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WHITE HOUSE COORDINATING COUNCIL ON WOMEN
ROOSEVELT ROOM - MAY 23, 1983 10:00 a.m.

Faith Whittlesey chaired the meeting.

She announced the Indianapolis Republican Women's meeting is scheduled for June 3 and 4. There will be about 125 people. Secretary Heckler can give the keynote address any time except Saturday night. It was agreed Mrs. Heckler should speak Saturday morning; Mrs. Whittlesey will speak at lunch; Ed Rollins will check with RNC on this schedule and see whether Secretary Hodel, who is coming, can speak on Saturday night in place of Mrs. Heckler.

Agenda Items:

1. Occupational Opportunities for Women in the Federal Government. It was decided that we would not urge the President to risk confrontation with the Federal Civil Service by expanding opportunities for women by bringing in applicants for Civil Service positions from outside the career service. We would urge our Cabinet Officers to use their discretion to promote women within the career service whenever possible.
2. Part-Time Employment - "Job Sharing". This is not a legislative proposal. There was general agreement to go forward with it. The President should make a positive statement urging private and public sector job sharing.
3. Flextime for Federal Contractors. This is a legislative proposal opposed by organized labor. The general agreement was to go forward with this one.
4. Dependent Care Tax Credits. There was concern that the cost of this proposal would be too high. We have already increased dependent care allowances; there was no general agreement to support increased dependent care credits. The indexing of the exemptions for dependents has been a major benefit of the Reagan program to families. This should be highlighted.
5. Child Care. There was agreement that the private sector should be urged to expand child care facilities for employees.
6. Child Support Enforcement. Mrs. Heckler presented her recommended child support enforcement legislative proposal. She pointed out it would probably be opposed by the states. It would expand the obligations of the states to include collection of support payments for non-welfare cases. Despite possible opposition from the governors and National Conference of State Legislators, there was general agreement that this measure would win wide support with women and we should go forward with it.

7. Independent Retirement Accounts. A discussion was held on increasing the contribution limit for of the homemaker to the full \$2,000. The revenue loss would be so substantial that this would conflict with the President's economic recovery program. Therefore there was not strong support for this proposal.

8. Pension Equity Legislation. To meet the President's State of the Union commitment, there was consensus to go forward with prospective only gender-neutral pension equity legislation included in a package with various other revenue-neutral legislative pension equity provisions. There was concern expressed as to whether we should wait until after the Supreme Court rules in June or go forward before. There was agreement to reject retroactive application because of the adverse impact on the solvency of pension funds, and strong opposition from state and local governments.

9. Gender-Based Actuarial Tables. There was a discussion of the progress of H. R. 100 (gender-neutral insurance) in the Congress. Mrs. Heckler made a statement that she thought it was dead because of increasing opposition to it by strong special interests. The American Council of Life Insurers voted to rescind their former support last week. Mary Jo Jacobi reported a full scale effort by the insurance industry, taking full page ads and asking people to call their Congressman, as well as letters directly to their women insured clients whose rates would be increased. This may have occasioned the cooling off in Congress. Dee Jepsen reported the American Farm Bureau, among others, intended to mount an effort in opposition.

There was discussion of creation of a commission to study the issue. It was believed that a commission would subject the Administration to charges of "stacking" in favor of a particular point of view, and also that it may be unnecessary in view of the progressive cooling-off of support for this legislation in Congress.

10. Update on Administration Record of Appointments of Women. We are putting together another updated draft of the Administration record on appointments containing responses to criticism by women's groups.

11. Communications. It was generally agreed that we have not communicated the Administration's record effectively or the President's accomplishments benefiting women. Now that we a position to launch a major communications effort to reach out and make the President's accomplishments known in a more positive and effective way. There was discussion of the limitations of the Hatch Act for women speakers, and Mrs. Whittlesey reported a new outreach program underway in which Reagan Administration women will be encouraged to engage in active public diplomacy to communicate the President's accomplishments.

Another point raised at the meeting is that the President's speech writers must urge him and his advisors to speak over and over on what we have done - the positive accomplishments to date. Every speech should be reviewed for content on issues of concern to women. Every briefing should emphasize our record on women.

WHITE HOUSE COORDINATING COUNCIL ON WOMEN - MAY 23, 1983

Roosevelt Room

10:00 a.m.

Attendees were:

Faith Ryan Whittlesey, Chairman
Assistant to the President for Public Liaison

Secretary Elizabeth H. Dole, Transportation

Secretary Margaret M. Heckler, H. H. S.

Joanna Bistany

Judi Buckalew

Beck Norton Dunlop

Dave Gergen (Absent)

Ed Harper, (Regretted)

John Herrington

Anne Higgins

Connie Horner

Mike Horowitz

Mary Jo Jacobi

Dee Jepsen

Nancy Risque (Regretted - On the Hill for the MX effort)

Margaret Tutwiler (Regretted)

Mike Uhlmann

THE WHITE HOUSE

WASHINGTON

May 12, 1983

Dear Mike,

1. The Coordinating Council for Women under Elizabeth Dole had the following members:

Elizabeth Dole - Chairman
Ed Harper
Helene Von Damm
Pete Teeley
Dave Gergen
Joe Wright
Margaret Tutwiler staff director

The women's working group had the following members:

Margaret Tutwiler
JoAnna Bistany
Barbara Hayward
Susan Alvarado
Bonnie Newman
Emily Rock
Velma Montonya
Thelma Duggin
Diana Lorenzo
Dee Jepsen
Martha Hesse

2. Last Friday a meeting was called for the Coordinating Council and the following people were invited.

Faith	Mary Jo Jacobi
Her Secretary	Judi Bukelaw
Dee Jepsen	
Nancy Risque	
Dave Gergen	
Becky Norton Dunlop	
Connie Horner	
Ed Harper	
Plus others whose names I cannot get	

3. JAB had suggested to Faith several weeks ago that you and he thought it would be wise to keep up the Council and add Elizabeth and Heckler to it.

Margaret,

On April 6, Ed Meese and Ed Harper chaired a meeting on women's issues (notes attached). Elizabeth Dole and Margaret Heckler were in attendance in addition of many WH staff members (Faith W. was out of town and sent her deputy - J. Vipond). At the conclusion of that meeting, many of the items discussed for the women's package seemed to be on track.

Since that meeting, there have been approx. 4 cabinet councils, and 1 cabinet meeting dealing with various aspects of the women's package. There have also been several WH meeting (some chaired by Faith) on the women's issues. At each meeting, the program becomes a little more gutted and we seem to try to reinvent the wheel each time. Some of this is to be expected, since Faith and Margaret Heckler have come into the process at a very late date. However, in spite of Ed Harper's attempts to hold this together, we may have a very slim and gutted women's package at the end of this process.

The meeting last Friday ended on a very inconclusive note with regard to these issues which were once on track. A good portion of the meeting was taken with a discussion of the pension/insurance issues and HR 100. The policy and legislative aspects were discussed and debated which frankly seemed pointless since this is not the group to make legislative or policy decisions. A discussion on the upcoming RNC women's meeting in Indianapolis also ended with some confusion as to what was going on with this conference. The meeting basically ended with no closure on any of the issues discussed.

Ed Harper has been pushing to keep these issues on track so that we would have a package to present to the President at the May 18 Cabinet meeting. My concern is what we may end up with is a gutted package which will not only not earn the President any points -- but have the reverse effect of being a big negative with women. I would be hard pressed to tell you what the package may contain right now since there has been so much confusion regarding many of these women's items.

Faith now has Four people handling women - HERSELF
DEE JENSEN
MARY JO COBI
JUDY B. —?

ADDS TO CONFUSION

NOTES FROM MEETING ON WOMEN'S ISSUES - 4/6/83:

Most of the items on the agenda were discussed, and the following determinations were made:

A. Implement and elaborate on the communications plan drawn up by Dole/Harper.

B. Economic Equity:

There was general agreement that we do not support it across the board.

1. Insurance: Sex-based insurance tables. Decision was made that a bipartisan commission be created by executive order to study the issue.
2. Pensions: We are ready to support all of the minor points, but are holding on the question of prospectivity vs. retroactivity, which is now in the courts. We are on record with the Spirt case, but were not involved with the Norris case which is the one in the courts now. The decision on that case will determine the outcome on Spirt.

Recommendation: Likely hold on prospective aspect to determine court decision. Entire matter on pensions to go to Cabinet council next week. We are of course in favor of prospective.

3. Child Support Enforcement Improvement: We still need to address the issue of use of IRS -- all other aspects are ready to go.
4. Tax Measures: Decision was made to shelve all tax measures (with the exception of the Conable bill) at least until July.

Conable Bill -- a. Sliding scale for tax measures: relates to size of tax credit for dependents in direct relation to income. Mike Uhlman is preparing a paper for distribution which will explain issue.

b. Tax exemption for day care centers. We are ready to go to Cabinet Council on this issue.

It was generally agreed that we may well support the Conable Bill or some variation thereof.

5. IRA Equity issue: Mike Uhlmann will do a position paper and it will then go to CCEA.

CCEA

C. Day Care:

-- Increase in tax credit: addressed in tax area

- Tax exemption for day care centers: addressed in tax area
- Standards: can of worms. If addressed at all it will be done through 50 states project.
- Encourage private sector to increase day care centers.

D. ERA

RR has already make his position clear. No need to keep raising. No one really expects us to change position or even to remain neutral.

- E. Legal Equity: Report is finished. Uhlmann is checking to see where it is.
- F. Wage Gap: Last study done in 1974 by CEA. The recommendation is that RR instruct CEA to complete a new study to determine whether pay gap exists and if so-- for valid reasons.
- G. Occupational Discrimination: It was agreed that the administration could make strides in correcting additudinal aspect within government. We should be setting example for private sector. Matter will go to CC on Administration and Mangagement.
- H. Flexi-time: There is already an Armstrong bill which addresses this. The matter will go to the CC on Human Resources.
- I. Job Sharing: Private Sector group has been working on. We will ask them for a report of their activities.

Summary: Although there are only 2 legislative items which may come through, if a majority of the above items come to fruition, we could have a decent package for the President to announce in a speech. It was agreed that he should not make a speech until he had a package to discuss.