. Many of the recommendations of that early Task Force laid the groundwork for the economic growth we see today in this business sector.

In the intervening years, we continued to work together on a variety of workforce and economic issues. In each of these settings, Alexis is seen as a respected leader who fosters the kind of cooperation which is necessary for the competitive edge America needs in a global economy. The Hudson Institute study, *Workforce 2000*, brought an understanding to all of us



The Honorable James Jeffords

January 17, 1997

Page 2

that increasing the capacity of the American workforce would be based on providing equal opportunity to women and minorities. Alexis' special gift is that she has a lifetime of experience in workforce development, and the employment and training strategies and partnerships necessary to achieve it -- as a consultant to major corporations, in government and at the local and regional level with non-profit organizations.

As our country prepares for the 21st Century, Alexis brings the skills, experience and relationships needed to be a very effective Secretary of Labor. She has shown her ability to bring together the private, non-profit and public sectors to achieve the goals of opportunity for all working people, workforce development and economic growth. I strongly urge her confirmation.

Sincerely,

A handwritten signature in cursive script that reads "Linda Tarr-Whelan".

Linda Tarr-Whelan,  
President/CEO

cc: Senator Edward Kennedy

# Center for Women Policy Studies

1211 Connecticut Avenue, N.W.  
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February 19, 1997

The Honorable Edward M. Kennedy  
United States Senate  
Room 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

I am writing to urge you to quickly hold hearings on the nomination of Alexis Herman to serve as Secretary of Labor and to strongly support her confirmation.

I have known and admired Alexis Herman since the Carter Administration, when she served as the Director of the Women's Bureau in the Department of Labor.

I can assure you that she is not only a woman of great talent, expertise, and commitment to meeting the needs of working women and men -- she also is a woman of enormous integrity and devotion to public service. You must not let unproven allegations, which are clearly incorrect, keep her from serving her country in this important post.

Alexis Herman will make an outstanding Secretary of Labor. While I regret that she will be the only African American woman in the Cabinet, I have absolute confidence in her ability to ensure that the needs of working women of all racial and ethnic backgrounds move to the center of policy debates.

Women throughout this country are looking to you for leadership in ensuring that Alexis Herman is speedily confirmed as our Secretary of Labor.

Please let me know if I can provide any additional information or materials to assist you.

Sincerely,



Leslie R. Wolfe, Ph.D.  
President





# COALITION FOR WOMEN'S APPOINTMENTS

1211 CONNECTICUT AVENUE • SUITE 425 • WASHINGTON, DC 20036 • 202-785-1100 • FAX 202-785-3605

February 3, 1997

The Honorable James Jeffords  
U.S. Senate  
Washington, DC 20510

Dear Senator Jeffords:

On behalf of the Coalition for Women's Appointments, a multi-partisan group of 60 organizations representing women in various professions, I want to express my strong support for the nomination of Alexis Herman for Secretary of Labor.

Alexis Herman is a forceful voice for sound employment and economic policies, with extensive knowledge of women's issues. She brings over two decades of nationally and internationally recognized leadership, including having led the first all-female entrepreneur trade missions to Europe and Mexico. These missions were critical to opening new markets for U.S. companies abroad and creating more jobs at home. Ms. Herman also draws from her years as the Carter Administration's Director of the Women's Bureau of the Department of Labor.

For these reasons and others, Ms. Herman was on the Coalition for Women's Appointments "short list" for a cabinet post in 1992, and was again on the Coalition's first list of women recommended for Cabinet positions this year.

Alexis Herman has been an asset to government in the first Clinton Administration. The Coalition for Women's Appointments urges the Senate Labor and Human Resources Committee to support the nomination of this talented woman.

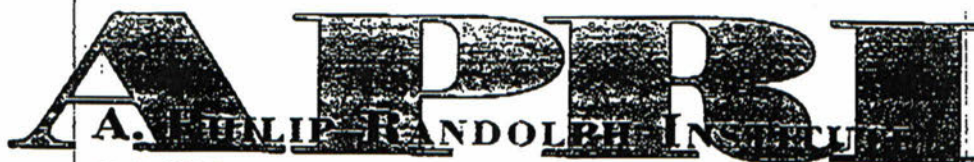
Sincerely,

Anita Perez Ferguson  
Chair, Coalition for Women's Appointments  
President, National Women's Political Caucus

*Att. Alexis Herman*

*Please be aware that  
I released these letters  
to the Senate Labor Com.  
this week.*  
*Anita*

Leon Lynch  
Chair  
Norman Hill  
President  
Gloria Johnson  
Vice President  
Barbara Van Blake  
Vice President  
Albert Shaver  
Treasurer  
Edgar  
Secretary



1444 "I" Street, N.W., Suite 300, Washington, D.C. 20005-2210  
202/289-2774 FAX: 202/289-5289

February 7, 1997

The Honorable Dan Coats  
Rm 404-Russell Building  
Washington, D.C. 20510

Dear Senator Coats:

I am writing to urge you to support the confirmation of Alexis M. Herman as U.S. Secretary of Labor. Ms. Herman is capable, committed, and has all the skills required to hold this position. Alexis Herman has a strong record of commitment to employment and training, to breaking down workforce barriers and to helping create a productive working environment.

I am requesting that you contact Senator Jeffords and Kennedy and urge them to secure a confirmation hearing date for her within the next two weeks. I also urge that you vote for her confirmation.

I am appalled that of all the cabinet nominees, she is the only one without a scheduled hearing date. In my view, there is an issue here involving fundamental fairness. I will continue to monitor this issue very closely and I am depending on you to play a significant role in seeing that Alexis Herman is confirmed.

Sincerely,

Norman Hill  
President

cc: The Honorable James M. Jeffords, Chairman, Committee  
on Labor and Human Resources

The Honorable Edward M. Kennedy, Committee on Labor  
and Human Resources





# BLACK LEADERSHIP FORUM, INC.

## Chairman

Dr. Joseph E. Lowery, President  
Southern Christian Leadership  
Conference

## Vice Chairman

Eddie N. Williams, President  
Joint Center for Political and  
Economic Studies

## Secretary

Hugh Price, President  
National Urban League

## Treasurer

Dr. Ramona Edelin, President  
National Urban Coalition

The Honorable Emanuel Cleaver II  
President, National Conference of  
Black Mayors

The Honorable Lois DeBerry  
President, National Black Caucus of  
State Legislators

Oscar Elson, Jr., President and CEO  
Blacks In Government

Dr. Dorothy I. Height, President  
National Council of Negro  
Women, Inc.

Norman Hill, President  
A. Philip Randolph Institute

Reverend Jesse L. Jackson  
President and CEO

Howard / PUSH Coalition  
James Jones, Esq., Director-Counsel  
NAACP Legal Defense &  
Educational Fund, Inc.

Dexter King, President and CEO  
Martin Luther King Center for  
Nonviolent Social Change

Dorothy R. Leavell, President  
National Newspaper Publishers  
Association

William Lutz, President  
Coalition of Black Trade Unionists

Kweisi Mfume, President and CEO  
NAACP

The Honorable Mary Finkett  
President, National Black Caucus of  
Local Elected Officials

Herman Art Taylor, President and  
CEO, OIC's of America, Inc.

The Honorable Maxine Waters, Chair  
Congressional Black Caucus

Bishop Roy L.H. Wilkins, Chairman  
Congress of National Black Churches

Daisy M. Wood, President  
National Pan-Hellenic Council

February 14, 1997

The Honorable Edward M. Kennedy  
United States Senate  
Russell Senate Office Building  
Room 315  
Washington, D.C. 20510

Dear Senator Kennedy:

Alexis M. Herman's qualifications for the position of Secretary of the U.S. Department of Labor are impeccable and peerless. No other potential candidates, and few other prominent executives, offer the rich credentials and tenured experience, with workers' issues, opportunities and needs, which she offers.

Please schedule the date for Ms. Herman's Senate Confirmation Hearing today. Do not permit the media speculation to continue. Use a promptly scheduled hearing to gain answers to any questions which remain unresolved for you and your colleagues on the Confirmation Committee. Any further delay has the appearance of partiality and unfairness to this potential appointee.

Sincerely,

Yvonne Scruggs, Ph.D.

Yvonne Scruggs  
Executive Director

1090 Vermont Avenue, NW, Suite 1100, Washington, D.C. 20005-4961, (202) 789-1940, Fax (202) 789-6390  
Chairman: 334 Auburn Avenue, NE, Atlanta, Georgia 30312, (404) 322-1420, Fax (404) 659-7390

# *Black Women's Agenda, Inc.*

3501 14th Street N.W.  
Washington, D.C. 20010  
(202) 387-4166  
Fax (202) 387-6659

*Delores L. Kennedy-Williams, President*  
419 West 40th Street  
Indianapolis, Indiana 46208  
317/283-1320  
317/283-2511-fax

## URGENT

February 20, 1997

The Honorable Jim Jeffords, Chairman  
Senate Labor & Human Resources Committee  
U.S. Senate  
Washington, D.C. 20510

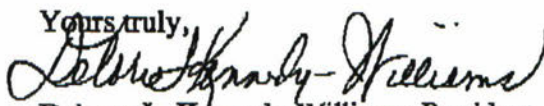
We urge you to move forward on the confirmation of Ms. Alexis Herman as Secretary of Labor.

Ms. Herman has been in the forefront for advocacy for many years. She has worked to protect and advance the needs and rights of women everywhere. She has knowledge of the issues and has been unafraid to step forward. Her contributions of professionalism and leadership on women's issues have been most significant.

It is important to America that we give every opportunity to women who have earned the right to serve. Ms. Herman is such a person. She has demonstrated this through her work at the Women's Bureau and certainly with her work in the White House Office on Women's Initiatives. Ms. Herman is dedicated to advocating progressive measures for all people.

We wholeheartedly support Ms. Herman and urge you to do all in your power to speed the confirmation of this outstanding American women.

Yours truly,

  
Delores L. Kennedy-Williams, President

cc. Senator Edward Kennedy



# **THE COUNCIL OF BISHOPS**

## **THE AFRICAN METHODIST EPISCOPAL CHURCH**

---

Bishop McKinley Young, President  
1656 Adams Drive, SW, Atlanta, Georgia 30311-3626  
Tel: (404) 349-0636 FAX: (404) 344-7398

Bishop Robert V. Webster, Secretary

Bishop Z. L. Grady, Assistant Secretary

February 12, 1997

The Honorable Edward M. Kennedy  
(D-MA)  
Rm. 315 - Russell Building  
Washington, D.C. 20510

Dear Senator Kennedy:

As you can see from the letterhead to which this message is affixed, I have the high personal privilege and distinct honor of serving as the President of the Council of Bishops of the African Methodist Episcopal Church. Ours is a historically African American Church denomination with a membership of 3.5 million in 6,000 churches across our nation.

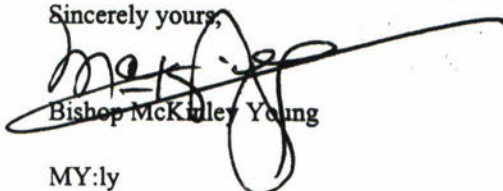
It is on their behalf that I write you to convey in the strongest terms our support for the nomination of Ms. Alexis Herman to be our nation's Secretary of Labor. We were all so pleased when she was nominated by President Clinton, and, quite frankly, thrilled at the bipartisan support that has surfaced for her confirmation since that time.

We know her to be exceptionally well qualified to fill the position, not only because of her exemplary performance as Director of the Women's Bureau of the Department of Labor, but also because of the truly outstanding ability that she has to work with people of all races, creeds and colors. Her work as Director of the Office of Public Liaison at the White House for the past four years is a testament to that.

We know also that the Secretary of Labor is a key cabinet position that has relevance to issues of great importance to us, among them are those dealing with welfare-to-work and other major economic conditions affecting working people. Our country and families need assurance that they will be served by someone who cares, and who understands these issues. We know that Ms. Herman does care deeply about these issues, and that she brings to the task the tough mind, the tender heart, and the relevant background and experience that these times require of the person who serves at the helm of our Department of Labor.

Therefore, I write to respectfully request, that you act to set the date for her confirmation hearing today if possible, but certainly before the Senate goes into recess on Thursday, February 13th. We employ you, thereafter, to move expeditiously to confirm her nomination, and let her get on with the critically important work that awaits her as our nation's Secretary of Labor.

Sincerely yours,

  
Bishop McKinley Young

MY:ly



# Delta Foundation

January 17, 1997

The Honorable James Jeffords  
Chairman - Committee of Labor  
and Human Resources  
428 Dirksen Senate Office Building  
Washington, DC 20510-6300

Dear Senator Jeffords:

I am absolutely elated to have the opportunity and privilege to write a letter of support for a person whose intellect, skills, and leadership ability I regard so highly. This person is Alexis Herman who has been nominated by President Clinton to be the new Secretary of Labor.

I first met Ms. Herman in March of 1972 when she joined the staff of the Southern Regional Council (SRC) in Atlanta, Georgia to establish and direct a pilot project, funded by the U.S. Department of Labor, called the Black Women Employment Program (BWEP). In 1972 the number of black women employed as managers in private industry was virtually insignificant. In fact, research conducted by Dr. Ray Marshall, from the University of Texas, concluded that minority women employed by private industry was statistically void in management and technical positions.

It was against this background that Alexis Herman, then only twenty-three years old, and a new staff member, recruited over 600 unemployed and under-employed College graduates and placed approximately fifty of them in private industry in less than eight months. She and her staff were informed by their contracting officers that the Black Women Employment Program placed more Black women in management positions in Atlanta during their first year than the U.S. Employment Service has placed in its entire history in that City.

Alexis Herman was able to overcome the tired bromide that "we would hire minorities but we can not find qualified applicants" by using innovative and highly selected marketing strategies. She used informal and formal channels to locate and recruit qualified candidates, such as black sororities, alumnae groups, and minority professional and student organizations.



The Honorable James Jeffords  
Page 2  
January 17, 1997

Her interpersonal skills and that of her staff, afforded her entry into private industry circles and the larger Atlanta community where she quickly began to make an impact. As the Associate Director of Southern Regional Council, with the responsibility of reviewing the work of this program, I was and remain impressed with the energy and creativity of the BWEP staff which had a synergistic impact at the Southern Regional Council. The program also helped to generate excitement and hope within the minority community of Atlanta. The Atlanta Pilot Project was so successful that the Office of National Programs decided to expand it to ten additional cities after the first year.

Over the past twenty years or more, I have been pleased to observe the professional growth and commitment that highlights Alexis' career and public service. She has a demonstrated record of service where she has shown rigorous organizational skills and compassion, stable leadership and creativity, temperate wisdom and an exciting energy for problem-solving.

It is, therefore, a profound privilege to echo the accolades of many others who champion her confirmation as the Secretary of Labor.

Sincerely yours,

*Harry J. Bowie*  
Harry J. Bowie  
President & CEO

HJB:jt

cc: Senator Edward Kennedy

February 14, 1997

Edward M. Kennedy, (D-MA)  
Rm 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

I am writing to urge you to support the confirmation of Alexis M. Herman as U.S. Secretary of Labor. Ms. Herman is capable, committed and has all the skills required to hold this position. I am requesting that you use your influence in your unique role to secure a confirmation hearing for her within the next two weeks. I also urge that you vote for her confirmation.

I am appalled that of all the cabinet nominees, she is the only one without a scheduled hearing date. In my view, there is an issue here involving fundamental fairness. I will continue to monitor this issue very closely and I am depending on you to play a significant role in seeing that Alexis Herman is confirmed.

Sincerely,

*Frances Eberhardt McBride*

Frances Eberhardt McBride  
President

FEM/etc



Delta Sigma Theta Sorority, Incorporated  
Atlanta Alumnae Chapter  
Atlanta, GA

The Honorable Edward M. Kennedy  
Room 315  
Russell Building  
Washington, D.C. 20510

Dear Senator Kennedy:

I am writing to urge you to support the confirmation of Alexis Herman as U.S. Secretary of Labor. Ms. Herman is capable, committed and has all the skills required to hold this position. I am requesting that you use your influence in your unique role to secure a confirmation hearing for her within the next two weeks. I also urge that you vote for her confirmation.

I am appalled that of all the cabinet nominees, she is the only one without a scheduled hearing date. In my view, there is an issue here involving fundamental fairness. I will continue to monitor this issue very closely and I am depending on you to play a significant role in seeing that Alexis Herman is confirmed.

Sincerely,

Ayia R. Mason  
Atlanta, Georgia 30311

Delta Sigma Theta Sorority, Incorporated  
Atlanta Alumnae Chapter  
Atlanta, GA

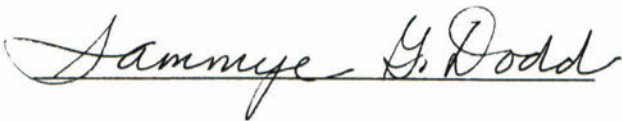
The Honorable Edward M. Kennedy  
Room 315  
Russell Building  
Washington, D.C. 20510

Dear Senator Kennedy:

I am writing to urge you to support the confirmation of Alexis Herman as U.S. Secretary of Labor. Ms. Herman is capable, committed and has all the skills required to hold this position. I am requesting that you use your influence in your unique role to secure a confirmation hearing for her within the next two weeks. I also urge that you vote for her confirmation.

I am appalled that of all the cabinet nominees, she is the only one without a scheduled hearing date. In my view, there is an issue here involving fundamental fairness. I will continue to monitor this issue very closely and I am depending on you to play a significant role in seeing that Alexis Herman is confirmed.

Sincerely,

---



Delta Sigma Theta Sorority, Incorporated  
Atlanta Alumnae Chapter  
Atlanta, GA

The Honorable Edward M. Kennedy  
Room 315  
Russell Building  
Washington, D.C. 20510

Dear Senator Kennedy:

I am writing to urge you to support the confirmation of Alexis Herman as U.S. Secretary of Labor. Ms. Herman is capable, committed and has all the skills required to hold this position. I am requesting that you use your influence in your unique role to secure a confirmation hearing for her within the next two weeks. I also urge that you vote for her confirmation.

I am appalled that of all the cabinet nominees, she is the only one without a scheduled hearing date. In my view, there is an issue here involving fundamental fairness. I will continue to monitor this issue very closely and I am depending on you to play a significant role in seeing that Alexis Herman is confirmed.

Sincerely,

Suzanne B. Graves  
115 Leathers Cir., N.W.  
Atlanta, Ga. 30314



*Delta Sigma Theta Sorority, Inc.  
Dallas Alumnae Chapter*

*February 08, 1997*

Eula S. Woodberry  
PRESIDENT

▲  
Daisy Critton  
Vice President

▲  
Vivian Moore  
Recording Secretary

▲  
Lynn Nash  
Assistant Recording  
Secretary

▲  
Monica Brewer  
Corresponding Secretary

▲  
Joy Woodfork  
Financial Secretary

▲  
Renee' Battle  
Treasurer

▲  
Chandra Dozier  
Financial Assistant

▲  
Carol Crawley  
Budget & Finance  
Committee Chair

▲  
Diann Stansberry  
Nominating Committee  
Chair

▲  
Toni N.D. Rose  
Member-At-Large

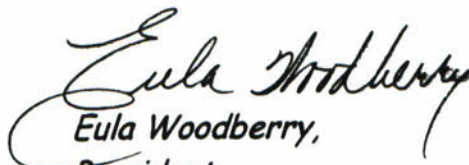
*The Honorable Edward M. Kennedy, D-MA  
Rm 315 - Russell Building  
Washington, DC 20510*

*Dear Senator Kennedy:*

*The Dallas Alumnae Chapter of Delta Sigma Theta Sorority, Inc; a public service organization dedicated to human welfare, urge you to support the confirmation of Alexis M. Herman as U.S. Secretary of Labor. Ms. Herman is capable, committed and has all the skills required to hold this position. We, the members of the Dallas Alumnae Chapter of Delta Sigma Theta Sorority, Inc. are requesting that you use your influence in your unique role to secure a confirmation hearing for her within the next two weeks. We also urge that you vote for her confirmation.*

*We appalled and take exception to the fact that of all the cabinet nominees, Ms. Herman is the only one without a scheduled hearing date. In our view, there is an issue here involving fundamental fairness. We will continue to monitor this issue very closely and we're depending on you to play a significant role in seeing that Alexis Herman is confirmed.*

*Sincerely,*

  
Eula Woodberry,  
President  
*"Committed to Public Service"*





GREENVILLE ALUMNAE CHAPTER

***Delta Sigma Theta Sorority, Inc***

Post Office Box 17704

Greenville, South Carolina 29606

February 11, 1997

The Honorable Edward M. Kennedy  
Room 315, Russell Building  
Washington, DC 20515

Dear Senator Kennedy:

I am writing to urge you to support the confirmation of Alexis M. Herman as U.S. Secretary of Labor. Ms. Herman is capable, committed and has all the skills required to hold this position. I am requesting that you use your influence in your unique role to secure a confirmation hearing for her within the next two weeks. I also urge that you vote for her confirmation.

I am appalled that of all the cabinet nominees, she is the only one without a scheduled hearing date. In my view, there is an issue here involving fundamental fairness. I will continue to monitor this issue very closely and I am depending on you to play a significant role in seeing that Alexis Herman is confirmed.

Sincerely,

Gwendolyn A. Reid

# *Delta Sigma Theta Sorority, Incorporated*

*A Public Service Sorority Founded in 1913*

1707 New Hampshire Avenue, N.W. ▲ Washington, DC 20009 ▲ (202) 986-2400 ▲ Telefax (202) 986-2513

February 10, 1997

The Honorable James Jeffords, Chairman  
Committee on Labor and Human Resources  
Room 513 - Hart Senate Office Building  
Washington, D.C. 20510

Dear Senator Jeffords,

This communication is sent on behalf of the 185,000 members of Delta Sigma Theta Sorority, Inc., a public service organization with over 865 chapters in the United States and abroad. We are writing to reiterate our support of Ms. Alexis M. Herman as Secretary of Labor and to respectfully request that a confirmation hearing date be set for her nomination without further delay.

Senator Jeffords, we are well aware of Ms. Herman's qualifications to serve in this position. Her experience and expertise both in public and private sectors has and continues to be outstanding. She has the necessary skills to build bridges and networks, as well as to foster positive collaborations among various sectors of the workforce. All of these factors are essential to establishing, maintaining, and planning to ensure an effective workforce now and in the future.

Again, it is our opinion that Ms. Herman is capable and committed to fulfilling the duties of Secretary of Labor and a hearing date should be scheduled for her immediately.

Sincerely,



Marcia L. Fudge, Esq.  
National President

cc: Vice President Albert Gore  
Senator Edward Kennedy



**Delta Sigma Theta Sorority, Incorporated  
Pike County Alumnae Chapter  
Post Office Box 23  
Magnolia, Mississippi 39652**

**February 10, 1997**

**The Honorable Edward Kennedy  
United States Senate  
SR-315  
Washington, DC 20510**

**Dear Senator Kennedy:**

**I am writing to urge you to support the nomination of Alexis M. Herman as United States Secretary of Labor. It is important that you actively encourage and support this nomination. Ms. Herman has a distinguished career in both the public and private sectors. Also, her significant expertise and skills in labor issues and issues affecting the workforce are known to many.**

**I view her nomination as an extremely important issue and want you to be aware of my concerns. Please actively support this nomination.**

**Sincerely,**

*(Mrs.) W. Pearl Vick*

**Mrs. W. Pearl Vick**

EDDC

**Education  
Development  
Center, Inc.****COVER SHEET****Please deliver the following pages to:****NAME:** Senators Kennedy and Jeffords**DATE:** 31 January 1997**LOCATION:****FAX NUMBER:** 202.224.5128**TOTAL NUMBER OF PAGES (INCLUDING COVER SHEET):** 1**FROM:** Kimberly Sansoucy  
Tanya Teller  
Silvi Llosa  
FAX: 617. 332.4318

---

**Senators Kennedy and Jeffords:****We fully support the nomination of Alexis Herman for Secretary of Labor.**

**We are aware her hearing is being put off "pending a review of her political activities" in relation to her participation on a committee in the Clinton campaign. We respectfully remind you the Senate Labor Committee dismissed as insignificant the same committee participation by Rodney Slater for his nomination as Secretary of Transportation.**



The  
**ENHANCER**

A Newspaper/Workbook That Teaches Building Self-Esteem

-Enhancing Literacy Fundamentals

Carrie A. Haynes, National Director

February 13, 1997

The Honorable Edward M. Kennedy, (D-MA)  
Rm 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

I am writing to urge you to set a date for the confirmation hearing of Alexis Herman's appointment as Secretary of Labor. Ms. Herman is uniquely qualified for this position. She served as Director of the Women's Bureau of Department of Labor working directly with the Secretary and for the past four years she served as Assistant to the President and Director of the Office of Public Liaison.

As member of the Committee on Labor and Human Resources, please do whatever is in your power to help set a confirmation hearing date as soon as possible.

Sincerely,

*Carrie Ayers Haynes*

Carrie Ayers Haynes



# FEMINIST MAJORITY

*Working for Women's Equality*

Eleanor Smeal  
President

Peg Yorkin  
Chair of the Board

Katherine Spillar  
National Coordinator

February 7, 1997

The Honorable James M. Jeffords  
United States Senate  
Washington, D.C. 20510

Dear Mr. Chairman:

■ Washington D.C. Office  
1600 Wilson Boulevard  
Suite 801  
Arlington, VA 22209  
703 522 2214  
703 522 2219 fx

□ West Coast Office  
8105 West Third Street  
Los Angeles, CA 90048  
213 651 0495  
213 653 2689 fx

Web Site:  
<http://www.feminist.org>

E-mail:  
[femmaj@feminist.org](mailto:femmaj@feminist.org)

I am writing to urge you to schedule confirmation hearings for Alexis Herman to be the Secretary of Labor. Ms. Herman, who is the only nominee whose confirmation hearings have not yet been scheduled, is uniquely qualified to head the Department of Labor. Let's start these important hearings so that Ms. Herman can begin to work for America's labor force and future economic success. I have no doubt, that once hearings begin, the Senate will vote to confirm her nomination.

During a time when America faces a variety of very tough decisions, Alexis Herman is the most qualified candidate to serve as Secretary of Labor. Ms. Herman has the experience and intelligence necessary to deal with such issues as: moving willing and able people from welfare to work in this new era of time-limited welfare; enhancing health and pension security for working people; and helping American companies compete in a new global and often quickly shifting economy. The Department of Labor and the American workforce need Alexis Herman, without further delay, to begin work on these extremely important issues.

As a leader in the Woman's Rights Movement for over twenty years, I know that Alexis Herman has spent her lifetime and will continue fighting to open the doors of opportunities in both the private and the public sectors to women and people of color. Ms. Herman has developed a strong, positive relationship with the African-American and women's communities. Her successes have earned her enormous respect from both private and government leaders. Through her work, she has gained the respect from all sectors of the labor force which are mandatory for the department President Clinton has, without reservation, nominated her to head.

Again, I urge you to schedule, as quickly as possible, confirmation hearings for Alexis Herman.

Sincerely,

Eleanor Smeal  
President

cc: The Honorable Edward M. Kennedy  
The Honorable Trent Lott  
The Honorable Thomas A. Daschle



INSTITUTE OF CHURCH ADMINISTRATION AND MANAGEMENT  
700 MARTIN LUTHER KING, JR. DRIVE S.W.  
ATLANTA, GEORGIA 30314  
(404) 688-6052  
FAX (404) 525-3713

February 11, 1997

The Honorable Edward M. Kennedy (D-MA)  
United States Senate  
Committee of Labor and Human Resources  
Room-315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

The important post of Secretary of Labor must be filled immediately. This letter is written to urge the U.S. Senate Committee on Labor and Human Resources to schedule the confirmation hearing for Ms. Alexis M. Herman as the next Secretary of Labor.

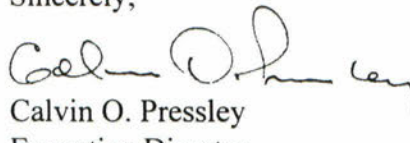
Ms. Herman has served this country in a distinguished manner and is due a hearing on her appointment. Please do not deter in this matter any longer. I request that you use your influence to see that a confirmation hearing is scheduled within the next two weeks. I further urge you to vote for her confirmation.

I have worked with Ms. Herman during the early days of the employment and training programs and know *first hand* of her management and administrative ability.

As you are already aware, Ms. Herman has served both the public and private sectors in an outstanding manner. She has demonstrated a tremendous dedication to public service throughout her career. In the interest of fairness and good public service, we must not delay her consideration any longer.

Please be assured that I will be awaiting your favorable action to this matter.

Sincerely,

  
Calvin O. Pressley  
Executive Director

COP/jd

c: U.S. Senators James M. Jeffords and Trent Lott



# Leadership Conference on Civil Rights

1629 "K" St., NW, Suite 1010  
Washington, D.C. 20006  
Phone: 202 / 466-3311  
Fax: 202 / 466-3435  
TTY: 202 / 785-3859

'97 FEB 3 PM 7:12

January 30, 1997

## FOUNDERS

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A. Philip Randolph\*  
Roy Wilkins\*

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Anita Perez Ferguson

National Women's Political Caucus

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Asian Pacific American Labor Alliance

Keith Geiger

National Education Association

Eugene Glover

National Council of Senior Citizens

Marcia Greenberger

National Women's Law Center

Rebecca Isaacs

People For The American Way

Kweisi Mfume

NAACP

Patricia Ireland

National Organization for Women

Elaine Jones

NAACP Legal Defense & Educational Fund, Inc.

Joseph Lowery

Southern Christian Leadership Conference

Leon Lynch

United Steelworkers of America

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American Civil Liberties Union

Robert L. Polk

National Council of Churches

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National Urban League

David Saperstein

Union of American Hebrew Congregations

Richard Womack

AFL-CIO

Patrisia Wright

Disability Rights Education and Defense Fund

Stephen P. Yokich

International Union of

United Automobile Workers

Raul Yzaguirre

National Council of La Raza

Daniel Zingale

Human Rights Campaign

### COMPLIANCE/ENFORCEMENT COMMITTEE

Karen Narasaki, Chairperson

## STAFF

### EXECUTIVE DIRECTOR

Wade J. Henderson

### ADMINISTRATIVE ASSISTANT

Lisa M. Haywood

### POLICY/RESEARCH ASSOCIATE

Karen McGill Lawson

\*Deceased

The Honorable James M. Jeffords  
Chairman  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Re: Alexis M. Herman  
Nominee for Secretary  
of Labor

Dear Mr. Chairman:

I am writing on behalf of the Leadership Conference on Civil Rights (LCCR), the nation's largest and most diverse civil and human rights coalition of over 180 national organizations representing persons of color, women, labor unions, persons with disabilities, older Americans, gays and lesbians, and major religious groups. As Executive Director of the LCCR, I write in strong support of the confirmation of Alexis M. Herman to become Secretary of the United States Department of Labor.

Alexis Herman is a distinguished American whose background and outstanding qualifications make her uniquely well-suited to become the Secretary of Labor. As a former Director of the Women's Bureau in the Department of Labor; as a job training and social service provider with Catholic Social Services; as a private consultant on labor - management issues; and as Assistant to the President of the United States and Director of the White House Office of Public Liaison, Ms. Herman will bring to her new role a demonstrated capacity for strong and effective leadership, creative and innovative thinking, and a virtual life-time of professional, hands-on experience in training individuals for the workforce.

*"Equality in a Free, Plural, Democratic Society"*



The Honorable James M. Jeffords

January 30, 1997

Page two

Ms. Herman also possesses an important capacity to forge cooperative approaches to solving important problems, which should serve her well as the Secretary of Labor. She is a coalition builder. In her work with Catholic Social Services, Ms. Herman helped break down barriers to employment for women and people of color by learning the needs of companies and then training prospective employees to meet those needs. Alexis Herman understands the value of seeking input from a variety of sources before deciding on a particular course of action, but she can also be decisive when necessary. She appreciates the importance of consensus, but she is not afraid to lead.

Alexis Herman has an optimistic vision for the future of America that makes her an especially well-chosen nominee to guide the Department of Labor for the next four years. The next Secretary will be faced with challenges that will test the Department's capacity to address several of our nation's most intractable problems, including the challenge of moving people from welfare to work in an era of heightened federal and state restrictions. The Department must also ensure a safer workplace, as well as one in which equal opportunity is made meaningful for all. Lastly, the new Secretary will be expected to emphasize the life-long education and training necessary to help today's workers compete successfully in the 21st century. These are among the issues which Alexis Herman has alluded to as attracting her to this new responsibility. I have every confidence that her's is a vision that is especially timely and appropriate for the Department of Labor and for the nation.

Alexis Herman is an outstanding nominee, who deserves broad bipartisan support. I write without reservation to respectfully urge you to convene a hearing on her nomination in the Committee on Labor and Human Resources as the first step in the confirmation process. Thank you for your consideration of these views.

Sincerely,

A handwritten signature in black ink, appearing to read "Wade Henderson", with a long horizontal flourish extending to the right.

Wade Henderson  
Executive Director

cc: Senator Edward M. Kennedy  
Committee on Labor & Human Resources



# Montgomery Chapter of The Links, Inc.

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Mildred Worthy

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Mary Perry

**President**  
Vivian W. DeShields

4607 Kelly Anne Court  
Montgomery, Alabama 36109

Honorable Edward M. Kennedy, (D-MA)  
Room 315 Russell Building  
Washington, D. C. 20510

Dear Senator Kennedy:

I am writing to urge you to support the confirmation of Alexis M. Herman as U. S. Secretary of Labor. I have had the privilege of working with Ms. Herman over the past 12 years and I find her to be a very capable, committed and intelligent person. She has all the skills required to hold this position. I am requesting that you use your influence, in your unique role, to secure a confirmation hearing for her very soon. I also urge that you vote for her confirmation.

It is disturbing to members of this community and me, that of all the cabinet nominees, Alexis is the only one without a scheduled hearing date. In my view, there is an issue here involving fundamental fairness.

We, in the Montgomery Community and in Alabama- Alexis' home state, will continue to monitor this issue very closely. I urge you to support and to play a pivotal role in seeing that Alexis is confirmed.

Sincerely,

Tyna D. Davis, President  
Montgomery Chapter of The Links, Inc.



# The Mississippi Group

4716 Leehigh Ct.  
Fairfax, VA 22030-5636  
(703) 691-4716

February 5, 1997

Senator Trent Lott  
The Majority Leader, United States Senate  
487 Russell Building  
Washington, D.C. 20510

Dear Senator Lott:

As a member of the Mississippi Group, I would like to place on record our strong recommendation of Ms. Alexis M. Herman's confirmation as the Secretary of Labor. In our opinion, Ms. Herman is, by far, the best qualified person for this position.

For your information, the Mississippi Group is an organization of several hundred African Americans born and raised in Mississippi whose families still reside in the state of Mississippi. The members are from all sectors throughout Mississippi and are currently working in the Washington metropolitan area.

When your schedule permits, we would like to meet with you to discuss ways to help our state of Mississippi move forward economically. We believe that Ms. Herman, as the Secretary of Labor, would be ideally suited to help propel our nation forward in the areas of labor policies, jobs, and the economic well-being of our nation, including Mississippi. For these reasons we are seeking your strong support in the confirmation process of Ms. Herman, a truly great American.

As a Republican, I strongly support her confirmation. If I could be of assistance in answering any questions you may have, please feel free to call me at my office at (703) 385-8115, or at home at (703) 691-4716.

I pray that God will continue to bless you and all the members of your family.

With my very best wishes, I am

Sincerely,

  
George C. Dumas, Ph. D.

*Detroit Branch . . .* **NATIONAL ASSOCIATION FOR THE  
ADVANCEMENT OF COLORED PEOPLE**



REVEREND WENDELL ANTHONY  
*President*

JOANN NICHOLS WATSON  
*Executive Director*

February 28, 1997

Honorable James M. Jeffords, Chairman  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington DC 20510-6300

Dear Mr. Chairman:

Please accept this letter as our indication of the support in behalf of Ms. Alexis M. Herman to become Secretary of the United States Department of Labor. As President of the Detroit Branch of the NAACP, our nations largest branch with over 51,000 members, we are indeed committed to a free and open process in discovering the true merits of all presidential nominees.

Alexis Herman is a distinguished American. She stands at the threshold of becoming our nation's first African-American Woman Secretary of Labor. This brings great joy and pride to all in this great land who believe in justice, fairness and objectivity. We are certain that you already have the credentials of Ms. Herman on your desk, her leadership skills, job training and social service experience, management capabilities, her tenure as Director of the White House Office of Public Liaison makes her more than qualified for such a position as this.

Mr. Chairman yours is such a sacred task as you are charged with protecting, honoring and projecting the best that our nation has to offer. In appointments such as this, we are pleased that a nominee of the caliber of Ms. Herman can make your task that much easier. We write today in hopes that her hearing would be called for immediately. We are aware of the assumptions, rumors, and perceptions that surround accusations against Ms. Herman in reference to campaign finance issues. However, it is only through a process of hearing the facts, can the real facts be determined. We believe that Ms. Herman should be able to come before the appropriate committee. She should have questions posed to her like any other previous nominee before her, without any special circumstances, special questions, or a preliminary interview uncharacteristic of other nominees.



February 28, 1997

The Honorable James M. Jeffords, Chairman

Page 2

Mr. Chairman, it is only after one has entered a race, can the outcome of victory or failure be determined. If one is never allowed to enter the race, then he or she will never know the outcome of the contest. We believe that it is important that you allow Ms. Herman to enter the race, and let her record and the vote determine the outcome. I will be in Washington DC on Monday, March 3rd., and will be available to discuss this matter with you or members of your staff as you deem appropriate. We believe that Ms. Herman has a Unique vision for America based on a broad view, a bipartisan perspective, and a commitment to national service that is unique in our nations history. We urge you to give every consideration to her nomination and to move without hesitation to call for a hearing now. Thank you very much for your consideration of these matters, as we work together to resolve the issues confronting our great nation. I can be reached at (313) 538-8695 or via fax at (313) 538-3293.

Yours for progress,

  
Reverend Wendell Anthony

WA:aas

cc: Senator Spencer Abraham  
Senator Edward M. Kennedy, Committee on Labor and Human Resources  
Senator Carl Levin

Proviso West Suburban  
N.A.A.C.P.



February 19, 1997

The Honorable Edward M. Kennedy  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Re: Ms. Alexis Herman,  
Nominee for Secretary of Labor

Dear Senator Kennedy,

We, the Proviso West Suburban Chapter of the N.A.A.C.P., are proud and pleased to submit this letter of support for the hearing and confirmation of Ms. Alexis Herman, Nominee for Secretary of Labor. Proven skills of leadership and coalition building highlight her astounding trailblazing career. In addition, Ms. Herman possesses tremendous economic and employment foresight, which further substantiates that she is the best qualified candidate for Secretary of Labor.

Ms. Herman, former director of the Department of Labor's Women's Bureau and Minority Women Employment Program, has an extensive labor background. She has been instrumental in helping potential employees of diverse skills, education and backgrounds enter the American job market. She has been successful in helping unemployed and unskilled young men become skilled laborers. She has identified, recruited and trained young people for established and incoming corporate employment.

Ms. Herman is a coalition builder. Throughout her career, she has worked cooperatively with parties on all sides of the employment issue to find sound and mutually benefitting solutions. She helped break down employment barriers for women and minorities by learning what kind of skills companies sought in employees. Then she trained prospective workers and persuaded employers to hire the people that she had trained. Through her work at the Women's Bureau, in her consulting business and as Director of Public Liaison at the White House, Ms. Herman has compiled a long record of working with organized labor, business, and individuals trying to enter the workforce.

To the Labor Department, Ms. Herman will bring her life-long commitment to job training, employment and expanding opportunity. She will build on the record of outgoing Secretary Reich. She has the skills to face the challenge of moving people from welfare to work in the new era of time-limited welfare. She will enhance health and pension security for working people. Help ensure a safe equal opportunity workplace. She has the experience and the



foresight to extend the life-long education and training opportunities our citizens will need to succeed in the 21st century.

Ms. Herman is truly America's best and the best candidate for Secretary of Labor. She possesses the unique quality and track record of bringing the disenfranchised and "unemployable" into the mainstream workforce. Turning them into gainfully employed, but most importantly, taxpaying skilled blue collar laborers and white collar professionals.

Senator Kennedy, we respectfully implore you to give Ms. Herman a hearing. Then, Sir, your vote for confirmation as the next Secretary of Labor.

Sincerely,



LaTressa R. Hodges-Lumpkin  
Vice-President

cc: The Honorable James M. Jeffords  
The Honorable Carol Moseley-Braun  
The Honorable Richard Durbin  
The Honorable Danny K. Davis

810 SOUTH 19TH AVENUE, SUITE 2W MAYWOOD, IL 60153

# NABCO

## National Association of Black County Officials (NABCO)

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George Cushingberry - MI

February 3, 1997

Dear Senator:

In the matter of the confirmation of Ms. Alexis Herman, the National Association of Black County Officials is deeply concerned with the Senate committee's decision to postpone the hearing on the confirmation for the Secretary of Labor.

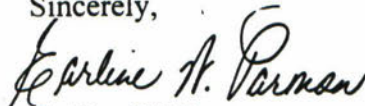
We are especially disturbed by the manner in which Ms. Herman's reputation is being sullied in the press by one sided leaks alleging wrongdoing without the benefit of a fair presentation of her case in a proper forum. Because of the intense national attention to this particular nomination we urge that the confirmation process be speeded up and that Ms. Herman be granted a full and fair hearing without delay.

We know Alexis Herman to be someone of the highest integrity, forthrightness and of extreme competence to carry out her duties as Secretary of Labor. We are confident that given the benefit of a non-prejudiced hearing the Senate and the nation will see that there is no truth to the allegations of wrongdoing on her part and that we can all be proud to have her serve as our Labor Secretary.

The National Association of Black County Officials represents black elected and appointed county officials from all over the country. Our constituency is large, over 18 million, and is very concerned with the outcome of this confirmation. Our constituents want to see a confirmation hearing conducted in the rooms of the Senate not in a series of pre-hearings in the gallows of the press. We believe that the best way to ensure fairness in this case is to schedule a confirmation hearing immediately on the nomination of Ms. Alexis Herman to the Labor Cabinet post.

We want to convey to you the importance of this confirmation to a large segment of our respective local voters. Thank you for your kind attention and we look forward to your cooperation.

Sincerely,



Earline W. Parmon  
President





February 13, 1997

The Honorable Edward M. Kennedy  
United States Senate  
Washington, DC 20510

Dear Senator Kennedy:

On behalf of the 270 Commissions for Women throughout The United States which represents 53% of our population, I urge you to schedule and convene hearings on the nomination of Alexis Herman for Secretary of Labor. We believe that the Senate has the obligation to consider the Administration's nominees on a timely basis, in order to avoid excessive disruptions in the functioning of federal agencies. It is time to consider the nomination of Alexis Herman, a highly qualified nominee for Secretary of Labor.

There have been allegations in the media and elsewhere that Ms. Herman acted improperly by setting up and attending White House coffees at which Democratic National Committee finance staff were present. The White House has asserted that these allegations are incorrect. **MS. HERMAN MUST BE GIVEN THE OPPORTUNITY TO RESPOND TO THESE CHARGES AT HER CONFIRMATION HEARINGS.**

The National Association of Commissions for Women (NACW) has enjoyed a long working relationship with Ms. Herman. As Director of the Women's Bureau in the Department of Labor (DOL), she worked with us on the Title VII guidelines on sexual harassment in the workplace that were issued by the Equal Employment Opportunity Commission and upheld by the Courts. These guidelines have proved to be a model for Title IX and the Fair Housing Act, which prohibit discrimination beyond the workplace.

NACW has a long history of supporting opportunities for women in the workplace. We have worked with Ms. Herman to advance the needs of displaced homemakers, move women into higher skilled jobs, and provide job opportunities for welfare recipients. Her vision and leadership, coupled with her ability to build consensus on issues, has resulted in increasing opportunities for women and minorities.

**WE URGE YOU NOT TO DELAY FURTHER THE NOMINATION OF ALEXIS HERMAN FOR SECRETARY OF LABOR.** We believe that her fine record in advancing workplace issues deserves a fair hearing. Should you have any questions regarding this nomination, please contact me at (914) 285-5972.

Sincerely,

A handwritten signature in black ink that reads "Camille Failla Murphy". The signature is written in a cursive, flowing style.

Camille Failla Murphy, President





**National Association For Equal Opportunity In Higher Education**  
NAFEO • Black Higher Education Center • Lovejoy Building • 400 12th Street, N.E.  
Washington, D.C. 20002 • Telephone (202) 543-9111 • Fax No. (202) 543-9113

February 7, 1997

The Honorable James M. Jeffords, Chairman  
Senate Labor & Human Resources Committee  
Hart Senate Office Building Room 513  
Washington, D.C. 20510

Dear Mr. Chairman:

I am writing to you in my capacity as the president and chief executive officer of the National Association for Equal Opportunity in Higher Education (NAFEO), which is the association of the nation's 117 historically and predominately black colleges and universities (HBCUs), public and private, 2-year and 4-year institutions, graduate and professional schools located in fourteen (14) southern states, six(6) northern states, three(3) mid-western states, one (1) western state, the District of Columbia and the Virgin Islands. I write on behalf of our member-institutions to respectfully request your support of Ms. Alexis M. Herman for the position of Secretary of the United States Department of Labor. In this regard I am asking that you present Ms. Herman to your Committee with due deliberate speed, and that you afford her a full and fair airing of any issues of concern to members of the Committee, afterwhich I beseech you to solicit the support of your colleagues for Ms. Herman.

Ms. Herman is an alumna Xavier University--a NAFEO institution. She is but one of in excess of 300,000 college graduates that our institutions produce every decade. Like most HBCU alumnae, since her graduation, Ms. Herman has been an active and engaged, contributing member of our society. But Ms. Herman is exceptional in many regards. She has dedicated her life to working to develop and implement creative, cost efficient solutions to many societal problems. Most of her work has been in training and preparing segments of the labor force for gainful, full-time, permanent employment; and in creating and helping to sustain small and disadvantaged businesses which, as you know, are the largest employers in America. She has done this in both the public and private sectors as the head of the Women's Bureau at the Department of Labor and as the president of a human resources corporation. Ms. Herman's combined talents and experiences make her uniquely qualified to head the federal department that will move the American labor force into the next century.

22nd National Conference on Blacks in Higher Education  
"KEEPING THE DOORS OF OPPORTUNITY OPEN"  
April 9-13, 1997  
Washington Hilton & Towers Hotel, Washington, D.C.

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**Henry Ponder**

CEO & President, NAFEO  
Washington, DC

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Vice President, NAFEO  
Washington, DC

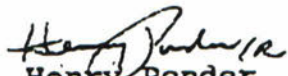


Ms. Herman's confirmation means a great deal to the board members, administrators, faculty, students, and especially, the alumnae of HBCUs. The alumnae of HBCUs are upwards of 70% of all African American graduates of colleges and universities, more than 50% of the nation's African American business executives and elected officials, 75% of African Americans with doctorate degrees, 75% of African American military officers, 80% of African American federal judges and 85% of African American physicians. These persons feel a special pride in the prospect of Ms. Herman --a fellow HBCU alumna--becoming the next Secretary of Labor. They also possess a special interest in seeing to it that Ms. Herman is confirmed.

Should you have any questions, or desire additional information, don't hesitate to contact me. I can be reached by telephone at (202) 543-9111; or by facsimile at (202) 543-9113.

I thank you for your favorable consideration.

Sincerely,

  
Henry Ponder  
CEO & President



ALCORN STATE UNIVERSITY  
LOHMAN, MISSISSIPPI 39098-9402

OFFICE OF THE PRESIDENT

March 4, 1997

TELEPHONE:  
(601) 877-6111FAX:  
(601) 877-2975

The Honorable James M. Jeffords, Chairman  
Senate Labor & Human Resources Committee  
Hart Senate Office Building-Room 513  
Washington, D.C. 20510

Dear Senator Jeffords:

I am writing to you as the president of Alcorn State University, and as a member of the National Association for Equal Opportunity in Higher Education (NAFEO), which is the national association of the nation's 117 historically and predominately black colleges and universities. These colleges and universities are producing the taxpayers and voters of today and tomorrow. I write to respectfully request your support for Ms. Alexis M. Herman for the position of United States Secretary of Labor, and to request that you seek the support of your colleagues for Ms. Herman.

As you may know, Ms. Herman is an alumna of Xavier University, a NAFEO member institution. She possesses a wealth of experiences and expertise that portend well for her success as the Secretary. She has been a senior level administrator at the Department of Labor. She would make an outstanding Secretary of Labor.

I believe that fundamental fairness and confirmation due process, as envisioned by the framers of the United States Constitution, dictate that at a minimum, Ms. Herman be presented to the Senate Labor & Human Resources Committee in a fair manner and be permitted to respond to any questions that members may have, and to make her case for becoming the next Secretary of the United States Department of Labor. I appeal to you to use your considerable influence as the Chairman of the Senate Labor & Human Resources Committee to support Ms. Herman, so that she can show the committee and the nation that which we in the education community already know, namely, that she will make a superb Secretary of Labor.

Ms. Herman's confirmation means a great deal to the many employers and millions of American workers who want workplace fairness and improved productivity to ensure continuing American competitiveness in a changing world order. I will personally continue to monitor the issue.



The Honorable James M. Jeffords

Page 2

March 4, 1997

Please feel free to contact me if I can do anything to be of assistance in this regard. I thank you in advance for your affirmative response.

Sincerely,

  
Clinton Bristow, Jr.  
President

CBJ/pdc

# Arkansas Baptist College



Dr. W. Thomas Keaton, President

1600 Bishop Street  
Little Rock, Arkansas 72202

Telephone: (501) 374-7856

February 20, 1997

The Honorable James M. Jeffords, Chairman  
Senate Labor & Human Resources Committee  
Hart Senate Office Building 0 Room 613  
Washington, D. C. 20510

Dear Senator Jeffords:

I am writing to you as the President of Arkansas Baptist College and a member of the National Association for Equal Opportunity in Higher Education (NAFEO), which is the national association of the nation's 117 historically and predominately black colleges and universities. I am a registered voter in the State of Arkansas. I write to respectfully request your support for Ms. Alexis M. Herman for the position of United States Secretary of Labor, and to request that you seek the support of your colleagues for Ms. Herman.

As you may know, Ms. Herman is an alumna of Xavier University, a NAFEO member institution. She possesses a wealth of experiences and expertise that portend well for her success as the Secretary. She has an extensive administrative and management background gained both at the Department of Labor and as the Director of the White House Office of Public Liaison. Ms. Herman has received additional experience as head of her own human resources firm and as the Chief of Staff of the Democratic National Committee. She would make an excellent Secretary of Labor.

I believe that fundamental fairness and confirmation due process, dictate that at a minimum, Ms. Herman be presented to the Senate Labor & Human Resources Committee in a timely manner and permitted to respond to any questions that members may have, and to make her case for becoming the next Secretary of the United States Department of Labor. I appeal to you to use your considerable influence as the Chairman of the Senate Labor & Human Resources Committee, to schedule a hearing on Ms. Herman's nomination within the next two weeks, so that she can show the Committee and the nation that which we, in the HBCU community, already know, namely that she will make a superb Secretary of Labor.

Ms. Herman's confirmation means a great deal to the board members, administrators, faculty, students, and alumnae of HBCUs. I will personally continue to monitor the issue. Please feel free to contact me if I can offer any assistance in regard to this request.

Sincerely,

Dr. W. Thomas Keaton  
President

xc: Members of the Senate Labor & Human Resources Committee  
The Honorable Senator Trent Lott  
The Honorable Senator Bumpers from the State of Arkansas





# BOWIE

## STATE UNIVERSITY

Office of the President

Henry Administration Building  
Bowie, Maryland 20715-9465  
Office (301) 464-6500 • Fax (301) 464-7814

February 27, 1997

The Honorable Edward M. Kennedy  
Senate Labor & Human Resources Committee  
Rm 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

I am writing to you as the President of Bowie State University and a member of the National Association for Equal Opportunity in Higher Education (NAFEO), which is the national association of the nation's 117 historically and predominately Black colleges and universities.

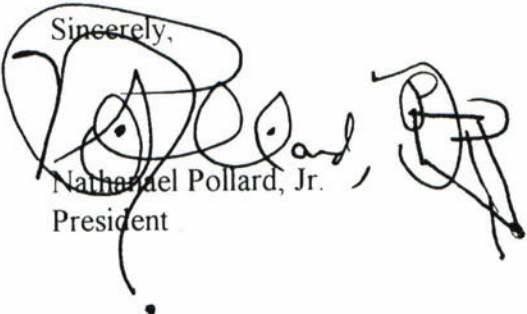
I am a registered voter in the State of Maryland, and I write to respectfully request your support for Ms. Alexis M. Herman for the position of United States Secretary of Labor, and to request that you seek the support of your colleagues for Ms. Herman.

As you may know, Ms. Herman is an alumna of Xavier University, a NAFEO member institution. She possesses a wealth of experiences and expertise that portend well for her success as the Secretary. She would make an outstanding Secretary of Labor.

I appeal to you to use your considerable influence as a member of the Senate Labor & Human Resources Committee, to schedule a hearing on Ms. Herman's nomination, so that she can show the Committee and the nation that she will make a superb Secretary of Labor.

Ms. Herman's confirmation means a great deal to the board members, administrators, faculty, students, and alumni of HBCUs. I want to personally thank you for your attention, and please feel free to contact me at (301) 464-6500 if I can do anything to be of assistance.

Sincerely,



Nathaniel Pollard, Jr.  
President

cc: Dr. Henry Ponder  
President, NAFEO



***"Our School, Our Time"***

James M. Douglas  
President

February 17, 1997

The Honorable Edward M. Kennedy  
Rm 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

I am writing to you as the President of Texas Southern University and a member of the National Association for Equal Opportunity in Higher Education (NAFEO), which is the national association of the nation's 117 historically and predominately Black colleges and universities. I am a registered voter in the State of Texas. I write to respectfully request your support for Ms. Alexis M. Herman for the position of the United States Secretary of Labor, and to request that you seek the support of your colleagues for Ms. Herman.

As you may know, Ms. Herman is an alumna of Xavier University, a NAFEO member institution. She possesses a wealth of experiences and expertise that portend well for her success as the Secretary; her work experience as head of the Women's Bureau at the Department of Labor and as president of a corporation that dealt with human resources issues in employment. She would make an outstanding Secretary of Labor.

I believe that fundamental fairness and confirmation due process dictate that at a minimum Ms. Herman be presented to the Senate Labor & Human Resources Committee in a timely manner and permitted to respond to any questions that members may have, and to make her case for becoming the next Secretary of United States Department of Labor. I appeal to you to use your considerable influence as the Chairman of the Senate Labor & human Resources Committee, to schedule a hearing on Ms. Herman's nomination within the next two weeks, so that she can show the Committee and the nation that which we in the HBCU community already know; namely, that she will make a superb Secretary of Labor.

3100 Cleburne

Houston, Texas 77004

(713) 313-7099

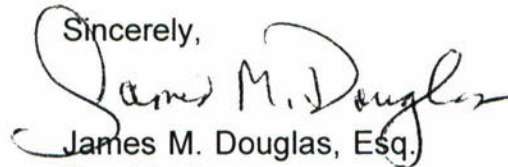
Fifty Years of Excellence In Achievement



Senator Edward M. Kennedy  
February 17, 1997  
pg. - 2

Ms. Herman's confirmation means a great deal to the board members, administrators, faculty, student, and alumnae of HBCUs. I will personally continue to monitor the issue.

Please feel free to contact me, if I can do anything to be of assistance in this regard.

Sincerely,  
  
James M. Douglas, Esq.  
President

JMD:aw



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Stephen D. Driesler, Vice President & Chief Lobbyist  
GOVERNMENT AFFAIRS

202-383-1238  
202-383-1134 Fax

February 12, 1997

The Honorable James M. Jeffords  
Chairman  
Committee on Labor and Human Resources  
United States Senate  
428 Dirksen Senate Office Building  
Washington, D. C. 20510-6300

Dear Mr. Chairman:

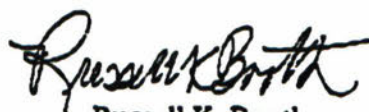
On behalf of the nearly 750,000 member NATIONAL ASSOCIATION OF REALTORS®, let me first congratulate and wish you the greatest success in your new role as Chairman of the Senate Labor and Human Resources Committee.

With this letter the NATIONAL ASSOCIATION OF REALTORS® is pleased to offer our support for the nomination of Alexis M. Herman as Secretary of Labor. We believe that Ms. Herman is imminently qualified to meet the demands of Secretary of Labor. Her record as Director of the Black Women's Employment Program and later as the Department of Labor's Director of the Women's Bureau is exemplary. During the last four years, we have had numerous opportunities to work with Ms. Herman and have always found her to be very accessible, fair and willing to work with our Association to solve problems of mutual interest.

Ms. Herman will bring to the Labor Department her lifelong commitment to employment and expanding opportunity. She will dedicate special energy to the challenges of moving people from welfare to work; enhancing health and pension security for working Americans; ensuring a safe, equal opportunity workplace; and extending the life long education and training opportunities our citizens need to compete in the global workplace of the 21st century.

The NATIONAL ASSOCIATION OF REALTORS®, welcomes the selection of Alexis M. Herman as the next Secretary of the Department of Labor and appreciate your consideration of our endorsement.

Sincerely,

  
Russell K. Booth  
President







# League of United Latin American Citizens

**BELEN B. ROBLES**  
National President

February 4, 1996

The Honorable James M. Jeffords  
United States Senate  
Senate Labor and Human Resources Committee  
SD-428  
Washington, D.C. 20510

Dear Mr. Chairman:

On behalf of the 250,000 members of the League of United Latin American Citizens (LULAC), I strongly urge you and your colleagues to confirm Ms. Alexis M. Herman as the Secretary of the United States Department of Labor.

Throughout her life, Ms. Herman has worked to create better working opportunities for men and women across this nation. She has labored herself to break social and economic barriers by working with corporations to ensure that they hire minorities and most importantly, she was responsible for training and educating minority men and women on how to be successful in the workplace. Her endeavors were key to successfully integrating the workplace while providing better working opportunities for people whom had historically been denied them. The Department of Labor would undoubtedly benefit from Ms. Herman's vision.

As the largest and oldest Hispanic organization in the United States, LULAC is firmly behind the confirmation of Ms. Alexis Herman and we look forward to working with her as the new Secretary of Labor. Please do what you can to ensure that Ms. Herman is confirmed as quickly as possible.

Thank you.

Sincerely,

Belen Robles

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**SENT VIA FAX**

February 14, 1997

The Honorable Edward M. Kennedy  
Senate Labor and Human Resources Committee  
428 Dirksen Senate Office Building  
Washington, DC 20510

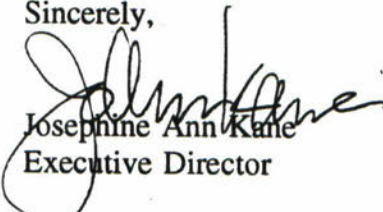
Dear Senator Kennedy:

As the nation's only housing organization with an intentional focus on women, McAuley Institute strongly supports women's leadership. Accordingly and on behalf of McAuley, I urge you to schedule and convene hearings on the nomination of Alexis Herman for Secretary of Labor.

The Administration's nominees should be considered on a timely basis to avoid excessive disruptions in the functioning of federal agencies. Ms. Herman's qualifications support the timely consideration of her nomination. In the late 1970s, as Director of the Women's Bureau of the Department of Labor, Ms. Herman worked on developing Title VII guidelines about sexual harassment in the workplace. Due to her hard work, legal protections against sexual harassment were issued for the first time. These guidelines were upheld by the courts and served as the model for statutes that prohibit discrimination in areas beyond the workplace such as Title IX (discrimination in higher education) and the Fair Housing Act (housing discrimination).

I urge you not to delay further the nomination of Alexis Herman for Secretary of Labor. I believe that her record of advancing workplace issues deserves a fair hearing. Thank you in advance for your attention to this matter.

Sincerely,

  
Josephine Ann Kane  
Executive Director

**BUILDING HOUSING • STRENGTHENING COMMUNITIES**





# Mujeres Latinas En Acción

LATIN WOMEN IN ACTION

1823 W. 17th Street • Chicago, IL 60608  
(312)226-1544 • Fax (312)226-2720

February 4, 1997

Senator James Jeffords, Chairman  
Senate Committee on Labor & Human resources  
Room SB428  
Dirksen Senate Office Building  
Washington, D.C. 20510

Senator James Jeffords, Chairman

I am pleased to submit this letter in support of the confirmation of Alexis Herman to the position of Secretary, U.S. Department of Labor.

Ms. Herman is experienced, astute, committed, and has an impressive background on labor issues and will be a continuing and enormous asset and a strong leader as Secretary, U.S. Department of Labor. As a minority female, she is also aware of and concerned with the enormous impact of women and minorities in and on our economy.

Thank you.

Sincerely,

Berta Hinojosa  
Coordinator of The Domestic Violence  
and Sexual Assault Programs



National Association of Social Workers

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Edmond, Oklahoma

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Josephine Nieves, MSW, PhD

**DEPUTY EXECUTIVE DIRECTOR**

Margaret L. Palmiter, PhD, ACSW

**GENERAL COUNSEL**

Carolyn I. Polowy, JD

February 12, 1997

Honorable Edward M. Kennedy  
SR-315 Russell Senate Office Building  
Washington, DC 20510-2101

Dear Senator:

On behalf of the 160,000 members of the National Association of Social Workers (NASW), I would like to convey our strong endorsement for US Department of Labor Secretary designate Alexis Herman.

Having served as Director of the Women's Bureau at the Department of Labor during the Carter Administration, Ms. Herman is keenly aware of the intricacies and operation of the Department. During her tenure, she created new programs to help low-income and disadvantaged women with employment-related problems. Moreover, she was the initial bureau head to be elevated to the rank of deputy undersecretary.

Ms. Herman further developed her acumen in labor issues by advising state and local governments, as well as private corporations, in her capacity as Founder and President of A. M. Herman & Associates. An expert on reducing and eliminating formal and informal labor market barriers, she guided corporations on human resources issues related to training, mentoring and reducing turnover. Further, she assisted state and local governments in linking economic development activities to employment creation and training strategies. It is difficult to imagine that anyone can surpass the skills, excellence and commitment to public service exhibited by Alexis Herman.

NASW contends that Ms. Herman has a demonstrated capacity for leadership, a cooperative approach to solving problems, and a vision profoundly rooted in a commitment to expanding opportunities for all Americans. Due to her record of commitment to employment and training, to alleviating workforce barriers, and helping to create productive working environments, NASW believes that Ms. Herman would be the appropriate choice to lead the Department of Labor.

We urge you to expeditiously schedule a hearing date for Ms. Herman and to confirm her nomination as Secretary for the Department of Labor. Ms. Herman's career, to date, has been exemplary and it is indicative of what should be expected from any Cabinet Secretary.

Sincerely,

Josephine Nieves, MSW, Ph.D.  
Executive Director





# NATIONAL BAR ASSOCIATION

Reply To:

February 24, 1997

U. Lawrence Boze  
*President*  
Houston, TX

Randy K. Jones  
*President-Elect*  
San Diego, CA

James M. Finley  
*Vice President*  
Atlanta, GA

Patricia M. Rosier  
*Vice President*  
Washington, DC

Harold D. Pope  
*Vice President*  
Detroit, MI

Beverly McQueary Smith  
*Vice President*  
Huntington, NY

Andrea Pair Bryant  
*Secretary*  
Austin, TX

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*Treasurer*  
Washington, DC

W. Roy Mays, III  
*General Counsel*  
Atlanta, GA

Kaye R. Webb  
*Parliamentarian*  
Durham, NC

John Crump  
*Executive Director*  
Washington, DC

The Honorable James M. Jeffords  
United States Senate  
Washington, DC 20510

Dear Mr. Chairman:

I am writing in support of the nomination of Alexis Herman to be Secretary, United States Department of Labor now pending before the Senate Labor and Human Resources Committee and to urge the scheduling of an early hearing on her nomination.

Ms. Herman will bring to the Labor Department her strong commitment to employment opportunities and employee training. She will also bring her strong leadership capabilities which she demonstrated as Assistant to the President and Director of the White House Office of Public Liaison, and as Former Director of the Women's Bureau in the Department of Labor.

Her vision to expand opportunities for all Americans was visible early in her career through her commitment to promoting productive work environments. As Job Training and Placement Coordinator at Catholic Social Services, Ms. Herman helped place children with adoptive or foster care families, worked with delinquent boys, and counseled families facing problems such as teen pregnancy. She then moved to Atlanta to run the Black Women's Employment Program under the auspices of the prestigious Southern Regional Council. Her efforts led, among other things, to the hiring of the first African American women in white collar jobs at such leading corporations as Coca-Cola and Delta Airlines.

The commitment Alexis Herman has shown to increasing productivity in America's workforce has earned her the respect of the National Bar Association.

In closing, I would like to reiterate the need for an early hearing on the nomination of Alexis Herman to be Secretary of Labor.

Sincerely,

A handwritten signature in cursive script, appearing to read "U. Lawrence Bozé".

U. Lawrence Bozé  
President

cc: Dan Coats (IN)  
Judd Gregg (NH)  
Bill Frist (TN)  
Mike DeWine (OH)  
Mike Enzi (WY)  
Tim Hutchinson (AR)  
Susan Collins (ME)  
John Warner (VA)  
Mitch McConnell (KY)  
Edward M. Kennedy (MA)  
Christopher Dodd (CT)  
Tom Harkin (IA)  
Barbara Mikulski (MD)  
Jeff Bingaman (NM)  
Paul Wellstone (MN)  
Patty Murray (WA)  
Jack Reed (RI)





## National Black Nurses' Association, Inc.

1511 K Street N.W. • Suite 415 • Washington, D.C. 20005 • Phone: 202-393-6870 • Fax: 202-347-3808

February 4, 1997

The Honorable James M. Jeffords  
Hart Senate Office Building  
Room 513  
Washington, DC 20510

Dear Senator Jeffords:

The National Black Nurses Association (NBNA), representing 150,000 African American nurses, wholeheartedly supports the candidacy of Alexis Herman as Secretary of the U.S. Department of Labor. Ms. Herman recognizes the need for sound national employment policies that will develop the appropriate workforce necessary to maintain America's high status as a leader in the global economy. Ms. Herman has demonstrated her commitment to principles of fair employment, creation of employment opportunities and development of collaborative relationships among private business, labor and government.

NBNA views Ms. Herman as an excellent nominee for the position of Secretary of Labor. Ms. Herman will bring to the office the expertise of a leader who can continue to build coalitions and foster the collaborative relationships we need to keep America at work.

In today's competitive global marketplace, the Department of Labor, and even our Nation needs someone of Alexis Herman's high caliber, who understands the needs of today's workforce, who can anticipate the demands for our future workforce and work with the companies who must train and employ a workforce that is next to none.

The National Black Nurses Association respectfully requests that the U.S. Senate grant a confirmation hearing for Ms. Herman as soon as possible. After the hearing, we are confident that the U.S. Senate will confirm Alexis Herman as Secretary of the U.S. Department of Labor.

Sincerely,

Betty Smith Williams, DrPH, RN, FAAN  
President





## National Black Nurses' Association, Inc.

1511 K Street N.W. • Suite 415 • Washington, D.C. 20005 • Phone: 202-393-6870 • Fax: 202-347-3808

For Immediate Release

February 6, 1997

Contact: Millicent Gorham

202-393-6870

### NATIONAL BLACK NURSES ASSOCIATION SUPPORTS ALEXIS HERMAN FOR LABOR SECRETARY

In a letter to the U.S. Senate, National Black Nurses Association (NBNA) President Dr. Betty Smith Williams endorsed the candidacy of Alexis Herman as Secretary of the U.S. Department of Labor. In the letter of support, Dr. Williams requested that Ms. Herman be granted a confirmation hearing as soon as possible.

"Ms. Herman recognizes the need for sound national employment policies that will develop the appropriate workforce necessary to maintain America's high status as a leader in the global economy. Ms. Herman has demonstrated her commitment to principles of fair employment, creation of employment opportunities and development of collaborative relationships among private business, labor and government", says Dr. Williams

"NBNA views Ms. Herman as an excellent nominee for the position of Secretary of Labor", emphasized Dr. Williams. "Ms. Herman will bring to the office the expertise of a leader who can continue to build coalitions and foster the collaborative relationships we need to keep America at work."

Says Dr. Williams, "Today, as the National Black Nurses Association celebrates National Black Nurses Day, we believe that the Department of Labor, and even our Nation needs someone of Alexis Herman's high caliber, who understands the needs of today's workforce, who can anticipate the demands for our future workforce and work with the companies who must train and employ a workforce that is next to none."

The National Black Nurses Association (NBNA) represents 150,000 African American nurses nationally.

end





## NATIONAL COMMITTEE ON PAY EQUITY

1126 Sixteenth St. NW, • Washington, DC 20036 • (202) 331-7343 FAX (202) 331-7406

February 4, 1997

Senator Jim M. Jeffords  
U.S. Senate  
Dirksen Building - Room 530  
1st & C Streets, N.E.  
Washington, DC 20510

Dear Senator Jeffords:

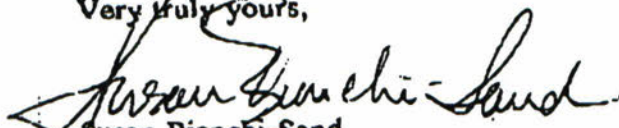
I am writing in support of the nomination of Alexis Herman for the position of Secretary of Labor.

Ms. Herman possesses the necessary leadership and experience to serve as an outstanding Secretary. Over the years, our Committee has worked with her to improve the status of working women and people of color. In each instance she has proven to be both a thoughtful listener and an aggressive, articulate advocate for the position she espouses.

I have found her to be fair minded, intelligent and responsive to the needs of the workers as well as the workplace. She has the capability to mediate difficult situations and at the same time maintain a focus on the priority issues.

As the workplace of America continues to make its dramatic shift from industrial to service, and as the make up of the workers themselves change, bringing new talent and new ideas, America will be well served by the dedication, the experience and skills of Alexis Herman as Secretary of Labor.

Very truly yours,

  
Susan Bianchi-Sand  
Executive Director

cc: Senator Edward Kennedy

# NCIL

## National Council on Independent Living

11 Wilson Blvd., Suite 405  
Arlington, VA 22201

Voice (703) 525-3406  
TTY (703) 525-3407  
FAX (703) 525-3409  
E-Mail [ncil@tsbbs02.tnet.com](mailto:ncil@tsbbs02.tnet.com)

**Executive Director**  
Anne-Marie Hughey

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Salina, Kansas

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Framingham, Massachusetts

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Helen Roth  
Logan, Utah

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Msindo Mwinyipembe  
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Boston, Massachusetts

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Milwaukee, Wisconsin

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**Region VII**  
Jim Tuscher  
St. Louis, Missouri

**Region VIII**  
Nancy Conklin  
Grand Junction, Colorado

**Region IX**  
Kathy Uhl  
San Francisco, California

**Region X**  
David Jacobson  
Fairbanks, Alaska

February 24, 1997

Honorable James Jeffords, Chair  
Committee on Labor and Human Resources  
United States Senate  
513 Hart Senate Office Building  
Washington, DC 20510

Re: Alexis Herman Nomination

Dear Senator Jeffords:

On behalf of the National Council on Independent Living Board and Membership, I would like to congratulate you on your appointment as Chair of the Senate Committee on Labor and Human Resources.

NCIL is a consumer controlled, cross-disability, grassroots national membership organization which advocates for the rights and empowerment of people with disabilities. NCIL's membership is composed of centers for independent living (CILs), statewide independent living councils (SILCs), and other organizations and individuals working to promote disability rights.

The National Council on Independent Living (NCIL) strongly supports the nomination of Alexis Herman as the Secretary of Labor. During her tenure as Director of White House Office of Public Liaison, Ms. Herman has worked to ensure that the disability community had the opportunity to participate equally in receiving and providing information to the Administration via the Office of Public Liaison.

NCIL has a firm belief that the availability of employment opportunities for all individuals with and without disabilities is a basic human right. NCIL feels that Ms. Herman would continue her work to ensure equal access to services for all individuals seeking to participate in programs provided through the Department of Labor. For this reason, I hope you will consider the confirmation of Alexis Herman as Secretary of Labor.



Thank you in advance for your consideration of this issue. Please feel free to contact me or Anne-Marie Hughey, NCIL Executive Director, if we can be of assistance during your Chairmanship. We look forward to working with you and your staff during the 105<sup>th</sup> Congress.

Sincerely,

A handwritten signature in cursive script that reads "Gina McDonald". To the right of the signature are three small, slanted handwritten marks that appear to be "uu".

Gina McDonald, President  
NCIL Board of Directors

c: Senator Edward Kennedy

# NCLR

NATIONAL COUNCIL OF LA RAZA

Raul Yzaguirre, President

## National Office

1111 19th Street, N.W., Suite 1000  
Washington, DC 20036  
Phone: (202) 785-1670  
Fax: (202) 776-1792

February 25, 1997

The Honorable James M. Jeffords  
Chairman, Committee on Labor and Human Resources  
U.S. Senate  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Dear Mr. Chairman:

I write on behalf of the National Council of La Raza (NCLR) in strong support of the confirmation of **Alexis M. Herman** to become **Secretary of the U.S. Department of Labor** (DOL). Ms. Herman's distinguished record of public service merits an immediate, timely hearing on her nomination before the Committee on Labor and Human Resources as the first step in the confirmation process.

As the Hispanic labor force continues to grow and the economic demand for skilled labor increases, it is absolutely essential for the Department of Labor to have strong, skilled leadership. Ms. Herman should, in all fairness, be given the opportunity to demonstrate that she has the skills and the wherewithal necessary to equip our community, and the American workforce, with the opportunities it needs to meet the demands of a changing economy.

I strongly urge you to give Ms. Herman a hearing date and an opportunity to communicate to you and to the Committee her qualifications for the position. President Clinton deserves the right to pick his own Cabinet, and Ms. Herman deserves a fair hearing -- it is the right thing to do. Thank you for your consideration of our views.

Sincerely,



Raul Yzaguirre  
President

cc: Senator Edward M. Kennedy  
Senate Committee on Labor and Human Resources



Program Offices: Phoenix, Arizona • San Antonio, Texas • Los Angeles, California • Chicago, Illinois

LA RAZA: The Hispanic People of the New World





# NATIONAL COUNCIL OF NEGRO WOMEN, INC.

NATIONAL HEADQUARTERS:

633 PENNSYLVANIA AVENUE, NW • WASHINGTON, D.C. 20004

TELEPHONE: (202) 737-0120

FAX: (202) 737-0476

The Honorable Edward M. Kennedy  
Room 315 - Russell Building  
Washington, D C 20510

Dear Senator Kennedy:

On behalf of the National Council of Negro Women, I want to confirm again our full support of the nomination of Ms Alexis Herman for Secretary of Labor. As you may know, NCNW is comprised of 36 national organizations and 252 community-based Sections with an outreach to four million women. We urge you to set a date for the confirmation hearing.

We know first hand of Ms. Herman's ability to work with diverse groups and her capacity for bringing people together. She has served in the NCNW as an effective volunteer and has carried a leadership role as Vice President of the Executive Committee of the National Board of the national organization. Her approach is always with discipline, competency and dedication.

Personally, I have known Ms Herman for most of her adult life and can truly say that she is a woman of sterling character and exceptional ability. I first knew her in 1972 when, at the request of A. Philip Randolph and Bayard Rustin, I agreed to chair the Committee for the Minority Women Employment Program of which Ms. Herman was director. This research and demonstration project aimed to increase the representation of women of many different backgrounds in management, technical and professional capacities in Atlanta's private sector. The Program was later expanded to Dallas, Houston, New Orleans, Tulsa and Cincinnati. It utilized the techniques which had been pioneered and successfully used to place minorities in the building trades and construction industries. It examined the feasibility of transferring the outreach concept from the blue collar job market to a non-clerical white collar market. The results were outstanding. Employers opened their doors and the program prepared minority women to enter them.

Page two

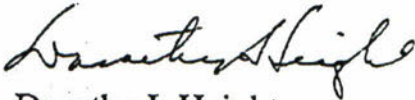
The Honorable Edward M. Kennedy

The pioneering and creativity of her early work has been sustained and, indeed, greatly enhanced through the years. Even as she entered the Department of Labor as Director of the Women's Bureau, Ms Herman already had set a course of effective work with both management and labor.

Ms Herman has strong management skills. She sets high standards for herself and has the capacity to energize others to achieve the same. Hers is a unique record of achievement.

We strongly urge you to use the influence of your office to set a date and give Ms Herman the opportunity to be heard in the confirmation hearing.

Sincerely,



Dorothy I. Height  
President & Chief Executive Officer





# NATIONAL COUNCIL OF NEGRO WOMEN, INC.

## NATIONAL HEADQUARTERS:

1218 - 16TH STREET, N.W., WASHINGTON, D.C. 20036  
TELEPHONE: (202) 628-0015 FAX: (202) 628-0233

Columbia Section  
3403 Colonial Drive  
Columbia, South Carolina 29203

February 23, 1997

The Honorable Edward M. Kennedy  
United States Senate  
Rm 315, Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

I am writing to urge you to set a date for the confirmation hearing for Alexis Herman's appointment as Secretary of Labor. Ms. Herman is uniquely qualified for this position. She served as Director of the Women's Bureau of the Department of Labor, working directly with the Secretary and for the past four years she served as Assistant to the President and Director of the Office of Public Liaison.

The 250 members of our Section are quite concerned by what appears to be a grossly undue delay in the hearing. We believe Ms. Herman should be given the opportunity to answer any concerns regarding her qualifications before the Committee as a matter of public record.

As a member of the Committee on Labor and Human Resources, please do whatever is in your power to help set a confirmation date as soon as possible.

Sincerely,

Alma W. Byrd, Ph.D.  
President

# NATIONAL COUNCIL OF NEGRO WOMEN, INC.

## Mary McLeod Bethune Section

P.O. Box 2442  
Sumter, S.C. 29151-2442

February 12, 1997



Mary McLeod Bethune, Founder  
Dorothy I. Height, President & CEO

Dear Senator:

I am writing to urge you to set a date for the confirmation hearing for Alexis Herman's appointment as Secretary of Labor. Ms. Herman is uniquely qualified for this position. She served as Director of the Women's Bureau of the Department of Labor working directly with the Secretary, and for the past four years she served as Assistant to the President and Director of the Office of Public Liaison.

As a member of the Committee on Labor and Human Resources, please do whatever is in your power to help set a confirmation hearing date as soon as possible.

Sincerely

Dr. Edna L. Davis, President  
MMB Section of NCNW





President  
Harry Guenther  
Executive Director  
Steve Protulis

## National Council of Senior Citizens

1331 F Street, N.W. • Washington, DC 20004-1171 • (202) 624-9549 • FAX (202) 624-9547  
8403 Colesville Road, Suite 1200 • Silver Spring, Maryland 20910-3314 • (301) 578-8800 • Fax (301) 578-8999

February 7, 1997

The Honorable Jim Jeffords  
Chairman, Senate Committee on Labor  
and Human Resources  
United States Senate  
428 Dirksen Senate Office Building  
Washington, D.C. 20510

Dear Senator Jeffords:

On behalf of the National Council of Senior Citizens and its network of thousands of affiliated clubs and councils, I urge you to move promptly on the nomination of Alexis Herman to the position of Secretary of Labor.

Ms. Herman possesses a long and honorable record of public service that well equips her to become an outstanding Secretary. She is fully familiar with the functions and goals of the Department through her previous service as Director of the Womens Bureau. Our own direct contact with Ms. Herman over the past several years leaves us confident about her concerns for the needs of all workers, including older workers. We believe that she has demonstrated high skills of organizational management and vigorous leadership and abilities. Lastly, we believe that she will bring to this position an even-handed approach to the goal of productive national labor-management policy as well as a strong hand toward protection of worker retirement funds.

Senator, Alexis Herman deserves the opportunity to appear before the Committee and to respond to the members' questions and concerns. Delay, as the Congress addresses budget and labor policy issues, can only harm the interests of workers, employers, employment assistance initiatives and the larger need of the public.

Sincerely,

Steve Protulis  
Executive Director



## NATIONAL EDUCATION ASSOCIATION

Robert F. Chase, President  
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Don Cameron, Executive Director

1201 16th Street, N.W.  
Washington, D.C. 20036-3290  
(202) 822-7000 Fax (202) 822-7974  
Executive Office

January 30, 1997

The Honorable James Jeffords  
Chairman  
Committee on Labor and Human Resources  
United States Senate  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Dear Senator Jeffords:

On behalf of the members of the National Education Association (NEA), we are writing to urge your strong support for the nomination of Alexis Herman as Secretary of Labor.

Throughout her career, Ms. Herman has demonstrated a steadfast commitment to expanding educational and employment opportunities and preparing today's and tomorrow's workforce to compete in a global economy. Over three decades, Ms. Herman has championed programs that advance the cause of lifelong education and training for all Americans, a goal central to the mission of the Department of Labor.

From her work as a Job Training and Placement Coordinator with Catholic Social Services, to her leadership as Assistant to the President, Ms. Herman has shown her capacity to build coalitions and forge strong partnerships among varied interests, including the labor, business, and education communities. We believe this vision and commitment to consensus-building is essential if we are to adequately prepare both new and seasoned workers for the challenges of the 21st century.

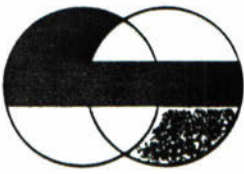
On behalf of our 2.2 million members, it is my pleasure to recommend her nomination. If we can provide any additional information, do not hesitate to call on me.

Sincerely,

A handwritten signature in cursive script that reads "Bob Chase".

Bob Chase  
President





# The National Italian American Foundation

The Ambassador Peter F. Secchia Building

1860-19th Street, N.W. • Washington, D.C. 20009-5501 • (202) 387-0600 • FAX (202) 387-0800

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February 21, 1997

**Founding Chairman**  
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Honorable James M. Jeffords  
Chair, Senate Labor and Human  
Resources Committee  
United States Senate  
Washington, DC 20510

Dear Senator Jeffords:

I am writing to strongly urge you as Chair of the Senate Labor and Human Resources to hold hearings as soon as possible on the nomination of Alexis Herman to be U.S. Secretary of Labor.

Ms. Herman has worked with leaders of the National Italian American Foundation for many years beginning in the 1970s when she worked on Catholic social issues with the late Monsignor Geno Baroni, a founder and first president of the NIAF.

Most recently, of course, she has been Director of the White House Liaison offices since 1979 and believe that the current office is the most effective and competent of all. Ms. Herman and her staff have always been accessible and have performed their duties in a non-partisan and outstanding manner.

I recently heard Ms. Herman speak on family values. Her remarks were persuasive and eloquent. Her strong belief in the importance of a job to preserve and promote family stability is one that all the members of the NIAF, Democrats and Republicans alike can applaud.

Once again, we urge you to provide an opportunity for your committee to consider the nomination of this special individual.

Sincerely,

Alfred M. Rotondaro  
Executive Director

AMR:gj

*Handwritten signature: Joe Malone*



# NATIONAL NEWSPAPER PUBLISHERS ASSOCIATION

Black Press of America



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Lighting The Road To Freedom

February 20, 1997

The Honorable Edward M. Kennedy  
United States Senator  
Room 315 - Russell Building  
Washington, D. C. 20510

Dear Senator Kennedy:

The National Newspaper Publishers Association, representing "The Black Press of America," is incensed that as of this date no hearing date has been set for confirmation hearings for Alexis Herman. Ms. Herman has been nominated by President Clinton for Secretary of Labor and she is highly qualified for this post.

I am writing to urge you to use your considerable influence to schedule a hearing date when the Committee on Labor and Human Resources meet on February 25, 1997. I am appalled that of all the cabinet nominees, she is the only one without a scheduled hearing date and calls into question the fairness of that action.

All questions can be fully explored in such hearings and I am sure they will be answered to assure your vote for her confirmation. Ms. Herman is knowledgeable, committed and has the necessary skills to be an outstanding Labor Secretary.

We are closely monitoring this nomination and I hope you will call on your sense of fairness to bring an end to this unwarranted delay.

Sincerely,

Dorothy R. Leavell  
President

DRL/tj

3200 13th-Street, NW Washington, DC 20010  
(202) 588-8764  
Fax (202) 588-5029





## National Office for Black Catholics

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Mr. James McConduit – President  
Mrs. Barbara Lewis – Vice-President  
Mr. Quince Reynolds – Secretary  
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Honorable James Jefords  
Chair Labor Human Resources  
428 Dirksen Senate Office Bldg.  
Washington, D.C. 20510-6300

February 25, 1997

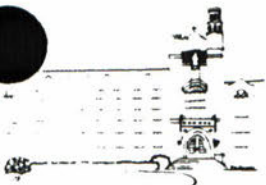
Dear Senator Jefords:

We write to you on behalf of one who we respect and admire. Alexis Herman over the years has proven to be a person of excellent character and a very outstanding public servant.

We have observed her career with a true sense of gratitude and appreciation over the last twenty years. We recall her message at the Call to Action Conference in Detroit of the National Conference of Catholic Bishops. Alexis Herman is a concerned and compassionate person who exemplifies the kind of quality and broad interest for both Labor and Management in America.

We Black Catholics in America have always viewed public service as an honor and commitment to improve life for all Americans

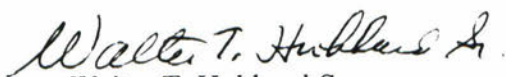
We urge you to schedule Alexis to appear before your committee to enable your fellow senators and the American people to measure her dedication, experience, and commitment to be Secretary of Labor. We think the people of both management and Labor of America will affirm her to render service.

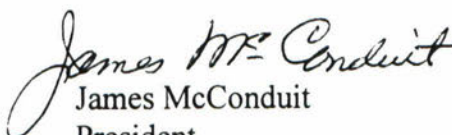


3025 4<sup>th</sup> Street N.E. • Washington, D.C. 20017 • (202) 635-1778

We look forward to your reply and wish you and your committee members a successful 1997 as you continue your public service.

Sincerely,

  
Walter T. Hubbard Sr.  
Executive Director

  
James McConduit  
President

cc: Honorable Ted Kennedy  
Honorable Alexis Herman





## NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES

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January 21, 1997

James M. Jeffords, Chairman  
Committee on Labor and Human Resources  
United States Senate  
Dirksen Senate Office Building  
SD-428  
Washington, D.C. 20510

Dear Senator Jeffords:

RE: The Nomination of Ms. Alexis M. Herman  
United States Secretary of Labor

The National Organization of Black Law Enforcement Executives (NOBLE) comprises more than twenty-eight (2,800) hundred members, primarily Chief Law Enforcement Executives of federal, state, county and municipal agencies and other criminal justice practitioners nationwide.

On behalf of the Executive Board and the members of NOBLE, I write to lend our voice of support for the President's nominee for the Office of Secretary of Labor, Ms. Alexis M. Herman.

We have frequently responded to requests from this Administration for recommendations of qualified African-Americans to fill key federal positions. Ms. Herman certainly epitomizes all the criteria of a qualified candidate. She was an exceptionally successful business person before beginning her tour as Director of the White House, Office of Public Liaison. As reflected in her resume, she served outstandingly for four (4) years in that very sensitive position. She was indeed a trusted presidential aide, an impeccable public servant.

Ms. Herman has won the respect and admiration of many NOBLE members during her years at the White House. We consider her notably qualified and prepared to fulfill the requisites of the position she now seeks. Accordingly, we respectfully urge your favorable consideration of her for this prestigious position.

IRA HARRIS  
Executive Director

GILBERT M. BRANCHE  
Assistant Director

MITCHELL WARE  
Legal Counsel

Page Two

RE: Alexis M. Herman

This Administration and all of those served by the Department of Labor are certain to be the benefactors of the confirmation of Ms. Alexis M. Herman as Secretary of Labor.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ira Harris".

Ira Harris  
Executive Director  
NOBLE

IH:ccp

cc: ✓ Honorable Edward M. Kennedy, Ranking Minority Member  
United States Senate Committee on Labor and Human Resources

U.S. Senate Committee on Labor and Human Resources  
Committee Members

Mr. Ben Johnson  
The White House - Office of Public Liaison





# National Organization for Women, Inc.

1000 16th Street, NW, Suite 700, Washington, DC 20036-5705 (202) 331-0066 FAX (202) 785-8576

February 21, 1997

The Honorable James M. Jeffords  
United States Senate  
Washington, DC 20510

Dear Senator Jeffords:

I am writing to you on behalf of the National Organization for Women, the largest feminist organization in the country, to support the nomination of Alexis Herman to serve as Secretary of Labor. Specifically, I am urging that a hearing be set on her confirmation. Alexis Herman is the only cabinet nominee who has not had a hearing scheduled yet, and in the interest of fairness, we request a hearing as soon as possible.

As Director of the Women's Bureau of the Department of Labor (DOL), she proved her ability to interact with business leaders, labor unions and government agencies. Ms. Herman has also demonstrated her skills and talent during her service in the White House Office of Public Liaison. Ms. Herman's impressive resume distinguishes her as a highly qualified candidate to join the cabinet.

Alexis Herman will bring to the Department of Labor and the cabinet much more than her credentials as a loyal and effective public servant and labor expert. She will bring her life experiences as an African American woman. From the sexual harassment and assault that women face in companies like Mitsubishi Motors to race and sex discrimination like that evidenced by the recent Texaco scandal, it is clear that the DOL and the country would benefit from Ms. Herman's strong leadership. As Secretary of Labor, Alexis Herman will help bring U.S. business leaders and workers together to remedy the problems and meet the challenges of managing a diverse workforce. And in the wake of welfare reform, she will provide the vision and compassion necessary to integrate former recipients into the paid workforce.

Thank you for considering this request.

Yours for NOW,

Patricia Ireland  
President

FEB-24-97 15:22 FROM ID: PAGE 172



# National Organization for Women, Inc.

1000 16th Street, NW, Suite 700, Washington, DC 20036-5706 (202) 331-0066 FAX (202) 785-8576

February 21, 1997

The Honorable Edward Kennedy  
United States Senate  
Washington, DC 20510

Dear Senator Kennedy:

I am writing to you on behalf of the National Organization for Women, the largest feminist organization in the country, to support the nomination of Alexis Herman to serve as Secretary of Labor. Specifically, I am urging that a hearing be set on her confirmation. Alexis Herman is the only cabinet nominee who has not had a hearing scheduled yet, and in the interest of fairness, we request a hearing as soon as possible.

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Thank you for considering this request.

Yours for NOW,



Patricia Ireland  
President

*We appreciate your  
strong support!*



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**President and  
Chief Executive Officer**

Ramona H. Edelin, Ph.D.

February 7, 1997

The Honorable Edward M. Kennedy  
Ranking Minority Member, Labor and  
Human Resources Committee  
United States Senate  
Russell Building, Suite 315  
Washington, DC 20510

Dear Senator Kennedy:

I am writing in regard to the nomination of Alexis M. Herman for Secretary of Labor. Ms. Herman has an outstanding track record in the public policy arena, particularly as it relates to promoting and implementing policies to benefit workers, women and the disadvantaged. During her tenure as the Director of the Public Liaison Office, she demonstrated her expertise of building coalitions to support the raising of the minimum wage and passing the Family Medical Leave Act.

Ms. Herman has demonstrated exceptional skill in dealing with the private and public sectors. Her experience in linking state and local governments with economic development activities to job-creation and training strategies is of particular importance in the climate of devolution whereby the Secretary of Labor will be called upon more than before to interact with state and local governments.

February 7, 1997  
Page 2

Ms. Herman has a stellar record of initiating new programs to help low-income and younger women with employment related problems. She has also managed to strengthen the manner in which private businesses, labor unions and government agencies address women's concerns. This uniquely qualifies her to serve as Labor Secretary in this troubling period when the federal entitlement has been removed and the potentially disastrous effects of new welfare reforms are unknown. She possesses the talent, sensitivity and credibility to facilitate the process of moving individuals from the welfare roles into the private sector for the millions of welfare mothers making the transition into the workforce.

As one who recognizes the critical role that the Labor Department will continue to play in the life of American workers, particularly those who are disadvantaged, Ms. Herman will be a much needed colleague in the Cabinet among policy makers responsible for the protection and development of the working class. In this light, I urge you on behalf of working people to recommend to Chairman Jeffords not to delay the hearings of Secretary of Labor-Designate Alexis Herman's Senate confirmation any longer.

Thank you for cooperation.

Sincerely,

*Ramona H. Edelin*

Ramona H. Edelin, Ph.D.  
President and Chief Executive Officer

cc: The Honorable James M. Jeffords





# National Urban League, Inc.

The Equal Opportunity Building  
500 East 62nd Street, New York, N.Y. 10021-8379  
Telephone (212) 310-9000

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January 31, 1997

Honorable James Jeffords  
Chairman  
Senate Labor and Human Resources Committee  
United States Senate  
Washington, D.C. 20510

Dear Senator Jeffords:

On behalf of the National Urban League and its 115 affiliates, located in 34 states and the District of Columbia, we respectfully request that the Senate Labor and Human Resources Committee move forward on the confirmation hearings on Alexis M. Herman, President Clinton's nominee for Secretary of the Department of Labor.

Ms. Herman would bring to this position an extraordinary wealth of experience in the labor field and a deep commitment to improving the well-being of working people. She uniquely understands the aspirations and needs of working women based on her previous position as Director of the Women's Bureau at the Department of Labor.

The Urban League Movement has worked with Ms. Herman for many years, in both her government and White House roles. We believe that she would bring a welcome combination of compassion, intelligence, mediation skills, and integrity to this pivotal position in the federal government. We hope you agree with the Urban League that Ms. Herman would be a superb choice as Secretary of Labor.

Thank you for considering our views on this important appointment.

Sincerely,

Hugh B. Price  
President

cc: Committee members





January 22, 1997

Nancy Duff Campbell  
Marcia D. Greenberger  
Co-Presidents  
National Women's Law Center

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Microsoft Corporation

Marna S. Tucker  
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Fidell & Bank

\*All names listed for identification  
purposes only.

The Honorable James M. Jeffords  
Chairman  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Dear Senator Jeffords:

I am writing to let you know of the high personal and professional regard that I have for Alexis Herman, based on my having worked with her on a range of issues over many years. Perhaps the best way to describe Alexis Herman's talents is to recount a specific example of how she handled an important issue that I had worked on with her when she was the Director of the Women's Bureau at the Department of Labor. The issue involved the establishment of Title VII guidelines on sexual harassment in the workplace, to be promulgated by the EEOC. Prior to this period, no extensive guidance on legal protections against sexual harassment had been issued.

From the beginning, these guidelines were expected to serve as models for all laws prohibiting sex discrimination in the workplace, including Executive Order 11246, which was enforced by the Department of Labor. As you can imagine, the Center was deeply concerned about the scope and contour of these guidelines. Alexis Herman played an important role in the determination of the issues to be addressed and the approach to be taken. She was a voice of reason and common sense. At the same time, she understood the importance of assuring that the guidelines be clear, concise, straightforward and - at the end of the day - effective. Her analytical abilities, persuasive presentation of facts and practical considerations of what would actually work in the workplace, and her reminders of what was right, played a major part in creating guidelines that have withstood the test of time. These guidelines have been upheld by courts, followed by employers, and served as models for laws such as Title IX and the Fair Housing Act that prohibit discrimination in areas beyond the workplace.



The Honorable James M. Jeffords  
January 22, 1997  
Page 2

We are in the debt of Alexis Herman for many of her contributions during her years of public service. The role she played in combatting sexual harassment, as Director of the Women's Bureau, is only one way in which she has made our country a stronger, fairer and more productive one, to the benefit of all.

Please let me know if I can provide any additional information.

Sincerely,



Marcia D. Greenberger  
Co-President

MDG/rmm



NATIONAL HOME OFFICE

AURELIA C. STANLEY  
National Vice President  
Human Resources

January 17, 1997

The Honorable James Jeffords  
Chairman  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, DC 20510-6300

Dear Mr. Chairman:

It is indeed a privilege and honor for me to share my thoughts and opinion regarding the nomination of Alexis M. Herman as the Secretary of Labor.

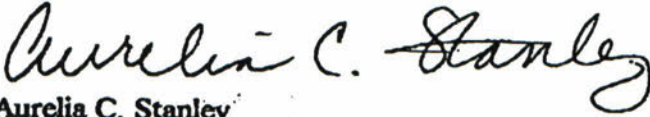
I first became acquainted with Ms. Herman in 1973, while she was Director of the Black Women's Employment Program in Atlanta, Georgia. At the time I had made a decision to focus my career goals toward the human resources area. Ms. Herman approached me about a position in the finance area at the local General Motors Assembly facility. Because it was not in human resources, I had to be persuaded by her and her staff to pursue the opportunity. I recall that Ms. Herman advised me of the wisdom of "getting my foot in the door" first and foremost. From there, she said the rest would be up to me. I took her advice - partly because of the impression she made on me. She was a model of the kind of person I knew would make an impact in this world - one who was competent, confident, and committed. After taking the position at General Motors, my effort to move into the labor relations area which had never employed a female, let alone an African-American female, met with some resistance. Frustrated and disappointed, I sought advice from Ms. Herman and with her guidance and support was successful in becoming that facility's first woman in labor relations.

I credit Ms. Herman as being a key factor in my rise to my current position as the top human resources professional in the largest, most respected voluntary health organization in the world, The American Cancer Society, Inc.



Her career successes prove that she is a visionary, and a demonstrated leader who will provide the same in her term as Secretary of Labor.

Respectfully,

  
Aurelia C. Stanley

cc: The Honorable Edward Kennedy

ORGANIZATION FOR A NEW EQUALITY



January 28, 1997

Senator James Jeffords  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, DC 20510-6300

Dear Senator Jeffords:

I have known Labor Secretary-designate Alexis Herman for over twenty years. Our relationship has spanned her varying roles as a businesswoman, civic leader, and public servant, first serving under Carter and now in the Clinton administration.

She is a person of impeccable integrity and credibility. As a strategist, she is able to see the big picture, and she possesses the skills to bring people to the point of consensus necessary for action.

President Clinton and our country would be fortunate to have her serve us as the Secretary of Transportation. I whole-heartedly support her, and I would hope that you will strongly support her during the confirmation process.

Sincerely,

Rev. Dr. Charles R. Stith  
National President

**Board of Directors  
Trustees**

Rev. Dr. Charles R. Stith  
*National President*

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Mary Mildred Stith

Earl Tate  
Rev. Joseph Washington  
Arnett Waters  
Percy Wilson  
Leonard Zakim, Esq.

**National Headquarters**

364 Boylston Street  
Third Floor, Boston, MA 02116  
Phone (617) 424-O•N•E-1  
Fax (617) 424-7693  
Email: onel19@pop3.nfi.com

**Washington D.C. Office**

4480 King Street, Suite 100  
Alexandria, VA 22302  
Phone (703) 379-O•N•E-1  
Fax (703) 379-6822  
Email: orgneq@village.ios.com

**Kansas City Office**

1216 Brooklyn Avenue  
Kansas City, MO 64127  
Phone (816) 231-2060  
Fax (816) 241-1455



ORGANIZATION FOR A NEW EQUALITY



January 28, 1997

Senator Edward M. Kennedy  
Committee on Labor and Human Resources  
315 Russell Senate Office Building  
Washington, DC 20510

Dear Senator Kennedy:

I have known Labor Secretary-designate Alexis Herman for over twenty years. Our relationship has spanned her varying roles as a businesswoman, civic leader, and public servant, first serving under Carter and now in the Clinton administration.

She is a person of impeccable integrity and credibility. As a strategist, she is able to see the big picture, and she possesses the skills to bring people to the point of consensus necessary for action.

President Clinton and our country would be fortunate to have her serve us as the Secretary of Transportation. I whole-heartedly support her, and I would hope that you will strongly support her during the confirmation process.

Sincerely,

Rev. Dr. Charles R. Stith  
National President

*P.S. It was great to see you & Vicki  
at the White House brunch.*

Board of Directors  
Trustees

Rev. Dr. Charles R. Stith  
National President

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Fax (816) 241-1455

*Christian United Day Care Center*  
*"Where Learning Is Fun!"*

2421 Frayser Blvd.  
Memphis, TN. 38127  
(901)358-9006

*Ms. Melinda Nolden / Program Director*



The Honorable, Edward M. Kennedy (D-MA)  
Committee on Labor and Human Resources  
Room 315- Russell Building  
Washington, DC. 20510

Dear Senator Kennedy:

Please assist in getting the U.S. Senate Committee on Labor and Human Resources to schedule the confirmation hearing for Ms. Alexis as the next U.S. Secretary of Labor.

Ms. Herman is thoroughly familiar with the duties and tasks of the Labor Department, for she has served in numerous positions of leadership in the Department of Labor, the private sector, and the federal government. She deserves your serious consideration and support.

I am troubled by the often used practice of the conservative senators refusing to schedule confirmation hearings for Black persons appointed to high level positions. The hearings should be heard under public scrutiny so the American people can make up their own minds.

Your assistance on Ms. Herman's behalf would be greatly appreciated. I am confident of her ability and I feel that once the American people have had opportunity to review her qualifications, they too will see that her confirmation should result in the appointment of this uniquely qualified person. Please support her confirmation

Sincerely, .

Melinda L. Nolden  
Program Director



ST. PATRICK'S CHURCH & CATHOLIC CENTER

ROBERTSDALE, ALABAMA 36567-1367

23035 HIGHWAY 59, N.

POST OFFICE DRAWER 1367

TELEPHONE (205) 947-5054

January 14, 1997

The Honorable James Jeffords  
Chairman Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, D.C. 20510-6300

Sir:

This letter concerns Alexis Herman.

In 1968 I was named pastor of a small Catholic Church, St. Francis Xavier, in a suburb of Mobile, Toulminville, Alabama. At the time there were as few as 5 white families as members of the church. When appointed I asked our bishop, Archbishop Thomas J. Toolen, if we could integrate the parish since that area of Mobile was occupied by more African American families than white. And also, it was the right thing to do. He said yes.

With the help of Alexis Herman, her wonderful mother Gloria Caponis, some Nuns from various communities, the church was integrated in about a month. The parish became a beehive of activity, not all of which was looked on with approval by the power structure of church or city.

Summertime programs of outreach to the children and teens of numerous Projects in the area became very important and Alexis Herman and some Dominican Nuns walked the projects, especially Roger Williams, in search of children for the programs and also to determine needs of their families, which indeed were great.

Head Start and Interfaith and St. Francis worked together to determine what could be done in areas of education, enrichment, religion, housing, even field trips and art appreciation, for children lacking in skills in almost every aspect of life and home. Successes were measured in children's happy faces and better living conditions at home. Children did better in school and local gangs, gaining prominence at that time, had little influence on our kids. Alexis and Sister Mary Ann McCarthy, O.P. fearlessly approached any project or family for the good of the children and good things happened. With gentleness and love, Alexis and Sister touched the lives of many people the summers of 1968-71.

As Secretary of Labor, Alexis Herman will be a blessing to our country especially to the people who need her most...the poor.

Cc. Senator Edward Kennedy

Sincerely,

*Wm. R. James*  
Father William James, pastor

cc ✓  
The Episcopal Church of The Atonement

5073 EAST CAPITOL STREET, SOUTHEAST  
WASHINGTON, D.C. 20019

THE REV. ROBERT BOYD HUNTER

TELEPHONE (202) 582-4200

The Honorable James Jeffords  
Chairman, The Committee of Labor/Human Resource  
428-Dirksen Senate Office Building  
Washington, D.C. 20510-6300

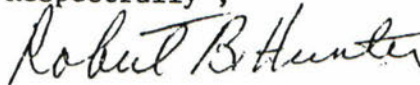
February 12, 1997

Dear Sir;

It is my good pleasure to write the good people of your committee to urge the confirmation of Ms. Alexis Herman as Secretary of Labor. For the past twenty five years I have known Ms. Herman to be focused in her commitment to public service. It is my earnest belief that if confirmed, she will be of great credit to our government and held in high esteem by the people of these United States.

I am proud to know that before your worthy committee, is a person of great character and integrity.

Respectfully ,



Robert B. Hunter





**General Board of Church and Society of The United Methodist Church**

100 Maryland Avenue, N.E., Washington, D.C. 20002 • (202) 488-5600

February 14, 1997

**The Honorable Jim Jeffords**  
**Chairman**  
**Senate Labor and Human Resources Committee**  
**U.S. Senate**  
**Washington, D. C. 20510**

**Dear Senator Jeffords:**

I am writing to support Alexis Herman, the President's choice for Secretary of Labor.

I have long admired Alexis. Her strong leadership in the civil rights movement was critical during that most difficult period in U.S. history. And, her professional and leadership contribution as an advocate for women's issues has been pivotal on behalf of justice for women.

I believe that her appointment to the important job of Secretary of Labor would again be a great gift to the nation. From her work with the women's Bureau and most recently the establishment of the White House Office on Women's Initiatives and Outreach, Alexis has done outstanding work, and she is ready to assume this important post in the Clinton Administration.

Thank you for considering Alexis for the job of Secretary of Labor.

Faithfully,

**Jane Hull Harvey**  
**Assistant General Secretary**



**THE FIRST EPISCOPAL DISTRICT HEADQUARTERS**  
CHRISTIAN METHODIST EPISCOPAL CHURCH  
4466 ELVIS PRESLEY BOULEVARD SUITE 222  
MEMPHIS, TENNESSEE 38116

**WILLIAM H. GRAVES**  
PRESIDING BISHOP

OFFICE: (901) 345-0580 Ext. 151  
RESIDENCE: (901) 332-4968

The Honorable Edward M. Kennedy (D-MA)  
United States Senate  
Committee on Labor and Human Resources  
Room 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

This letter is written to urge the U.S. Senate Committee on Labor and Human Resources to schedule the confirmation hearing for Ms. Alexis M. Herman as the next Secretary of Labor.

Ms. Herman has served this country in a distinguished manner and is due a hearing on her appointment. Please do not defer in this matter any longer. I request that you use your influence to see that a confirmation hearing is scheduled within the next two weeks. I further urge you to vote for her confirmation.

As you are already aware, Ms. Herman has served both the public and private sectors in an outstanding manner. She has demonstrated a tremendous dedication to public service throughout her career. In the interest of fairness and good public service, we must not delay her consideration any longer.

Please be assured that I will be awaiting your favorable action to this matter,

Sincerely yours,

cc: U.S. Senators James M. Jeffords and Trent Lott

*"Whisper A Prayer"*





**NINTH EPISCOPAL DISTRICT  
CHRISTIAN METHODIST EPISCOPAL CHURCH**

**E. LYNN BROWN**  
Presiding Bishop

**CONFERENCES**

- Alaska-Pacific
- Arizona-New Mexico
- Northern Calif.
- Oklahoma-Muskogee
- Southern Calif.

February 17, 1997

The Honorable Edward M. Kennedy (D-MA)  
United States Senate  
Committee on Labor and Human Resources  
Room 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

On behalf of my constituents, I urge the Senate Committee on Labor and Human Resources to schedule the confirmation hearing for Ms. Alexis Herman as the next Secretary of Labor.

Ms. Herman has served this country in a distinguished manner and is due a hearing on her appointment. Please do not defer this matter any longer. I request that you use your influence to see that a confirmation hearing is scheduled within the next two weeks. I further urge you to vote for her confirmation.

As you are already aware, Ms. Herman has served both the public and private sectors in an outstanding manner. She has demonstrated a tremendous dedication to public service throughout her career. In the interest of fairness and good public service, we must not delay her consideration any longer.

I will be awaiting your favorable action in this matter.

Sincerely yours,

E. Lynn Brown  
Presiding Bishop

mc

cc: U.S. Senators James M. Jeffords and Trent Lott



# CATHOLIC CHARITIES

Diocese of Venice, Inc.

*Rosemary Winder Strange, ACSW*  
*Executive Director*

January 15, 1997

Honorable James Jeffords  
Chairman of Labor and Human Resources Committee  
428 Dirksen Senate Office Building  
Washington, D.C. 20510

Dear Senator Jeffords:

It is with great pleasure and excitement that I recommend Alexis M. Herman for the position of United States Secretary of Labor.

I have known Ms. Herman since 1969 when, shortly after she graduated from college, I hired her as a beginning social worker for Catholic Charities in Mobile, Alabama. In the more than two years Ms. Herman worked at Catholic Charities she distinguished herself in a number of ways. She addressed the Alabama Conference of Social Welfare, a rare honor for someone so young. A bright and creative person she engaged clients in problem-solving and assisted them in improving their circumstances.

Most notable was Ms. Herman's work with tenants at the Roger Williams Public Housing Project. She negotiated between tenants and the housing authority in efforts to assist the residents to take more responsibility for their grounds, buildings and equipment. When she learned that the Laborers' International Union at Ingall's Shipbuilding, Inc. in Pascagoula, Mississippi was opening up training opportunities for minority youth, she got her clients over there, even though Pascagoula is more than forty miles away. She worked out a transportation plan for the young trainees, none of whom had access to cars. When the youth began earning money at a level which neither they nor their families were accustomed, Ms. Herman initiated sessions on money management for them and their families. At the end of the year there were more youths from Mobile in the Pascagoula training program than were from the office established for that purpose in Pascagoula. The Union was so impressed with Ms. Herman's work and accomplishments, that when they opened an office in Atlanta to assist minority women to enter the trades, they pursued her to direct the project. She accepted the invitation and moved to Atlanta.



Honorable James Jeffords  
January 15, 1997  
Page 2

Over the years I have observed Ms. Herman's career. It has been marked with successes resulting from the application of her keen intelligence, sensitivity and ingenuity.

A person of integrity, Ms. Herman will bring honor to the office and efficiency to the Department of Labor. She will assure that this federal office is committed to serving the public.

Sincerely,



Rosemary Winder Strange, A.C.S.W.  
Executive Director

cc. Senator Edward Kennedy



## PROGRESSIVE NATIONAL BAPTIST CONVENTION, INC.

601 50th Street, N. E.  
Washington, D. C. 20019

February 10, 1997

Rev. Tyrone S. Pitts  
General Secretary

(202) 396-0558

(202) 396-0559

1-800-876-7622

Fax (202) 396-4998

Dr. Bennett W. Smith, Sr., President

The Honorable Edward M. Kennedy, Member  
Committee on Labor and Human Resources  
Room 315 - Russell Building  
Washington, D. C. 20510

Dear Senator Kennedy:

I am writing to you on behalf of the Progressive National Baptist Convention, Inc. and its 2.5 million members where I have the privilege to serve as its Chief Executive Officer.

As an African-American denomination, we want to convey to you our wholehearted support for Ms. Alexis Herman, President Clinton's nominee to be the new Secretary of Labor.

Over the years, we have observed Ms. Herman's exemplary performance in Government and know her to be exceptionally well qualified to fill the position of Secretary of Labor. Her excellent performance as the Director of the Women's Bureau of the Department of Labor and her work as Director of the Office of Public Liaison at the White House for the past four years has shown her outstanding ability to work with people of all races, creeds and colors.

We are aware of the importance of the Secretary of Labor position as our Nation prepares to meet the challenges of the 21st Century. Welfare-to-work and other issues affecting economic conditions of working people will have to be approached with sensitivity, compassion and resolve. We know Ms. Herman to be the kind of person that deeply cares about and understands these issues. The Department of Labor needs her tough mind and tender heart during this time of transition.

Therefore, I respectfully request that you encourage the Committee on Labor and Human Resources to set the date for confirmation today if possible, but certainly before the Senate goes into recess on Thursday, February 13th. We also urge you to move expeditiously to confirm her nomination as the new Secretary of Labor.

Sincerely,

Dr. Bennett W. Smith, Sr.  
President



Founding President  
Martin Luther King, Jr.

Chairman of the Board  
Walter E. Fauntroy

**scLC**

# Southern Christian Leadership Conference

334 Auburn Ave. NE • P.O. Box 89128 • Atlanta, Georgia 30312 • (404) 522-1420



President  
Joseph E. Lowery

January 23, 1997

Honorable James Jeffords  
Chair  
Committee on Labor & Human Resources  
428 Dirksen Senate Office Building  
Washington, D. C. 20510-6300

Dear Senator Jeffords:

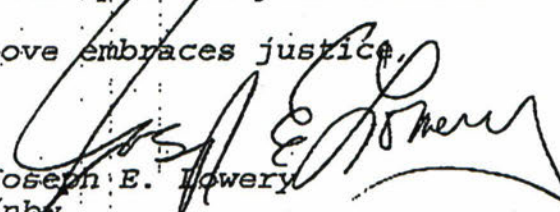
I am writing to urge confirmation of Ms. Alexis Herman as Secretary of Labor.

I knew Ms. Herman and her family in Mobile, Alabama and she comes from a long tradition of public service and working for the common good.

Her experience and record of service in matters of labor and business are outstanding and renders her extraordinarily qualified for this position.

We respectfully urge her confirmation and we are confident that your chairmanship assures her a fair and expeditious hearing. Thank you for your consideration.

Love embraces justice.

  
Joseph E. Lowery  
/nbw

cc: Senator Edward Kennedy

**LEONARD BURCHMAN  
VOICE OF THE ELDERLY  
15100 INTERLACHEN Dr. #707  
SILVER SPRING, MD. 20906**

**February 15, 1997**

**Hon. William J. Clinton  
President of the United States  
The White House  
Washington, D. C. 20500**

**Dear Mr. President,**

**I know it's only a prediction, but, John McLaughlin stated on his highly visible national TV show this evening that your designation of Alexis Herman as the next Secretary of Labor will be withdrawn.**

**For the record, Mr. President, Alexis Herman will make a super Labor Secretary. Please be advised that I will be networking with my many colleagues in the national senior citizen movement to request that you redouble your resolve in support of Alexis Herman. I know that this isn't necessary, but I do this just in case there is the least particle of truth in what John McLaughlin said.**

**In addition of her talent in carrying out your administration mandates, she is a three-dimensional professional, a caring human being and will provide you with solid backing both on and off the nation's "streets."**

**Sincerely,**

**Leonard Burchman  
President**





## Wider Opportunities for Women

January 28, 1997

The Honorable James Jeffords  
Chairman  
Committee on Labor and Human resources  
428 Dirksen Senate Office Building  
Washington, DC 20510-6300

Dear Senator Jeffords;

We are writing in support of the nomination of Alexis Herman to become the U.S. Secretary of Labor. Our organization has had a long and extraordinary relationship with Ms. Herman. In our experience, her deep understanding of and great commitment to workforce development – especially for low income women, men, and youth – work and family issues; to equal employment opportunity make her a strong candidate for this critical appointment.

WOW first learned of the work of Alexis Herman in her work at the Black Women's Employment Program and RTP. In this work, she was seen as a leader in the development of programs that worked to move women of color into good jobs – white and blue collar jobs – in the southern economy. We were always impressed with the outcomes of her work and her capacity to break barriers for those who were left out of the "good" job market.

We were thrilled when Ms. Herman was nominated to be Director of the Women's Bureau by Secretary of Labor Ray Marshall and President Carter. In our view, Herman was the strongest Director of the Bureau in our remembered history – elevating the status of the position to its highest point in the history of the Bureau and playing a leadership role throughout the Department. Alexis Herman understood then what other policymakers have learned since – that women's workforce participation in the U.S. is not a marginal issue – but one central to the future and success of our economy generally. At DOL, she helped other leaders understand this issue and built strong support for women workers throughout DOL programming.

After leaving DOL while successfully managing her own business, Alexis Herman became Chair of our National Commission for Working Women (NCWW) from 1983 until 1988. The National Commission was founded in 1977 by Willard Wirtz, former Secretary of Labor, with Elizabeth Duncan Koontz as its first Chair. Ms. Herman was hand-picked by Mrs. Koontz -- who was the first African American to serve as a director of the Women's Bureau of the Department of Labor -- because of her leadership skills, her sense of responsibility towards working women and particularly minority women, and her willingness to bring her abundant energy to a nonprofit organization as a visionary, volunteer leader.

During her tenure as its Chair, NCWW embraced women, work and family issues of great import. The overarching mission was to improve the economic condition of women and families.



At that time 80% of women worked in traditional female jobs and the wage gap was close to 60 cents for every dollar earned by men. Ms Herman led the Commission through a series of projects which confronted women, work and aging, women, work and child care, minority women and employment and women , work and literacy.

In leading the Commission, Ms. Herman was able to bring her past experience and knowledge of these issues and her concern for working women and their children to a diverse, sector-based organization. The Commissioners represented five sectors: Government, Corporations, Organized Labor, Education, the Media and grass-roots working women. With four to five Commissioners in each sector, quarterly Commission meetings led to serious analysis of the Commission's current projects and future interests. With her exceptional coalition building skills, Ms Herman was able to bring consensus among the sectors which consistently and quite properly brought their own self interest to the table.

In 1987, she was also instrumental in stewarding the merger between NCWW and Wider Opportunities for Women(WOW), one of the earliest and most successful mergers of national nonprofit organizations.

Under Ms Herman's leadership of NCWW, she led a campaign to change the image of working women in the media. An NCWW annual media project brought to the attention of the public the lack of role models of working women in television and in radio, the almost invisibility of minority women on television except in subservient or victim roles and the growing need to portray girls on television in nonstereotypical ways.

The media project culminated in a yearly "Women at Work Broadcast Awards" event, which included a report card for the year's entertainment television programs. This project received national press and was recognized and embraced by all three major networks and most major markets in the US. The results are visible today - with working women playing a wide variety of roles on television and a broad spectrum of the nation's diversity reflected in the images shown on the screen. We are proud of what was accomplished during this period and of the role of Alexis Herman for understanding how media changes minds and leading the charge.

Also during her tenure, Herman helped shape the Commission's Fact Sheet Series, covering many of the critical problems facing working women including child care and sexual harassment, as well as projects on older women, child care providers, literacy and employment, and employment training . Because of her many national board positions and her own professional agenda, she was able to disseminate the work of the Commission throughout her broad network.

*Who better than Alexis Herman could lead the Department of Labor into the next millennium where technology, media, and workforce profiles so match her own experience? Who more than Alexis Herman has a knowledge of DOL systems and can manage them at a time when workforce development is so critical to our place in the world economy?*

Obviously, Alexis Herman brings other unique talents to the position of Secretary of Labor. Successful negotiation of diverse constituencies as the President's Public Liaison...management of the people, resources, and media elements of the National Convention...successful leadership of her own small business. In our view Alexis Herman is exquisitely prepared for the role of Secretary of Labor.



All of us at WOW hope that you will confirm Alexis Herman with speed and enthusiasm. We heartily endorse her nomination.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Cynthia Marano', written in dark ink.

Cynthia Marano,  
Executive Director

Cc: Senator Edward Kennedy



## Wider Opportunities for Women

February 13, 1997

The Honorable Edward M. Kennedy  
Room 315 - Russell Building  
Washington, DC 20510

Dear Senator:

On behalf of the 600 members, nationwide, of our workforce network, Wider Opportunities for Women (WOW), is writing to strongly urge you to schedule and convene hearings on the nomination of Alexis Herman as United States Secretary of Labor. We urge you to support her confirmation as well.

Ms. Herman has demonstrated her commitment to workforce development, work and family issues, equal employment opportunity and is imminently qualified to serve as U.S. Secretary of Labor. WOW has long worked with Ms. Herman to advance the needs of working women and address workplace issues. We believe her vision and leadership will serve the Department of Labor and the people of this nation well.

Ms. Herman deserves a fair hearing and we urge you not to delay further this process. We look to your leadership to resolve this issue and ask that Ms. Herman's confirmation hearing be scheduled as soon as possible. It is time to consider the nomination of Alexis Herman, a highly qualified nominee for Secretary of Labor, WOW implores your support! Should you have any questions or need additional information please call me at (202) 638-3143.

Very truly yours,

*Lina Frescas Dobbs*

Lina Frescas Dobbs  
Executive Director



## WOMEN'S AFFIRMATIVE ACTION COMMITTEE

2819 Woodbridge Avenue, Suite 6-475

Edison, New Jersey 08837

(908) 866-0427 (908) 417-9031 (609) 392-2771

February 27, 1997

*President Emeritus*  
**Robbie L. Cagnina**

The Honorable James M. Jeffords  
United States Senate  
Washington, D. C. 20510

### OFFICERS

#### *President*

**Dolores A. Gorczyca**  
IFFTB, AFL-CIO

Dear Mr. Chairman:

*First Vice President*  
**Margaret Tunison**  
IUE, AFL-CIO

I am writing you regarding Alexis Herman and a Hearing on Alexis Herman, who is a nominee for the United States Secretary of Labor. I have known Alexis Herman for over twenty-five years and worked with her for seven years.

*Second Vice President*  
**Bertha Tillman**  
CWA, AFL-CIO

As the President Emeritus of the Women's Affirmative Action Committee (a very diverse organization of working Union men and women), representing seven hundred members from twenty or more Labor Unions throughout the state of New Jersey, our findings regarding the Coffee Klatch issue is as follows: (1) our probing does reveal that Alexis Herman knew very little about the White House Coffee Klatch; (2) Alexis Herman did not play a key role in setting up these Coffee Klatches. Therefore, to deny her a prompt hearing is unfair to her as it would be to all reasonable women and men throughout the United States.

*Third Vice President*  
**Peter Lamprakos**  
AFT, AFL-CIO

Clarence Thomas, when his nomination was under attack was treated fairly, why can't Alexis Herman be treated equally?

*Fourth Vice President*  
**Evelyn Leonard**  
IUE, AFL-CIO

Alexis Herman has worked in the "trenches" in several areas. She is committed to employment and training, breaking barriers, as well as making breakthroughs. She is a highly detailed, strong organized individual. For example, securing job training programs for the poor and the disadvantaged, Director of the U. S. Women's Bureau during the Carter administration, Director of the Minority Women Employment Program, and the Catholic Social Services, Job Training and Placement Coordinator.

*Secretary*  
**Mildred Ruzich**  
UAW, AFL-CIO

Alexis Herman is committed to training and employment; she knows how to move the poor including welfare recipients from welfare rolls to work. She believes in equal opportunity in employment and lifelong learning. If afforded the opportunity (hearing), Alexis Herman will definitely be an asset to the United States Department of Labor and our nation in the position of Secretary of Labor.

*Treasurer*  
**Linda Acolia**  
OPEIU, AFL-CIO

*Administrative Assistant*  
**Elizabeth Monroe**  
District 1199J  
AFSCME, AFL-CIO

We are requesting that Alexis Herman's record be considered and a hearing be afforded her. **SHE DESERVES A HEARING!**

*Membership and  
Fund Raising  
Chairperson*  
**Edward Andryszczyk**  
OPEIU, AFL-CIO

Sincerely,

  
Robbie L. Cagnina,  
President Emeritus

Women's Affirmative Action Committee, State of New Jersey

RLC/jm

c: The Honorable Edward M. Kennedy





February 7, 1997

The Honorable James Jeffords  
Chairman  
Committee on Labor and Human Resources  
428 Dirksen Senate Office Building  
Washington, DC 20510-6300

Dear Senator Jeffords,

I am writing to request that confirmation hearings for Alexis Herman, the President's nominee for Secretary of Labor, be scheduled immediately. Working Americans should not be left waiting for the national leadership that only a confirmed Secretary of Labor can provide.

As someone who has worked closely with Ms. Herman for 20 years, I believe that she is uniquely qualified to lead the Labor Department, and the nation's workforce, into the 21st century. The issues that most concern women and families today are issues of economic security: finding and holding onto decent jobs; getting fair pay and opportunities to advance; knowing that health and retirement benefits will be there when you need them; and being able to meet the responsibilities of both job and family. Ms. Herman has the necessary commitment, experience, and ability to meet these challenges head on.

From the start of her distinguished career, job training, job placement, and equal opportunity have been Ms. Herman's areas of expertise. From 1969 to 1979, she successfully trained and placed minority and disadvantaged women in white and blue collar jobs -- jobs that had never held women, or women of color, before. An innovator in the field, she eventually worked in partnership with employers in ten cities to ensure that training programs addressed real business needs.

As Director of the Labor Department's Women's Bureau from 1977-1981, Ms. Herman exhibited extraordinary leadership that extended far beyond the Bureau or the Department itself. Through her skill at building coalitions and her sophisticated understanding of the nexus between policy and practice, she managed to forge unprecedented consensus on sexual harassment, fair pay, and occupational safety and health policies that underpin women's economic progress to this day. I should know, because mine was one of many voices -- speaking on behalf of women's economic interests -- that would never have been heard were it not for Ms. Herman.

In her subsequent experience as an employer and entrepreneur, Ms. Herman continued to serve as



an ally of both workers and business, ensuring the mutual success of women and minority employees and their employers. This hands-on experience with finding ways to simultaneously improve fairness and productivity is a particularly valuable asset when rapid changes in the global economy demand creative policy responses.

As Director of the White House Office of Public Liaison, Ms. Herman has continued to be a bridge between key constituencies with a stake in this country's future -- labor, business, and advocates like the Women's Legal Defense Fund. In her role as the President's "eyes and ears" outside the White House and the Beltway, she has been a powerful and effective voice on issues as complex as affirmative action, helping to find a path informed by all sides but still true to the principles of fairness on which our nation was founded.

Ms. Herman deserves the opportunity to speak publicly about her goals for the Labor Department and to address any public concerns. Thank you for your consideration.

Yours truly,



Judith L. Lichtman  
President

*Dear Senator*

*Holding a confirmation hearing  
for Secretary of Labor designate  
Alexis Herman should be  
a major priority.  
My best wishes to you  
Judy*

5th Avenue, New York, NY 10021-7064  
212-650-4050, Fax 212 650-4059  
Email: wrj@uahc.org



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Jane Evans  
Eleanor R. Schwartz

*Executive Director*

Ellen Y. Rosenberg

The Honorable Edward M. Kennedy  
United States Senate  
Rm. 315 - Russell Building  
Washington, DC 20510

Dear Senator Kennedy:

The Women of Reform Judaism, The Federation of Temple Sisterhoods, comprised of over 100,000 women in 600 affiliated groups nationwide, is writing to urge you to schedule and convene hearings on the nomination of Alexis Herman for Secretary of Labor as soon as possible. Our members are concerned that Alexis Herman is the only cabinet nominee who does not have a firm hearing date. Not only is this an inequity but it will hold up the appointment process for the Secretary of Labor, with the potential of disrupting the efforts of that agency.

We are writing in support of the nomination of Ms. Herman for Secretary of Labor because she is an eminently qualified nominee. Her experience as Director of the Women's Bureau in the Department of Labor and her commitment to increasing opportunities for women and minorities, using employment and training to break down workplace barriers and to help create productive working environments are well known. She has played a significant role in responding to the needs of displaced homemakers and providing job opportunities for welfare recipients. Her efforts were key to developing and implementing legal protections against sexual harassment.

We urge you to expedite consideration of the nomination of Alexis Herman for Secretary of Labor and to support her candidacy.

Sincerely,

Judith O. Rosenkranz  
President

Ellen Y. Rosenberg  
Executive Director

Founded January 21, 1913

15 Countries, 600 Sisterhoods, 13 Districts, 100,000 Members

Women of Reform Judaism is an affiliate of the Union of American Hebrew Congregations, the World Union for Progressive Judaism, works on behalf of the Hebrew Union College-Jewish Institute of Religion, and is the founder of the Jewish Braille Institute of America, Inc.





The Honorable Jim Jeffords, Chairman  
Senate Labor and Human Resources Committee  
U.S. Senate  
Washington, DC 20510

February 25, 1997

726 Broadway  
New York, NY 10003-9595  
212-614-2700  
Fax: 212-677-9716

Dear Senator Jeffords:

On behalf of the one million women and girls of the YWCA of the U.S.A., we urge you to schedule and convene hearings on the nomination of Alexis Herman for Secretary of Labor. We believe that the Senate has the obligation to consider the Administration's nominees on a timely basis, in order to avoid excessive disruptions in the functioning of federal agencies. It is time to consider the nomination of Alexis Herman, a highly qualified nominee for Secretary of Labor.

We have had the opportunity of working with Ms. Herman when she was Director of the Women's Bureau and more recently through the White House Office on Women's Initiatives and Outreach. We believe that Ms. Herman is capable, committed and has all the skills required for outstanding performance in this position. We are requesting that you use your influence in your unique role to secure a confirmation hearing for her within the next two weeks. We also urge that you vote for her confirmation. We will continue to monitor this issue very closely and are depending on you and the committee in seeing that Alexis Herman is confirmed.

The YWCA of the U.S.A. is the oldest women's membership organization in the country representing over one million women and girls. Through its member associations located in 4000 communities in all 50 states, the YWCA of the U.S.A. works to create opportunities for women's growth, leadership and power in order to attain a common vision: peace, justice, freedom and dignity for all people.

Sincerely,

A handwritten signature in cursive script, reading 'Prema Mathai-Davis'.

Prema Mathai-Davis  
National Executive Director

cc: Senator Edward Kennedy

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