

MAXINE WATERS
MEMBER OF CONGRESS
35TH DISTRICT, CALIFORNIA

COMMITTEES:
BANKING AND FINANCIAL
SERVICES
JUDICIARY

Congress of the United States
House of Representatives
Washington, DC 20515-0535

PLEASE REPLY TO:
☐ 330 CANNON HOUSE OFFICE BLDG.
WASHINGTON, DC 20515-0535
(202) 225-2201
FAX (202) 225-7854
☐ DISTRICT OFFICE:
10124 S. BROADWAY
SUITE 1
LOS ANGELES, CA 90003
(213) 757-8900
FAX (213) 757-8508

February 13, 1997

'97 FEB 18 PM 6:02

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

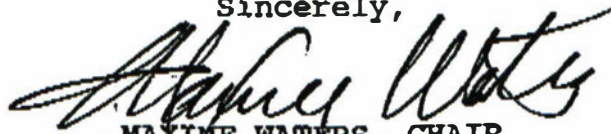
Dear Mr. President:

On behalf of the Members of the Congressional Black Caucus, I am writing to applaud your nomination of Alexis Herman to be Secretary of Labor. Her strong record of service in your Administration and outstanding qualifications make her an excellent choice to lead the Department of Labor.

It appears Alexis Herman's nomination may be endangered by rumors, innuendos and inaccuracies. We all know and understand how high visibility appointments attract the attention of those who promote controversy. We also understand nominations afford the opportunity to simply confront the President. We sincerely appreciate the fine work the White House is doing to support Alexis and we encourage you to not be deterred by threats, intimidations and misinformation. We stand with you in your efforts to have Alexis confirmed as the first African-American woman to serve as Labor Secretary.

We have coalesced with many groups and organizations throughout America to help guide this nomination through the confirmation process. We are making calls, necessary visits and writing letters - we will do everything within our power to assist your nominee. Please know we stand with you and we applaud your resolve as you take all necessary steps to ensure Alexis' nomination is completed to confirmation.

Sincerely,


MAXINE WATERS, CHAIR
THE CONGRESSIONAL BLACK CAUCUS

COMMITTEE ON LABOR AND HUMAN RESOURCES

* All names should be preceded by The Honorable

James M. Jeffords, (R-VT), Chairman
Rm 513 - Hart Building
Washington, DC 20510

Mitch McConnell, (R-KY)
Rm 361A - Russell Building
Washington, DC 20510

Dan Coats, (R-IN)
Rm 404 - Russell Building
Washington, DC 20510

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

Judd Gregg, (R-NH)
Rm 393 - Russell Building
Washington, DC 20510

Christopher J. Dodd, (D-CT)
Rm 444 - Russell Building
Washington, DC 20510

Bill Frist, (R-TN)
Rm 565 - Dirksen Building
Washington, DC 20510

Tom Harkin, (D-IA)
Rm 531 - Hart Building
Washington, DC 20510

Mike DeWine, (R-OH)
Rm 140 - Russell Building
Washington, DC 20510

Barbara A. Mikulski, (D-MD)
Rm 709 - Hart Building
Washington, DC 20510

Michael B. Enzi, (R-WY)
Rm 116 - Hart Building
Washington, DC 20510

Jeff Bingaman, (D-NM)
Rm 703 - Hart Building
Washington, DC 20510

Tim Hutchinson, (R-AR)
Rm 1005 - Longworth House Office Bldg
Washington, DC 20515

Paul D. Wellstone, (D-MN)
Rm 717 - Hart Building
Washington, DC 20510

Susan M. Collins, (R-ME)
Rm 40 - Dirksen Building
Washington, DC 20510

Patty Murray, (D-WA)
Rm 111 - Russell Building
Washington, DC 20510

John W. Warner, (R-VA)
Rm 225 - Russell Building
Washington, DC 20515

Jack Reed, (D-RI)
Rm 1510 - Longworth House Office Bldg
Washington, DC 20515

Barbara A. Mikulski, (D-MD)
Rm 709 - Hart Building
Washington, DC 20510
(202) 224-4654
Fax: (202) 224-8858
E-mail: senator@mikulski.senate.gov

Jeff Bingaman, (D-NM)
Rm 703 - Hart Building
Washington, DC 20510
(202) 224-5521
Fax: (202) 224-2852
E-mail: senator_bingaman@bingaman.senate.gov

Paul D. Wellstone, (D-MN)
Rm 717 - Hart Building
Washington, DC 20510
(202) 224-5641
Fax: (202) 224-8438
E-mail: senator@wellstone.senate.gov

Patty Murray, (D-WA)
Rm 111 - Russell Building
Washington, DC 20510
(202) 224-2621
Fax: (202) 224-0238
E-mail: senator_murray@murray.senate.gov

Jack Reed, (D-RI)
Rm 1510 - Longworth House Office Bldg
Washington, DC 20515
(202) 224-4642

Trent Lott (R-MS)
Senate Majority Leader
Rm 487 - Russell Building
Washington, DC 20510
(202) 224-6253
Fax: (202) 224-2262

**NATIONAL ASSOCIATION FOR EQUAL OPPORTUNITY
IN HIGHER EDUCATION****NAFEO FAX TRANSMITTAL SHEET
FAX No. (202) 543 - 9113**Date: 2/10/97**FAX TRANSMITTAL FORM**

PLEASE DELIVER THIS TRANSMITTAL FORM AND THE FOLLOWING PAGE(S).

Total number of pages, including transmittal form, is/are _____.

TO: Mr. Ben JohnsonFAX NUMBER: (202) ~~456-2930~~ 456-6218TRANSMITTAL FROM: W. Ima Roscoe
NAFEO

DEPARTMENT: _____

PHONE # (202) 543 - 9111

FAX # (202) 543 - 9113

MESSAGE: The attached Correspondence
sent on 2/6/97 and 2/7/97

Please contact the sender if you do not receive all the pages following the transmittal form.



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

Board of Directors

Chairman
 Dr. Harrison B. Wilson
 President, Norfolk State
 University, Virginia

Vice Chairperson
 Dr. Joann R. G. Boyd-Scotland
 President, Denmark Technical
 College, South Carolina

Vice Chairperson
 Dr. Edward B. Fort
 Chancellor, North Carolina
 A&T State University
 North Carolina

Vice Chairperson
 Dr. William T. Keaton
 President, Arkansas
 Baptist College
 Arkansas

Secretary
 Dr. Earl S. Richardson
 President, Morgan State
 University, Maryland

Treasurer
 Dr. Wesley C. McClure
 President, Lane College
 Tennessee

Past Chairmen
 Dr. Talbert O. Shaw
 President, Shaw University
 North Carolina

Dr. Doloras E. Cross
 President, Chicago
 State University
 Illinois

Dr. Lawrence A. Davis, Jr.
 Chancellor, University of
 Arkansas at Pine Bluff
 Arkansas

Dr. Lamore J. Carter
 President, Wiley College
 Texas

Dr. James A. Hefner
 President, Tennessee
 State University
 Tennessee

Dr. John L. Henderson
 President, Wilberforce
 University, Ohio

Dr. Ernest L. Holloway
 President, Langston
 University, Oklahoma

Dr. Edison O. Jackson
 President, Medgar Evers
 College, New York

Dr. Samuel D. Jolley, Jr.
 President, Morris Brown
 College, Georgia

Dr. Thomas M. Law
 President, Saint Paul's
 College, Virginia

Dr. Lee E. Monroe, Jr.
 President, Paul Quinn
 College, Texas

Dr. Sammie Potts
 President
 Barber-Scotia College
 North Carolina

Dr. Mary L. Smith
 President, Kentucky
 State University, Kentucky

Dr. Marvin L. Yates
 Chancellor
 Southern University
 Baton Rouge, Louisiana

Henry Ponder
 CEO & President, NAFEO
 Washington, DC

Wilma J. Roccoe, D Hu L
 Vice President, NAFEO
 Washington, DC

MEMORANDUM

TO: Presidents/Chancellors

FROM: Henry Ponder *Henry Ponder*
 CEO & President

RE: Support for the Confirmation of Xavier Graduate for
 Secretary of United States Department of Labor

DATE: February 6, 1997

This is a "Call to Action" for all NAFEO members and friends to immediately communicate with members of the United States Senate their support for the confirmation of Alexis M. Herman as United States Secretary of Labor. As you know, Ms. Herman is one of our own. She is a Xavier graduate who possesses a wealth of experience and expertise in both the public and private sectors that make her a good candidate for the position. Ms. Herman's Xavier degree in sociology, her work experience as head of the Women's Bureau at the Department of Labor, and as the president of a corporation that dealt with human resources issues in employment, have well equipped her for the position of Secretary of Labor. As Ms Herman put it, "she knows families and she knows worker" Herman possesses extensive administrative and management experience gained not only at the Department of Labor and as head of her own human resources firm, but also as the Chief of Staff of the Democratic National Committee and Director of the White House Office of Public Liaison.

The Senate Labor and Human Resources Committee will begin holding hearings on Ms. Herman's confirmation within a few days. To make certain that the committee is aware that members of the HBCUs community are united in our support for this HBCU alumna, we must undertake a massive letter writing campaign to members of the committee, using all means of communication, e.g., letters, e-mail, facsimiles, telephone calls and telegraphs.

You may wish to use the Delta Sigma Theta Western Union "Action Hotline" to communicate with your Senators. The cost of the service is \$7.95 per message, which will be charged to your telephone or credit card (Visa or Master Charge). To use this service, simply call 1-800-651-1417 and give the name of the

committee member with whom you wish to communicate. Your message will be delivered via mailgram the next day.

To assist you in this activity, I am attaching the following information:

1. A sample letter (model for letter writing).
2. A list of the names of the member of the Senate Labor & Human Resources Committee.
3. Mailing address & contact number for Senate Majority Leader Lott.
4. Ms. Herman's biography.

It is imperative that you write to the Senators from your state, especially Republican Senators whose names appear on the accompanying list.

If one or neither of your Senators is on the Labor and Human Resources Committee, please write to him/her/them anyway, because they will be called to vote on the nomination if it is voted out of Committee.

Each of you should also write to Senator Trent Lott. The Senate Majority Leader who represents the State of Mississippi. At a minimum, send a copy of any letters(s) you write to another Senator to Senator Lott's attention.

Copy every letter that you send regarding Ms. Herman's nomination to Senator James M. Jeffords of Vermont, who is the chairman of the Senate Labor and Human Resources Committee.

We need the involvement of every member, friend and supporter of the HBCU community in this critical communications campaign. Please reproduce and distribute the accompanying materials to your family members, churches, and other organizations.

Should you have questions or desire additional information, please do not hesitate to contact us.

I thank you for your prompt, affirmative response to this request.

HP:WJR:bnk27

Enclosure: Sample letter
Member of the Senate Labor & Human Resources Committee
Mailing Address and Number for Senate Majority Leader Lott
Ms. Herman's Biography

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/Chancellor of (COMPLETE PLEASE)
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 (COMPLETE PLEASE)
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. (List a few specifics). 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 the United States Department of Labor. I appeal to you to use
your considerable influence as the Chariman 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 fee free to contact me if I can do anything to be of assistance in this regard.

1 The opening sentence should indicate clearly why the staff members of Senator Jeffords should not discard your
letter. The most compelling reason is that you are a registered voter in his state. Since very few of you will be, you should let the
Senator know that you vote in the state of one of his colleagues. If you have a significant number of students from Vermont at
your institution, or a joint-venture with a Vermont institution or corporation, note this in the opening sentence.

COMMITTEE ON LABOR AND HUMAN RESOURCES

- All names should be preceded by The Honorable

James M. Jeffords, (R-VT), Chairman
Rm 513 - Hart Building
Washington, DC 20510

Mitch McConnell, (R-KY)
Rm 361A - Russell Building
Washington, DC 20510

Dan Coats, (R-IN)
Rm 404 - Russell Building
Washington, DC 20510

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

Judd Gregg, (R-NH)
Rm 393 - Russell Building
Washington, DC 20510

Christopher J. Dodd, (D-CT)
Rm 444 - Russell Building
Washington, DC 20510

Bill Frist, (R-TN)
Rm 565 - Dirksen Building
Washington, DC 20510

Tom Harkin, (D-IA)
Rm 531 - Hart Building
Washington, DC 20510

Mike DeWine, (R-OH)
Rm 140 - Russell Building
Washington, DC 20510

Barbara A. Mikulski, (D-MD)
Rm 709 - Hart Building
Washington, DC 20510

Michael B. Enzi, (R-WY)
Rm 116 - Hart Building
Washington, DC 20510

Jeff Bingaman, (D-NM)
Rm 703 - Hart Building
Washington, DC 20510

Tim Hutchinson, (R-AR)
Rm 1005 - Longworth House Office Bldg
Washington, DC 20515

Paul D. Wellstone, (D-MN)
Rm 717 - Hart Building
Washington, DC 20510

Susan M. Collins, (R-ME)
Rm 40 - Dirksen Building
Washington, DC 20510

Patty Murray, (D-WA)
Rm 111 - Russell Building
Washington, DC 20510

John W. Warner, (R-VA)
Rm 225 - Russell Building
Washington, DC 20515

Jack Reed, (D-RI)
Rm 1510 - Longworth House Office Bldg
Washington, DC 20515

Barbara A. Mikulski, (D-MD)
Rm 709 - Hart Building
Washington, DC 20510
(202) 224-4654
Fax: (202) 224-8858
E-mail: senator@mikulski.senate.gov

Jeff Bingaman, (D-NM)
Rm 703 - Hart Building
Washington, DC 20510
(202) 224-5521
Fax: (202) 224-2852
E-mail: senator_bingaman@bingaman.senate.gov

Paul D. Wellstone, (D-MN)
Rm 717 - Hart Building
Washington, DC 20510
(202) 224-5641
Fax: (202) 224-8438
E-mail: senator@wellstone.senate.gov

Patty Murray, (D-WA)
Rm 111 - Russell Building
Washington, DC 20510
(202) 224-2621
Fax: (202) 224-0238
E-mail: senator_murray@murray.senate.gov

Jack Reed, (D-RI)
Rm 1510 - Longworth House Office Bldg
Washington, DC 20515
(202) 224-4642

Trent Lott (R-MS)
Senate Majority Leader
Rm 487 - Russell Building
Washington, DC 20510
(202) 224-6253
Fax: (202) 224-2262



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

Board of Directors

Chairman
 Dr. Harrison B. Wilson
 President, Norfolk State
 University, Virginia

Vice Chairperson
 Dr. Joann R. G. Boyd-Scotland
 President, Denmark Technical
 College, South Carolina

Vice Chairperson
 Dr. Edward B. Fort
 Chancellor, North Carolina
 A&T State University
 North Carolina

Vice Chairperson
 Dr. William T. Keaton
 President, Arkansas
 Baptist College
 Arkansas

Secretary
 Dr. Earl S. Richardson
 President, Morgan State
 University, Maryland

Treasurer
 Dr. Wesley C. McClure
 President, Lane College
 Tennessee

Past Chairman
 Dr. Talbert O. Shaw
 President, Shaw University
 North Carolina

Dr. Dolores E. Cross
 President, Chicago
 State University
 Illinois

Dr. Lawrence A. Davis, Jr.
 Chancellor, University of
 Arkansas at Pine Bluff
 Arkansas

Dr. Lamore J. Carter
 President, Wiley College
 Texas

Dr. James A. Helner
 President, Tennessee
 State University
 Tennessee

Dr. John L. Henderson
 President, Wilberforce
 University, Ohio

Dr. Ernest L. Holloway
 President, Langston
 University, Oklahoma

Dr. Edson O. Jackson
 President, Medgar Evers
 College, New York

Dr. Samuel D. Jolley, Jr.
 President, Morris Brown
 College, Georgia

Dr. Thomas M. Law
 President, Saint Paul's
 College, Virginia

Dr. Lee E. Monroe, Jr.
 President, Paul Quinn
 College, Texas

Dr. Sammie Potts
 President,
 Barber-Scotia College
 North Carolina

Dr. Mary L. Smith
 President, Kentucky
 State University, Kentucky

Dr. Marvin L. Yates
 Chancellor
 Southern University
 Baton Rouge, Louisiana

Henry Ponder
 CEO & President, NAFEO
 Washington, DC

Wilma J. Roscoe, D.Hu.L.
 Vice President, NAFEO
 Washington, DC

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.

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

EARL F. HILLIARD
7TH DISTRICT, ALABAMA

COMMITTEE ON AGRICULTURE

SUBCOMMITTEE ON DEPARTMENT
OPERATIONS, NUTRITION,
AND FOREIGN AGRICULTURE
SUBCOMMITTEE ON LIVESTOCK, DAIRY,
AND POULTRY

COMMITTEE ON
INTERNATIONAL RELATIONS

SUBCOMMITTEE ON INTERNATIONAL
ECONOMIC POLICY AND TRADE

Congress of the United States
House of Representatives
Washington, DC 20515-0107

SPECIAL-ORDER
FOR
ALEXIS HERMAN

TUESDAY, MARCH 18, 1997

Congressman Earl Hilliard cordially invites Members to participate in a Special-Order he has reserved for Ms. Alexis Herman, the nominee for Secretary of Labor, on Tuesday, March 18, at either 12:30pm or at the close of business (either 5:00 or 6:00pm).

Ms. Herman will begin her Senate confirmation hearings on this very same day, therefore we urge all Members of the C.B.C. to show their solidarity and support for Ms. Herman by signing up today for the limited space which is available on the floor.

As you are well aware, Alexis Herman has been an Assistant to the President and the Director of the White House Office of Public Liaison. Born in Mobile, Alabama, Alexis has worked in both the Carter and Clinton White House and has been a tireless advocate for African-Americans, women, Hispanics and the disadvantaged.

SIGN-UP TODAY FOR A ONE MINUTE SPEECH

Call my office and speak to my Press-Secretary, Kenneth Mullinax (5-2665), to sign up for a one minute Special-Order next Tuesday, March 18, at either 12:30pm or at the close of business the same day (either 5:00 or 6:00pm), depending on when the legislative day ends. Let us show Alexis and the nation that we feel it is important to have a qualified, African-American woman, serve on the President's Cabinet.

Space is limited so call us today to reserve time!!!

1314 LONGWORTH HOUSE OFFICE BUILDING

WASHINGTON, DC 20515
97 MAR 15 1997

DISTRICT OFFICES:

THE PENICK BUILDING
319 17TH STREET, NORTH
SUITE 304
BIRMINGHAM, AL 35203
(205) 328-2841

1118 GREENSBORO AVENUE
SUITE 204
TUSCALOOSA, AL 35401
(205) 762-8678

3800 NORMAN BRIDGE RD.
MONTGOMERY, AL 36106
(334) 281-0513

109 FEDERAL BUILDING
908 ALABAMA AVENUE
SELMA, AL 36701
(334) 872-2884

Mr. Hilliard
Alabama
Support of Alexis Herman for Secretary-Labor

Mr. Hilliard. Mr. Speaker. I rise today to bring to the attention of this nation, a recent editorial I read in the largest Spanish-American newspaper in the Americas. *Diario Las Americas*, in their February 27, 1997 edition, called for the confirmation of Ms. Alexis Herman as our next Secretary of Labor. I must agree wholeheartedly with its endorsement, and call on the Senate to confirm her, expeditiously.

As the newspaper points out, Alexis Herman has a lifetime of positive public-service, which highlights her efforts to improve the progress and lives of women, African-Americans and Hispanic-Americans. As the President's Special Assistant and Director of the Office of Public Liaison, she has shown us her savvy, expertise and experience. I am also proud to say that she is a native of one of the finest states in the union, Alabama.

The Senate Republican Leader, Senator Trent Lott has endorsed her nomination after a series of meetings with Ms. Herman. With this fact taken into consideration, I can not think of any legitimate reason why the Senate can't complete its committee process and bring Ms. Herman's nomination to the floor for a vote. I am confident, that once the whole Senate reviews the record of Alexis Herman, they will confirm her.

Mr. Speaker. I request that the whole text of the newspaper endorsement which I mentioned, be placed in the Record.

@@@

—
Released to

Support Groups

2/21/97

Letters of Support Sent to the Senate Labor and Human Resources Committee

I. Business/Labor

American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME)
American League of Financial Institutions (ALFI)
American Postal Workers Union (APWU)
ARCO
Building and Construction Trades Department, AFL-CIO
Business and Professional Women/USA (BPWusa)
Coalition of Black Trade Unionists
Coalition of Labor Union Women
C&S Paving
International Brotherhood of Teamsters, AFL-CIO
Jade
Johnson Bryce, Inc.
Keys Group
Levi Strauss & Company
National Association of Chain Drug Stores (NACDS)
National Employer Council
Olmectoys
Performance Materials
Pioneer Hi-Bred International, Inc.
Procter & Gamble
Sara Lee Corporation
Service Employees International Union, AFL-CIO (SEIU)
Small Business Legislative Council
Tenneco
United Auto Workers, AFL-CIO (UAW)
United States Hispanic Chamber of Commerce
Watson Rice LLP
Women Employed
Women Work!
Women's Business Development Center
Xerox

II. Other Organizations

Africare
American Association of University Women (AAUW)
American Council of the World Federation of Hungarians
American Hellenic Educational Progressive Association (AHEPA)
American Hospital Association (AHA)
American Nurses Association (ANA)
A. Philip Randolph Institute

Arab American Institute
Armenian National Committee of America
Belarusian Congress Committee of America
Black Leadership Forum
Catholic Charities
Center for Policy Alternatives
Coalition for Women's Appointments
The Council of Bishops, The African Methodist Episcopal Church
Croatian Fraternal Union of America
Delta Foundation
Delta Sigma Theta Sorority, Inc., Atlanta Alumnae Chapter
Delta Sigma Theta Sorority, Inc., Dallas Alumnae Chapter
Delta Sigma Theta Sorority, Inc., Greenville Alumnae Chapter
Delta Sigma Theta Sorority, Inc., National Chapter
Delta Sigma Theta Sorority, Inc., Pike County Alumnae Chapter
Education Development Center, Inc.
The Enhancer
The Feminist Majority
Hungarian Reformed Federation of America
Institute of Church Administration and Management
Irish American Unity Conference
Irish American Unity Foundation
Leadership Conference on Civil Rights
League of United Latin American Citizens (LULAC)
McAuley Institute
The Mississippi Group
National Association of Arab Americans
National Association of Black County Officials (NABCO)
National Association of Commissions for Women
National Association of Social Workers (NASW)
National Black Nurses' Association, Inc.
National Committee on Pay Equity
National Coordinated Effort
National Council of Negro Women, Inc.
National Council of Negro Women, Inc., Mary McLeod Bethune Section
National Council of Senior Citizens
National Education Association (NEA)
National Ethnic Coalition of Organizations Foundation, Inc.
National Federation of Polish Americans
National Italian American Foundation
National Organization of Black Law Enforcement Executives
National Urban Coalition
National Urban League, Inc.
National Women's Law Center
Order of the Sons of Italy in America

Organization for a New Equality
Polish American Congress
Progressive National Baptist Convention, Inc.
Southern Christian Leadership Conference (SCLC)
Ukrainian Congress Committee of America
United Hellenic American Congress
Wider Opportunities for Women (WOW)
Women's Legal Defense Fund
Women of Reform Judaism

III. Elected Officials

Barbara Cooper, State Representative (TN)
Gary R. George, State Senator (WI)
-Members of the Wisconsin State Legislature
Audrey Tayse Haynes, COS for Lt. Gov. Pul Patton (KY)
Randy Horiuchi, Salk Lake County Commissioner (UT)
Maxine Horner, State Senator (OK)
Jesse M. Norwood, Mayor of Prichard (AL)

IV. Personal Letters

The Reverend J. L. Armstrong, Christian United Missionary Baptist Church
Peter Babin, III, Business Manager, International Union of Operating Engineers
Gayle H. Birk
Carol H. Boyd
Robert Vinson Brannum
Kathleen Brown, Senior Vice President & Managing Director, Bank of America
L. Don Brown
Essie W. Cannon, Top Ladies of Distinction, Inc., Columbus (OH) Chapter
Patricia Caraher, The Sinsinawa Dominicans
Julius L. Chambers
Gay Plair Cobb, Chief Executive Officer, Oakland Private Industry Council
James O. Cole, Vice President, Corporate Affairs, Clorox
Justin Dart, Jr.
Patricia Deal
Morris and Brenda Dillard
Margaret Dixon
Lloyd Dowdell
Eddie Edwards, President/CEO, WPTT-TV 22
John J. Egan, DePaul University
Toni Fay, Vice President, Community Relations, Time Warner
Evelyn S. Field
Helen J. Newton Fobi
Carolyn Forrest, Vice President, United Auto Workers
Ann M. Fudge

Robert W. Glover, University of Texas at Austin
William H. Graves, The First Episcopal District Headquarters
Ida Greene
Barbara Burns Hall
Margaret Crawford Howell
Catherine M. Hudgins
Robert B. Hunter, The Episcopal Church of The Atonement
Dr. Earle H. Ifill
Audrey Jackson
Father William James, St. Patrick's Church & Catholic Center
James G. Kaiser
Brenda J. Lauderback, Group President, Wholesale, Nine West Group, Inc.
Barbara Fish Lee
Corrine Lee
Priscilla M. Leith
Larry Lucas
Beverly Lyle
James A. Maiden, Jr., Vice President, ITT Hartford
Ray Marshall, University of Texas at Austin
Nora Martin, Professor, Eastern Michigan University
Alvaro Martins, Martins & Associates
Robert M. McGlotten, McGlotten & Jarvis
George L. Miles, Jr., WQED Pittsburgh
Yvonne M. Moore
Ruth G. Nadel
Melinda L. Nolden, Program Director, Christian United Day Care Center
W. Clinton Pettus, President, Cheyney University of Pennsylvania
Charles L. Reid III, Director of Ethnic External Relations, Kraft Foods Inc.
H. T. Rhim, St. Joseph Missionary Baptist Church
Mabel Rice
Donald S. Slaiman
Estella W. Smith, General Manager, Public Affairs, Duquesne Light
Kelly M. Smith, Mount Olive Baptist Church
Kenneth M. Smith
Carole C. Smitherman, Smitherman & Smitherman
Carolyn A. Spriggs
Aurelia C. Stanley, National Vice President, Human Resources, American Cancer Society
Joseph M. Stewart, Senior Vice President, Corporate Affairs, Kellogg Company
Marion Stillson
John C. Swann, Jr., Dayton Public Schools
Adrienne Foster Williams, Member of the Business Policy Review Council
B.J. Wilson

Given to support
groups at 2/21/97 meeting

Letters of Support Sent to the Senate Labor and Human Resources Committee

I. Business/Labor

American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME)
American League of Financial Institutions (ALFI)
American Postal Workers Union (APWU)
ARCO
Building and Construction Trades Department, AFL-CIO
Business and Professional Women/USA (BPWusa)
Coalition of Black Trade Unionists
Coalition of Labor Union Women
C&S Paving
International Brotherhood of Teamsters, AFL-CIO
Jade
Johnson Bryce, Inc.
Keys Group
Levi Strauss & Company
National Association of Chain Drug Stores (NACDS)
National Employer Council
Olmectoy's
Performance Materials
Pioneer Hi-Bred International, Inc.
Procter & Gamble
Sara Lee Corporation
Service Employees International Union, AFL-CIO (SEIU)
Small Business Legislative Council
Tenneco
United Auto Workers, AFL-CIO (UAW)
United States Hispanic Chamber of Commerce
Watson Rice LLP
Women Employed
Women Work!
Women's Business Development Center
Xerox

II. Other Organizations

Africare
American Association of University Women (AAUW)
American Council of the World Federation of Hungarians
American Hellenic Educational Progressive Association (AHEPA)
American Hospital Association (AHA)
American Nurses Association (ANA)
A. Philip Randolph Institute

Arab American Institute
Armenian National Committee of America
Belarusian Congress Committee of America
Black Leadership Forum
Catholic Charities
Center for Policy Alternatives
Coalition for Women's Appointments
The Council of Bishops, The African Methodist Episcopal Church
Croatian Fraternal Union of America
Delta Foundation
Delta Sigma Theta Sorority, Inc., Atlanta Alumnae Chapter
Delta Sigma Theta Sorority, Inc., Dallas Alumnae Chapter
Delta Sigma Theta Sorority, Inc., Greenville Alumnae Chapter
Delta Sigma Theta Sorority, Inc., National Chapter
Delta Sigma Theta Sorority, Inc., Pike County Alumnae Chapter
Education Development Center, Inc.
The Enhancer
The Feminist Majority
Hungarian Reformed Federation of America
Institute of Church Administration and Management
Irish American Unity Conference
Irish American Unity Foundation
Leadership Conference on Civil Rights
League of United Latin American Citizens (LULAC)
McAuley Institute
The Mississippi Group
National Association of Arab Americans
National Association of Black County Officials (NABCO)
National Association of Commissions for Women
National Association of Social Workers (NASW)
National Black Nurses' Association, Inc.
National Committee on Pay Equity
National Coordinated Effort
National Council of Negro Women, Inc.
National Council of Negro Women, Inc., Mary McLeod Bethune Section
National Council of Senior Citizens
National Education Association (NEA)
National Ethnic Coalition of Organizations Foundation, Inc.
National Federation of Polish Americans
National Italian American Foundation
National Organization of Black Law Enforcement Executives
National Urban Coalition
National Urban League, Inc.
National Women's Law Center
Order of the Sons of Italy in America

Organization for a New Equality
Polish American Congress
Progressive National Baptist Convention, Inc.
Southern Christian Leadership Conference (SCLC)
Ukrainian Congress Committee of America
United Hellenic American Congress
Wider Opportunities for Women (WOW)
Women's Legal Defense Fund
Women of Reform Judaism

III. Elected Officials

Barbara Cooper, State Representative (TN)
Gary R. George, State Senator (WI)
-Members of the Wisconsin State Legislature
Audrey Tayse Haynes, COS for Lt. Gov. Pul Patton (KY)
Randy Horiuchi, Salk Lake County Commissioner (UT)
Maxine Horner, State Senator (OK)
Jesse M. Norwood, Mayor of Prichard (AL)

IV. Personal Letters

The Reverend J. L. Armstrong, Christian United Missionary Baptist Church
Peter Babin, III, Business Manager, International Union of Operating Engineers
Gayle H. Birk
Carol H. Boyd
Robert Vinson Brannum
Kathleen Brown, Senior Vice President & Managing Director, Bank of America
L. Don Brown
Essie W. Cannon, Top Ladies of Distinction, Inc., Columbus (OH) Chapter
Patricia Caraher, The Sinsinawa Dominicans
Julius L. Chambers
Gay Plair Cobb, Chief Executive Officer, Oakland Private Industry Council
James O. Cole, Vice President, Corporate Affairs, Clorox
Justin Dart, Jr.
Patricia Deal
Morris and Brenda Dillard
Margaret Dixon
Lloyd Dowdell
Eddie Edwards, President/CEO, WPTT-TV 22
John J. Egan, DePaul University
Toni Fay, Vice President, Community Relations, Time Warner
Evelyn S. Field
Helen J. Newton Fobi
Carolyn Forrest, Vice President, United Auto Workers
Ann M. Fudge

Robert W. Glover, University of Texas at Austin
William H. Graves, The First Episcopal District Headquarters
Ida Greene
Barbara Burns Hall
Margaret Crawford Howell
Catherine M. Hudgins
Robert B. Hunter, The Episcopal Church of The Atonement
Dr. Earle H. Ifill
Audrey Jackson
Father William James, St. Patrick's Church & Catholic Center
James G. Kaiser
Brenda J. Lauderback, Group President, Wholesale, Nine West Group, Inc.
Barbara Fish Lee
Corrine Lee
Priscilla M. Leith
Larry Lucas
Beverly Lyle
James A. Maiden, Jr., Vice President, ITT Hartford
Ray Marshall, University of Texas at Austin
Nora Martin, Professor, Eastern Michigan University
Alvaro Martins, Martins & Associates
Robert M. McGlotten, McGlotten & Jarvis
George L. Miles, Jr., WQED Pittsburgh
Yvonne M. Moore
Ruth G. Nadel
Melinda L. Nolden, Program Director, Christian United Day Care Center
W. Clinton Pettus, President, Cheyney University of Pennsylvania
Charles L. Reid III, Director of Ethnic External Relations, Kraft Foods Inc.
H. T. Rhim, St. Joseph Missionary Baptist Church
Mabel Rice
Donald S. Slaiman
Estella W. Smith, General Manager, Public Affairs, Duquesne Light
Kelly M. Smith, Mount Olive Baptist Church
Kenneth M. Smith
Carole C. Smitherman, Smitherman & Smitherman
Carolyn A. Spriggs
Aurelia C. Stanley, National Vice President, Human Resources, American Cancer Society
Joseph M. Stewart, Senior Vice President, Corporate Affairs, Kellogg Company
Marion Stillson
John C. Swann, Jr., Dayton Public Schools
Adrienne Foster Williams, Member of the Business Policy Review Council
B.J. Wilson

GOP tactic: 'Death by a thousand cuts'

Accusations about real estate project the latest cheap shot at Labor nominee Herman.

By DeWayne Wickham

Last week I challenged Senate Republicans to hold a hearing on the nomination of Alexis Herman to be secretary of Labor or come up with a plausible reason why they shouldn't.

The next day, Republican Sen. Arlen Specter of Pennsylvania took to the Senate floor to urge the Labor and Human Resources Committee to give Herman a hearing.

She's "entitled to be heard on the subject and to have a decision made one way or the other about whether she is qualified or disqualified," he said.

But instead of getting a hearing date, Herman got slammed. On Saturday *The New York Times* ran a front-page story in which unnamed Republicans raised new questions about her fitness to head the Department of Labor. They questioned how Herman got a 3.3% interest in a Washington real estate project without putting up any money. They worried aloud that Herman may have traded on her access to high officials in the local or federal government to pay for her share of the deal.

I worry that there may be no end to the cheap shots Herman's critics will lob at her.

The deal Republicans are talking about was done during the mid-1980s. Back then Herman was a private citizen, and the GOP controlled both the White House and the federal corporation that oversaw the selection of the developer who made her a limited partner in his construction project.

If there was any illegal influence peddling done, it's unlikely that Herman, a life-long Democrat, did it. More likely, she was brought into the Market Square deal — as a limited partner — to help the builder meet his minority participation goal.

So what's going on here?



By Paul T. Whyte, USA TODAY

"It is very important when someone is nominated for a position and there is public

controversy and public comment that that individual have his or her day in court."

— Sen. Arlen Specter, R-Pa.

It's the political equivalent of "death by a thousand cuts." Herman is being sliced and diced by a Republican campaign of specious charges and nagging innuendoes.

Two weeks ago the issue was her role in a White House coffee klatch that inappropriately brought together prominent bankers and the top federal banking regulator. As it turns out, she

neither attended nor had a significant role in organizing that gathering.

So far, none of what her critics have thrown at her has stuck. But in today's political climate, that's not necessary. All that's required is for the attack to last long enough for people to begin to mumble "where there's smoke there's fire," and Herman can kiss her chances of joining Bill Clinton's Cabinet goodbye. Time is running out.

The conventional wisdom is that if a hearing date is not set soon, pressure will mount on Clinton to pull the plug on his nominee or for Herman to bow out.

Some say Herman's been targeted because she's one of the few remaining liberals in Clinton's inner circle.

Some claim she is being made to pay for her involvement in the successful effort to rally ethnic voters in support of the president's re-election campaign.

And others argue Herman suffers most from a lack of support from Sen. Edward Kennedy, the ranking Democrat on the Labor and Human Resources Committee, who is said to have favored someone else for the job.

For whatever reason, Vermont Sen. James Jeffords, the chairman of the committee, refuses to put Herman on his committee's docket. His failure to do so aids and abets the mean-spirited attacks her enemies are waging on Herman's integrity.

Jeffords has a reputation for fairness. But like Herman's good name, it is being sullied by the bad treatment she is getting.

Unlike Herman, he controls his fate in this matter. He alone can right the wrong that is being done. He can schedule a hearing on her nomination and allow the confirmation process to run its course.

Or, Jeffords can stonewall Alexis Herman long enough for her enemies' strategy to work.

USA TODAY

TUESDAY, FEBRUARY 18, 1997

DOROTHY GILLIAM

Republicans' Tempest in A Coffeepot

In mid-December, when President Clinton tapped Alexis Herman as his choice to become the next U.S. secretary of labor, a roar of approval rose from many corners of the country. This eminently qualified woman was on tap to be the only woman of color in the president's Cabinet.

Despite that wellspring of support, Republican senators have delayed action on Herman's nomination for weeks while they investigated her part in a controversial political coffee klatch. The White House Office of Public Liaison, headed by Herman, invited a federal banking regulator to meet with Clinton and some powerful bankers. But the White House said that Herman's office was involved because of a miscommunication about the nature of the meeting and that Herman did not attend the klatch after she learned it was a political event. Documents turned over to the Senate several days ago confirm Herman's account, sources familiar with the documents said.

The slow pace at which her nomination has been considered is, therefore, suspicious. And the continual raising of additional issues is beginning to give weight to the idea that some Republicans would rather weaken Herman's nomination than give it the hearing it deserves.

So it was good last week to see a Republican senator and a Democratic senator, in an unusual display of bipartisan support, rise to say that the Senate has an obligation to inspect Herman's qualifications to run this important agency and should move forward promptly on her nomination. Senators in both parties had been silent too long.

Although Sen. James M. Jeffords (R-Vt.), chairman of the Labor Committee, said this week he is still reviewing outstanding questions, Sen. Arlen Specter (R-Pa.) said Jeffords told him the prospects are there will be a hearing. Specter and Sen. Christopher J. Dodd (D-Conn.) still felt it important to go on record urging prompt hearings on Herman's nomination.

"She has a distinguished record," Specter said. "She may well be qualified or the contrary may be the case. But I think it is very important ... that a person has his or her day

See GILLIAM, D5, Col. 3

GILLIAM, From D1

in court to have a determination made on the merits."

Added Dodd: "She is eminently qualified ... to fulfill the position of secretary of labor. There have been issues raised, and the purpose for which we have hearings is to allow those issues to be aired and to give a person an opportunity to respond. In the absence of that hearing ... the allegations remain.

"In many instances, there's never the kind of opportunity to respond with the same voice and the same positioning with which the allegations are made. It is absolutely essential in my view that she be given that opportunity. I am totally confident that she will respond to those issues when she is asked publicly."

It was revealed in late January that the Office of Public Liaison, which Herman has directed since 1993, was involved in inviting the federal bank regulator to the coffee, which was sponsored by the Democratic Party. The White House said Herman's office was involved in the improper gathering only because of a miscommunication about its nature. Although Herman did not attend, she did not inform Eugene Al Ludwig, comptroller of the currency, in order to withdraw his invitation.

Herman later reiterated to Senate Majority Leader Trent Lott (R-Miss.) that she did not invite Ludwig and did not arrange the meeting.

She explained the mistakes her office made in handling the incident.

Herman's situation is but one part of the larger issue of campaign fund-raising practices that ensnares both Democrats and Republicans. Clearly, campaign finance reform is high on the American people's agenda even if it doesn't seem to be very high on the priority list of congressional politicians.

But to ensnare Herman in this nasty morass of problematic fund-raising on the strength of a meeting she did not attend seems to be overkill. What should be the pinnacle of 49-year-old Herman's career seems to have become a political glass ceiling.

"The current contretemps over [the role of Alexis Herman] is a graphic and dramatic" example of why many bright young people do not want to enter public service, said Yvonne Scruggs, executive director of the Black Leadership Forum.

Herman is one of those bright young people who was willing to take the plunge into government 20 years ago. She was 29 when she became head of the Labor Department's Women's Bureau during the Carter administration, a job she performed so well that Labor insiders think she is one of the few people who could hit the ground running as secretary.

One of the most important pieces of pending business is the president's welfare-to-work program. To accomplish this is a huge undertaking that will require balancing delicate issues. The Department of Labor will play an important role in making sure the best possible conditions are created for success.

Some business group officials already have said that more government leadership is needed if companies are to sign on to the president's high-profile initiatives. Right now, the Labor Department is missing the voice and focus of a leader. While the attention of so many is on knocking people off the welfare rolls, somebody has to be focused on the endgame—making sure people can find jobs and training.

Alexis Herman's credentials are ideal to make sure the thinking inside and outside the administration takes into consideration the beneficiaries of all the Labor Department's services. It's time to set a definite and prompt date for her hearings. I'm already steeled for the usual circus that accompanies these hearings, but one hopes that despite self-serving queries and media-inspired speeches, there will be a focus on policy issues such as welfare-to-work and not only on coffee klatches.

FOR MORE INFORMATION

To read two weeks' worth of columns by Dorothy Gilliam and other Metro columnists, click on the above symbol on the front page of The Post's site on the World Wide Web at <http://www.washingtonpost.com>

The Washington Post

SATURDAY, FEBRUARY 15, 1997

Quit holding Herman hostage for Labor job

If Republicans know something, say so; otherwise, hold hearings to confirm her.

By DeWayne Wickham

Alexis Herman is in political limbo. Nominated by President Clinton to be the next secretary of Labor, Herman's confirmation has been put on hold while Republican senators probe her connection to a questionable White House coffee klatch.

At issue here is what Herman — head of an office that had some involvement in setting up the meeting — knew, and when she knew it, about who was invited to attend this fundraising event, which inappropriately brought together prominent bankers and the government's top banking regulator. The answer, contained in documents turned over to the Senate last week, is that she knew very little. Still, the Senate has her in a holding pattern.

Herman deserves better.

She deserves more than the muffled support she's gotten from Senate Democrats thus far. And she ought to be treated at least as well by Republicans — who control the confirmation process — as they treated Clarence Thomas when his nomination to the Supreme Court was under attack.

Thomas, who had virtually no judicial experience, was lionized by Senate Republicans for his up-from-bootstraps climb from Pin Point, Ga., to become a nominee to the nation's highest court. He did it by taking one government job after another. Thomas spent most of his adult life on the public payroll.

Herman's rise has been not nearly as self-centered. She grew up in Mobile, Ala., in a single-parent home. After graduating from college, Herman went to work for Catholic Social Services, helping to find adoptive parents or foster care for homeless children.



Nominee: President and Herman at Dec. 20 announcement.

She spent years running job-training programs for the poor and disadvantaged. A program she created in Atlanta to help semiskilled young women break into white-collar jobs was eventually expanded to 30 cities. Herman didn't just pull herself up by her bootstraps; she helped others escape poverty's tight grip as well.

That's the kind of story that ought to have Republican self-helpers championing at the bit to confirm Herman. Instead, they're raking her over the coals.

Little has been said about any of what she did before coming into government by the senators who are holding Herman's nomination hostage. Even less has been uttered by them about her impressive qualifications to head the Labor Department, where she served as director of the Women's Bureau during the Carter administration. Instead, they talk vaguely about wanting to get to the bottom of her involvement with a White House meeting she didn't attend and played little role in organizing.

That's got to make you wonder.

Of the seven people Clinton has nominated to fill Cabinet posts, Herman is the only one the Senate thus far has refused to consider. The Labor and Human Resources Committee that must vote on her nomination before it goes to the full Senate has yet to schedule Herman for an appearance. The question is, why?

"Her record deserves serious consideration," says Wade Henderson, executive director of the Leadership Conference on Civil Rights. "She has hands-on experience in putting people to work."

Among the mail piling up in the office of the committee's chairman, Vermont Sen. James Jeffords, is a letter from a 66-year-old woman with osteoporosis who says Herman's work with poor, jobless people turned her life around and restored her faith in God. When was the last time you heard that said about someone in government?

For a long time, the American public has been cynical about the shameless partisan wrangling that goes on in Washington. Recently, politicians in both parties have paid lip service to ending the backbiting that has given rise to the "gotcha" politics of the '90s — and in whose undertow Herman is now caught.

Maybe I'm wrong. Maybe there's much more to Herman's role in the offending coffee klatch than meets the eye. Maybe Jeffords knows something he isn't telling the rest of us. If so, he ought to speak up.

If not, he should give Alexis Herman the hearing she deserves and the full Senate a chance to vote on her nomination to become this nation's first black secretary of Labor.

USA TODAY |

TUESDAY, FEBRUARY 11, 1997

1ST STORY of Level 1 printed in FULL format.

Copyright 1997 Chicago Sun-Times, Inc.
Chicago Sun-Times

February 2, 1997, SUNDAY, Late Sports Final Edition

SECTION: EDT; Pg. 37

LENGTH: 545 words

HEADLINE: GOP living dangerously with attacks on Herman

BYLINE: By Carl Rowan

BODY:

Since the November elections, this question has been raised often and in many circles: "Why is the Republican Party losing women voters, and why can't it make any headway with blacks?"

The answer is obvious in the way the GOP seeks to exploit the mistakes and stupidities of Democratic fund-raisers. There are male villains of many stripes that the Republicans could humiliate in hearings, or push toward criminal prosecution, but they choose first to try to make a black woman the fall guy.

I refer to Alexis M. Herman, President Clinton's nominee to be secretary of labor, who has been director of the White House's Office of Public Liaison. Ignoring the fact that she is immensely popular among the hundreds of groups that have found her helpful during many years of public service, and the apparent fact that she is only marginally touched by the fund-raising scandals, Republican senators have decided to let Herman sweat in embarrassment while they hold up her confirmation hearings. The telephone calls that I'm getting suggest that the GOP will pay dearly for dumping on the 49-year-old Herman in their attempts to embarrass Clinton.

Republicans have said they want to know if Herman violated the Hatch Act -- a rule that limits political activities of some government employees -- when she advised Clinton on how to bolster support among black voters.

Republican senators know, though, that all senior White House employees, Democrat or Republican, work to get their president re-elected, and that the Hatch Act has never deterred any of them. Republican presidents have not had many blacks as top White House aides, but the few I've known worked aggressively to win black voters for their leader.

Furthermore, the Office of Public Liaison is inherently political, because it was created on the assumption that any president benefits when public groups and constituencies are informed and happy. Herman's success in the liaison job has left some Republicans eager to get her.

Senate Republicans made a knee-jerk judgment that Herman would be an easy target. She was until 1993 a chief of staff, vice chairman and deputy chairman of the Democratic National Committee. This DNC is accused of fund-raising abuses, including 103 coffees with the president for groups of potential donors.

Chicago Sun-Times, February 2, 1997

While the White House claims that Herman was circumspect, and not involved in the coffees, it acknowledges that she unwittingly was party to the major error of inviting Comptroller of the Currency Eugene A. Ludwig to a White House coffee klatch for 17 major bankers for whom he is chief regulator.

The White House says that neither Herman nor the Public Liaison aide who invited Ludwig was aware that the DNC had set up the party, and that Herman stayed away once she became aware of the political implications. But no one told Ludwig.

Nevertheless, Herman is close enough to what Clinton concedes were "mistakes" for Republicans to see political advantage in letting her twist in the wind, wondering if she will be confirmed.

But the people calling me are threatening to make the GOP senators pay dearly if they deny Herman a Cabinet post on the basis of "nothing evidence."

Carl Rowan is a nationally syndicated columnist of the Chicago Sun-Times.

LANGUAGE: English

LOAD-DATE: February 3, 1997

AFL-CIO Executive Council
February 17, 1997
Statement

Secretary of Labor designate Alexis Herman knows and understands the concerns of working families. When she was nominated, the AFL-CIO said, "At a time when so many working men and women are struggling against declining pay and growing disrespect from corporate America, we believe Alexis' experience -- growing up in the rural South, advancing the interests of working women and minorities, and dealing with the issues of a changing workforce -- will be a tremendous asset."

In the intervening months, we have become even more impressed by Ms. Herman's commitment to a working families agenda and her superb ability to advance such an agenda.

Judging from the opposition her nomination has generated, it seems others have likewise noted her abilities and commitment to working men and women and she is now under the kind of fire normally reserved for labor unions and our members.

The AFL-CIO calls for immediate hearings on the nomination of this African-American woman who will bring multiple special dimensions to her job and who will help implement the promises Vice President Gore so eloquently made to the AFL-CIO yesterday. We also ask each national and local union in the AFL-CIO to make its outrage known to the members of the United States Congress who are responsible for this delay.

It is unfair to working families to have the principal federal department responsible for worker protections to be singled out and held hostage.

It is time for Alexis Herman to be able to stand in an open forum and have her nomination considered by the United States Senate. When she has that opportunity, America's working families and their unions will be standing right beside her.

###

ALEXIS M. HERMAN
NOMINEE FOR SECRETARY OF LABOR

Biography

Alexis Herman was born in Mobile, Alabama in 1947. She was raised by a single mother who was self-educated, went back to school after Herman was born, and became a life-long school teacher. Her father ran his own insurance company and was one of the first African Americans elected in the South -- as Democratic Wardman in Mobile's 10th Ward -- since Reconstruction. Herman grew up in Mobile attending segregated Catholic schools, went away in 1965 to Edgewood College of the Sacred Heart in Madison, Wisconsin, where she was one of only three black students, and then returned home when her father had a stroke, finishing college at Xavier University in New Orleans. She graduated with a degree in Sociology in 1969.

After leaving Xavier, she returned to Mobile and began her career with Catholic Social Services, where she helped place children with adoptive or foster care families, worked with delinquent boys, and counseled families facing problems such as teen pregnancy. She also convinced Catholic Social Services to support her effort to help unemployed, unskilled young men in Mobile's Roger Williams Housing Project find work. She tutored and trained them and, working with the AFL-CIO, helped many secure jobs and skilled apprenticeships at the Ingalls Shipyard in nearby Pascagoula, Mississippi.

Her efforts there drew the attention of Ray Marshall, then an economics professor at the University of Texas, who was interested in seeing whether her success in placing African-American men in skilled blue-collar jobs could be extended to helping African-American women break into the white collar workforce. In 1972, supported by grants from the Labor Department and the Ford Foundation, Herman moved to Atlanta to run the Black Women's Employment Program under the auspices of the prestigious Southern Regional Council. She began her work by meeting with corporate executives to learn what it took to be a successful employee and then used that knowledge to identify, recruit and train talented young people. 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.

In 1974, her pilot program expanded, changed its name to the Minority Women Employment Program, and was taken on by a new sponsor, the New York-based Recruitment and Training Program. Working with RTP, she extended her Atlanta model to 9 other cities. In late 1976, RTP asked her to take charge of a 30-city program to place minority women in white collar *and* blue collar jobs. The achievements of the Minority Women Employment Program are documented in the book "Stepping Up: Placing Minority Women in Managerial and Professional Job" (Glover, Greenfield, King and Norvel; Olympus Publishing, 1979).

In 1977, President Carter asked Ray Marshall to be his Secretary of Labor and Marshall tapped 29-year old Alexis Herman to be Director of the Women's Bureau -- the youngest Director ever. As Director, she devoted her energies to such issues as helping displaced homemakers get into the workforce, opening apprenticeship opportunities for women in skilled trades, providing job training opportunities for welfare recipients, and co-chairing a Presidential Task Force to promote business ownership by women.

In 1981, Herman started a consulting firm, Green, Herman & Associates, with Ernest Green, who had served as Assistant Secretary of Labor for Employment and Training under President Carter. As Vice President of Green, Herman (1981-85), and later President of the successor firm, A.M. Herman & Associates (formed in 1985 when she bought out her partner), Herman provided a range of consulting services with an emphasis on issues related to the hiring and training of minorities, the recruitment of minority vendors, and the creation of productive workplace environments. For example, she advised the city of Atlanta on how to better coordinate their worker training efforts with their economic development planning so that workers would be trained for the jobs that new businesses would actually bring in. She advised companies on ways to reduce the turnover of minority employees who were having trouble adjusting to a corporate culture that had always been closed to them. And she advised major corporations on how to improve their relationships with minority communities.

In 1989, Ron Brown, newly elected Chair of the Democratic National Committee, asked Herman to do an assessment of the DNC's organization and then asked her to remain as Deputy Chair and Chief of Staff. She served in that capacity until 1991, when she became Chief Executive Officer of the 1992 Democratic Convention in New York.

When Bill Clinton was elected President, he appointed Herman Deputy Director of his transition and then asked her to head up the Office of Public Liaison, which communicates to the President the concerns of constituencies from across America, delivers the President's message to those groups, and builds grass roots support for the President's domestic and international priorities. As Director of the Public Liaison Office, Herman has been at the center of most of the pivotal initiatives of the President's first four years.

ALEXIS M. HERMAN
NOMINEE FOR SECRETARY OF LABOR

A former director of the Women's Bureau in the Department of Labor, Alexis Herman will bring to the Department a life-time of dedication to and experience in training people for the workforce, a demonstrated capacity for leadership, a cooperative approach to solving problems and a vision rooted in a commitment to expanding opportunity for all Americans.

EXPERIENCE

Alexis Herman has a strong record of commitment to employment and training, to breaking down workforce barriers and to helping create productive working environments.

- ***Catholic Social Services, Job Training and Placement Coordinator*** -- After graduating from Xavier University, Herman joined Catholic Social Services in Mobile, Alabama, where she helped place children with adoptive or foster care families, worked with delinquent boys, and counseled families facing problems such as teen pregnancy. She also persuaded Catholic Social Services to support her effort to find jobs for young men facing dead-end futures in Mobile's Roger Williams housing project. Convinced that they could be productive if given the chance, she tutored them, met with potential employers, and ultimately, working in conjunction with the AFL-CIO, helped secure jobs and skilled apprenticeships for many at the Ingalls Shipyard in Pascagoula, Mississippi (1969-72).
- ***Director of the Black Women's Employment Program*** -- Herman ran this pilot program under the auspices of the prestigious Southern Regional Council in Atlanta. The program, designed to help African-American women break into white-collar jobs, was highly successful. Herman placed the first black women in white collar jobs at such leading corporations Coca Cola and Delta Airlines (1972-74).

Director of the Minority Women Employment Program -- In 1974, Herman's pilot program expanded, changed its name, and was taken on by a new sponsor, the New York-based Recruitment and Training Program. During the next three years, Herman extended her Atlanta model to nine other cities. In late 1976, RTP asked her to take charge of a 30-city program to place minority women in white collar *and* blue collar jobs (1974-77). The achievements of the Minority Women Employment Program are documented in the book "Stepping Up: Placing Minority Women in Managerial and Professional Job" (Glover, Greenfield, King and Norvel; Olympus Publishing, 1979).
- ***Director of the Women's Bureau, Department of Labor*** -- Herman devoted her energies to such issues as helping displaced homemakers get into the workforce, opening apprenticeship opportunities for women in skilled trades, providing job training opportunities for welfare recipients, and co-chairing a Presidential Task Force to promote business ownership by women (1977-1981).

- *Vice President of Green, Herman & Associates (1981-85); President of A.M. Herman & Associates (1985-93)* -- Herman provided a range of consulting services to business and local government on such issues as the hiring and training of minorities, the reduction of employee turnover, and the creation of productive workplace environments.
- *Deputy Chair and Chief of Staff of the Democratic National Committee (1989-92); Chief Executive Officer of the 1992 Democratic National Convention (1991-92).*
- *Assistant to the President and Director of the White House Office of Public Liaison* -- Herman headed the office known as the eyes and ears of the President, communicating to the President the concerns of constituencies from across America, communicating the President's message to those groups, and building grassroots support for the President's initiatives (1993-97).

LEADERSHIP

Alexis Herman has lived a life of taking on responsibility. At age 27 she was running a 10-city program to help minority women break into the workforce. At 29, she was the youngest person ever named to head the Women's Bureau of the Department of Labor. Following that first government service, she went on to run her own business, manage the highly successful 1992 Democratic Convention, and run a key Department in the Clinton White House.

COOPERATIVE APPROACH

Alexis Herman is a coalition builder. Throughout her career, she has worked cooperatively with parties on all sides of problem to find good solutions. In her early years, she helped break down employment barriers for women and minorities by learning what kind of skills companies looked for in employees, training prospective workers, and persuading employers to hire people she had trained. Through her work at the Women's Bureau, in her consulting business and as the 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 break into the workforce.

VISION FOR THE FUTURE

Alexis Herman will bring to the Labor Department her life-long commitment to employment and training and expanding opportunity. Building on the record of outgoing Secretary Reich, she will dedicate special energy to (1) the challenge of moving people from welfare to work in the new era of time-limited welfare; (2) enhancing health and pension security for working people; (3) helping ensure a safe, equal-opportunity workplace; and (4) extending the life-long education and training opportunities our citizens will need to succeed in the 21st century.

ALEXIS HERMAN
Response to Principal Charges in the Media

The proper forum to put questions to Alexis Herman or any other nominee is a hearing. Instead, she has been subjected to a steady stream of charges in the press. These charges are groundless. Here are the major ones to date:

- **Coffees.** Alexis was initially portrayed as being a central player in organizing coffees for donors, and was specifically linked to the “bankers” coffee attended by Gene Ludwig. The White House demonstrated that (a) with respect to 102 out of the 103 coffees, neither she nor the Office of Public Liaison organized or arranged them or played any meaningful role; and (b) with respect to the bankers coffee, while OPL did organize it, it did so in the belief that it was an official, not political event. Alexis did not learn that DNC officials were coming until the weekend before the Monday event, at which point she concluded that the Office of Political Affairs was in charge and that she need not attend. She did not invite Mr. Ludwig and it is not clear whether she ever knew Mr. Ludwig was attending. The White House submitted documents to Senators Jeffords, Kennedy, Lott and Daschle, substantiating her account. Sen. Lott, who had raised concerns initially, pronounced himself satisfied with her explanation. [*W. Times*, 2-8-97]
- **Hatch Act.** The Office of Special Counsel, the small independent agency charged with monitoring compliance with the Hatch Act, is looking into whether Alexis violated the Hatch Act in connection with a plan she helped prepare for conducting outreach to the African American community during the 1996 presidential election. The OSC inquiry will likely be brief and there is no expectation whatever that they will find a violation. Essentially, senior White House aides like Alexis can violate the Hatch Act only by fundraising or improperly using White House resources. Alexis did neither.
- **Market Square.** Alexis has been criticized for owning a small share (originally 3.3%, now 1%) of the Market Square development on Pennsylvania Avenue. There was nothing remotely improper about the Market Square project. She secured a stake in the deal (1) because she was already doing work on the project (affirmative action compliance) and (2) because the Pennsylvania Avenue Development Corporation -- headed by a Reagan appointee -- had regulations encouraging minority ownership in PADC projects. None of the limited partners, minority (there were three) or non-minority, was asked to contribute capital. The Reagan-appointed head of the PADC at the time said that this kind of minority participation “was pretty common in any program at that time that involved the Federal Government.” [*NYT*, 2-15-97]

- **CETA**. This is the oldest of the recycled charges. The claims are essentially (a) that last-minute employment and training contracts were improperly granted by the Labor Department in the final days of the Carter Administration and that Alexis had some responsibility for this; and (b) that the firm Alexis started with Ernie Green improperly enriched itself by doing business with firms to whom they had granted CETA contracts while at the Labor Department. These allegations were exhaustively investigated at the time by both the Reagan Administration and Senator Hatch and Alexis was not found to have done anything wrong.
- **Other issues**. There will undoubtedly be more issues peddled to the press in the days ahead. We will work with you to keep you up to date on how to respond to such allegations.