

Bush Presidential Records
Records Management, White House Office of (WHORM)
Subject File - General

Unscanned

Alpha Name (if Alpha File):
WHORM Category Name:

WHORM Category Code:
Document Number / Range:

HU010
184337 to 187926
Equality

Processed for: 2007-0758-S

Box Number _____

Entire Category Processed

Original FOIA Number: 2007-0758-S

2nd FOIA Number:

3rd FOIA Number:

4th FOIA Number:

5th FOIA Number:

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the George Bush Presidential Library Staff.

Record Group:	Bush Presidential Records
Office:	Records Management, White House Office of (WHORM)
Series:	Subject File - General
Scanned/Unscanned:	Unscanned

WHORM Category Code: HU010
WHORM Category Name: Equality

Document Number: 184337 to 187926 **Entire Category Processed**
Alpha File Name:

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184337

INCOMING

AM010

DATE RECEIVED: OCTOBER 22, 1990

NAME OF CORRESPONDENT: MR. D. TONY STEWART

SUBJECT: URGES THE PRESIDENT TO SUPPORT THE PASSAGE OF
THE CIVIL RIGHTS ACT OF 1990

10/28/90

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
<i>CUOFC</i> C. BOYDEN GRAY	REFERRAL NOTE: _____	ORG	90/10/22		<i>C 90/10/30</i> ^{WS}
<i>CUAT 10</i>	REFERRAL NOTE: _____	<i>A</i>	<i>90/10/23</i>	<i>CS</i>	<i>C 90/10/30 CS</i>
<i>S. Green</i>	REFERRAL NOTE: <i>Forsmg-159</i>	<i>A</i>	<i>90 11/1</i>	<i>kept A 90/11/01</i>	<i>5/16-159 surt</i> ^{WS}
	REFERRAL NOTE: _____				
	REFERRAL NOTE: _____				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA: L INDIVIDUAL CODES: 4900 4800 _____

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

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

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



Executive Director

Bill Wassmuth
P.O. Box 16776
Seattle, WA 98116
(206) 935-4698

OFFICERS

President

D. Tony Stewart
2582 S. Fairway Drive
Coeur d'Alene, Idaho 83814
(208) 765-3932

Vice-President

John Purce
Pocatello NAACP
Pocatello, Idaho

Secretary

Marvin Stern
Anti-Defamation
League of
B'nai B'rith
Seattle, Washington

Treasurer

Anne MacIntyre*
Montana Human
Rights Commission
Helena, Montana

C. Boyden Brown

Northwest Coalition against Malicious Harassment, Inc.

184337

October 15, 1990

President George Bush
The White House
1600 Pennsylvania Avenue
Washington, D. C. 20500

Dear President Bush:

On behalf of the 235 member organizations, the Board of Directors has unanimously directed that I write to you in my capacity as President of the Northwest Coalition Against Malicious Harassment. Our Board of Directors support the passage of the Civil Rights Act of 1990 and urge your support of this important piece of legislation.

This is a vital piece of legislation for the future of the United States. It is a very important step in fulfilling our constitutional requirements of freedom, equality and justice for all.

We do hope you will sign the bill upon receiving it from the United States Congress.

Sincerely,

D. Tony Stewart

D. Tony Stewart
President

*Willie -
For the Standard
SMG response
Hanks,
Graves*

BOARD OF DIRECTORS: Jesse Beram, IMAGE of Idaho, ID; Larry Broadbent, Criminal Justice, ID; Bob Cabill, Interstate Task Force on Human Relations, WA; Rey Candia, American GI Forum, WA; Oscar Eason Jr, Puget Sound Task Force on Human Relations, WA; Kathleen Eymann, Coos County is Colorful, OR; Carol Gregory*, Governor's Office, WA; Bob Hugbes, U.S. Justice Department, Community Relations Service, WA; Barbara Hurst, The American Jewish Committee, WA; Kathy Karpan*, Wyoming Secretary of State, WY; Patricia M. Lee, Director, Commission on Asian American Affairs, WA; Tim McWilliams, Sanders County Task Force For Human Dignity, MT; Don Moreland, Co-Chair Privacy Fund, WA; Pat Morrell, Affiliated Tribes of Northwest Indians, OR; Dan Noelle, Portland Police Bureau, OR; Grace Owens, Human Rights Advisory Committee, ID; Kimberly Reason, Metropolitan Seattle Urban League, WA; Kathleen Saadai*, Director, Oregon Affirmative Action Office, OR; Mike Schmidt, Spokane Police Department, WA; Marilyn Shuler*, Idaho Human Rights Commission, ID; Ernest Stensgar, The Coeur d'Alene Tribe, ID; Dan Stutesman, American Friends Service Committee, Lesbian/Gay Program, OR; Don Tohn, Wyoming Task Force for Equality, WY; Rev. Robert Varker, Missoula Organization for Human Relations, MT; Karen Yoshitomi, Japanese American Citizens League, WA.

*Denotes governor's appointment to Board

ID# 184338

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

NU 010

DATE RECEIVED: OCTOBER 22, 1990

NAME OF CORRESPONDENT: MS. MARIE MCKECHNIE

SUBJECT: URGES THE PRESIDENT TO SUPPORT PASSAGE OF
THE CIVIL RIGHTS ACT OF 1990 (S. 2104 AND
H.R. 4000)

ROUTE TO: OFFICE/AGENCY (STAFF NAME)	ACTION		DISPOSITION	
	ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
BILL CANARY	ORG	90/10/22	<i>UC</i>	<i>9/11/13</i> <i>LJ</i>
REFERRAL NOTE: _____	_____	____/____/____	_____	____/____/____
REFERRAL NOTE: _____	_____	____/____/____	_____	____/____/____
REFERRAL NOTE: _____	_____	____/____/____	_____	____/____/____
REFERRAL NOTE: _____	_____	____/____/____	_____	____/____/____
REFERRAL NOTE: _____	_____	____/____/____	_____	____/____/____

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 2600 _____

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

```

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

```

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

THE WHITE HOUSE
WASHINGTON

November 13, 1990

Dear Ms. McKechnie:

On behalf of President Bush, thank you for your message concerning the Kennedy-Hawkins Civil Rights Act of 1990, legislation the President deeply regrets that he could not sign.

Equality of opportunity is a fundamental value Americans hold dear, and President Bush believes that every citizen is entitled to fair treatment -- a fair chance. As the President has said, "Discrimination, whether on the basis of race, national origin, sex, religion, or disability is worse than wrong. It is a fundamental evil that tears at the fabric of our society, and one that we should and must oppose."

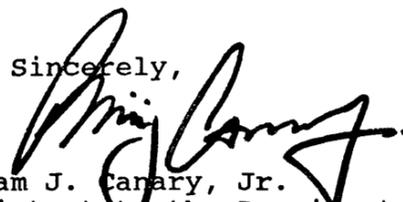
Kennedy-Hawkins did contain provisions that the President strongly endorsed. There were, however, fatal flaws in the bill. Despite the use of the term "civil rights" in its title, that bill actually employed a maze of highly legalistic language that would have introduced the destructive force of quotas into our Nation's employment system. Kennedy-Hawkins contained several other unacceptable provisions, including some that would have insulated illegal quota schemes from legal challenge by those individuals they impact, and others that would have created inappropriate incentives for costly litigation.

A central goal, and indeed, a promise of the Bush Administration has been equal opportunity and equal protection under the law. When legislation, however well-intentioned, has the impact of leading employers to adopt hiring and promotion quotas, equal opportunity is not advanced, rather it is thwarted.

President Bush is committed to ensuring that all American workers will be judged on their skills and their work, not on the color of their skin or their gender. That very commitment to equality, fairness, and justice is the reason that he was compelled to veto the bill approved by the Congress, since any bill that results in quotas is contrary to those very principles. To demonstrate his commitment to the stated purposes of Kennedy-Hawkins, the President sent to Congress a sound civil rights bill, containing all of the main provisions in Kennedy-Hawkins, but which accomplished its goal of lessening employment discrimination without resort to hiring quotas. Unfortunately, the Congress adjourned without acting on the President's bill.

I sincerely appreciate your bringing your concerns to the attention of the Administration.

Sincerely,



William J. Canary, Jr.
Special Assistant to the President
for Intergovernmental Affairs

Ms. Marie McKechnie
City Clerk
City of Berkeley
Martin Luther King, Jr.
Civic Center Building
2180 Milvia Street
Berkeley, California 94704



B. Casady

City of Berkeley

City Clerk Department
Martin Luther King, Jr.
Civic Center Building
2180 Milvia Street
Berkeley, California 94704
Telecommunications Device for the Deaf (415) 644-6915

(415) 644-6480



October 12, 1990

The Honorable George Bush
President of the United States
The White House
Washington, DC 20500

Dear President Bush:

Subject: CIVIL RIGHTS ACT OF 1990 (S. 2104 AND H.R. 4000)

The City Council of the City of Berkeley, at its October 9, 1990, meeting, by unanimous vote endorsed the Civil Rights Act of 1990.

The City Council urges your support for passage of this important legislation.

Sincerely,


Marie McKechnie
City Clerk

MM:csr

cc: Councilmember Mary Wainwright

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184573

INCOMING

R: 10/29
11:50 A
N1010
OCT 29 1990

DATE RECEIVED: OCTOBER 22, 1990

NAME OF CORRESPONDENT: MOST REVEREND JAMES MALONE

SUBJECT: URGES THE PRESIDENT TO ALLOW THE COMPROMISE
CIVIL RIGHTS ACT OF 1990 TO BECOME LAW

ROUTE TO: OFFICE/AGENCY (STAFF NAME)	ACTION		DISPOSITION	
	ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY	ORG	90/10/22		C 90/10/30
REFERRAL NOTE: _____				
CUAT 10	A	90/10/23		C 90/10/30 PS
REFERRAL NOTE: _____				
S. Green	A	90/11/1	copy #	90/11/01
REFERRAL NOTE: For Smg 159 sent				
REFERRAL NOTE: _____				
REFERRAL NOTE: _____				

COMMENTS: * AND WORLD PEACE
WRITER IS BISHOP OF YOUNGSTOWN

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4500

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

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

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

8 ND



C. Boyden Gray

184 573

Department of Social Development and World Peace

3211 4th Street N.E. Washington, DC 20017-1194 (202)541-3180 FAX (202)541-3322 TELEX 7400424

October 19, 1990

President George Bush
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. President:

The U.S. Catholic Conference, the public policy arm of the nation's Roman Catholic Bishops, asks that you allow the bipartisan, compromise Civil Rights Act of 1990 to become law.

We support this legislation because it will strengthen and enhance our nation's commitment to fight racism and other forms of unjust discrimination. We believe that the amended version of this bill passed by large majorities of the Congress is a fair and reasonable effort to protect the dignity and rights of all Americans, especially those who suffer discrimination.

The progress of this vital legislation, like many of the difficult issues confronting our nation, has not been without controversy or compromise. We hope in the support of civil rights that our leaders can come together across political, ideological, and other divisions to affirm a basic promise of our nation -- liberty and justice for all.

Sincerely,

+ James W. Malone

Most Reverend James Malone
Bishop of Youngstown
Chairman, Domestic Policy Committee

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184580

INCOMING

DATE RECEIVED: OCTOBER 22, 1990

NAME OF CORRESPONDENT: MS. ANTONIO HERNANDEZ

SUBJECT: EXPRESSES VIEWS REGARDING THE CIVIL RIGHTS
ACT OF 1990

R: 10/29
11:50
Kuo 10
OCT 25 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/22		C 90/10/30
	REFERRAL NOTE:				
<i>CUAT 10</i>		A	90/10/23		C 90/10/30 ^{WS}
	REFERRAL NOTE:				
<i>S. Green</i>		A	90/11/1		C 90/11/01 ^{WS}
	REFERRAL NOTE: <i>FOR Smg 159 sent</i>				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4900 4400 4640

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

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

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

8 HD

pro.

124580

**Mexican American
Legal Defense
and Educational Fund**

733 15th Street, N W
Suite 920
Washington, D C , 20005
(202) 628-4074
FAX (202) 393-4206



MALDEF

C. Boyden Gray

October 19, 1990

President George Bush
The White House
Washington, D.C. 20500

Dear President Bush:

I am writing on behalf of the Mexican American Legal Defense and Educational Fund (MALDEF) regarding the Civil Rights Act of 1990. As you may be aware, we are the nation's largest Hispanic civil rights law firm. We have filed major civil rights lawsuits in the areas of school desegregation, political access, immigration, and employment discrimination. All of these areas are important to the members of our community, but the elimination of discrimination in the workplace is essential to the advancement of equal opportunity in the economic sector. The bill which is about to come before you, the Civil Rights Act of 1990, will ensure that victims of employment discrimination have access to the courts to redress the discrimination they experience in the workplace.

The essential purpose of the Civil Rights Act of 1990 is to reverse a series of 1989 Supreme Court decisions which make it exceedingly difficult for Hispanics, blacks and women to prove job discrimination. The bill addresses several issues, including mixed motive discrimination, challenges to consent decrees, attorneys fees, damages and the appropriate burden of proof in employment discrimination cases. Most of your criticism, and the basis of your publicly announced decision to veto the legislation, has been focused on the burden of proof provisions.

Although these provisions merely restore the burden of proof standards used by the federal courts prior to the 1989 Supreme Court decision in Wards Cove, the leadership of the Justice Department has sought to characterize the Civil Rights Act of 1990 as a quota bill. According to these officials, the burden of proof standards in the bill are so difficult to meet that employers will be required to resort to the adoption of quotas in order to avoid discrimination lawsuits. For a number of reasons, this characterization of the Civil Rights Act as a quota bill is a severe distortion presumably intended to mislead you and members of Congress to oppose the bill.

First, under the current terms of the Civil Rights Act of 1990 the burden an employer must meet if a plaintiff makes out a prima

National Office

634 South Spring Street
11th Floor
Los Angeles, CA 90014
(213) 629-2512
FAX: (213) 629-8016

Regional Offices

542 South Dearborn Street
Suite 750
Chicago, IL 60605
(312) 427-9363

182 Second Street
2nd Floor
San Francisco, CA 94105
(415) 543-5598
FAX: (415) 543-8235

The Book Building
140 E Houston Street
Suite 300
San Antonio, TX 78205
(512) 224-5476
FAX (512) 224-5382

733 15th Street, N W.
Suite 920
Washington, D.C., 20005
(202) 628-4074
FAX: (202) 393-4206

facie case of disparate impact discrimination is not difficult. The bill states that job practices which have a discriminatory impact will have to be defended as being "significantly related to

successful job performance." Common sense dictates that an employer should be able to justify his employment practices as indeed measuring successful job performance. Many other practices and actions, including plant closings, bankruptcies and rules relating to the use of methadone, alcohol and tobacco are subject only to a test of bearing a "significant relationship to a manifest business objective." Thus the requirements of the bill can hardly be characterized as unduly burdensome or difficult to meet.

Second, despite repeated statements that the Civil Rights Act of 1990 will force employers to adopt quota systems, neither you nor your administration has ever substantiated this allegation. To the contrary, during the course of extensive hearings on the bill, none of the opponents of the legislation was able to produce a single witness who allegedly adopted quotas as a result of the burden of proof standard used prior to the Wards Cove decision. This bill merely returns the law to the standard which successfully dictated employment law decisions in the federal courts for nearly two decades.

Finally, in an attempt to address concerns surrounding the quota issue, the conferees inserted language which specifically states that nothing in the amendments "shall be construed to require or encourage an employer to adopt hiring or promotion quotas...". Thus, any fears that this is a quota bill can be put to rest.

Before you lies a piece of legislation which a large and bipartisan majority of the Congress supports. If you listen to the voices in your administration which have mischaracterized this legislation as a quota bill and decide to veto it, the nation will not remember you as one who supported civil rights in some areas, but rather as one who did not support civil rights at all. It is important to consider that an overwhelming majority of the voting population in the United States consists of people who are at risk of employment discrimination on the basis of race, sex or national origin. It is to these voters that you, your administration, and your party must answer.

Sincerely,

Antonia Hernandez

Antonia Hernandez
President and General Counsel

INCOMING

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184585

R: 10/29
11:50 A

AMOTO

DATE RECEIVED: OCTOBER 22, 1990

NAME OF CORRESPONDENT: MR. HORACE B. DEETS

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS
ACT OF 1990

OCT 23 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/22		C 99 10/30
	REFERRAL NOTE:				
<i>CUAT 10</i>		A	90/10/23		C 90/10/30
	REFERRAL NOTE:				
<i>S. Green</i>		A	90/11/1	<i>Sub H</i>	90/11/10
	REFERRAL NOTE: <i>FOR smg 159 sent</i>				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

PS

WS

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4900 4690

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

```

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

```

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

8/17

C. Boyden Gray

184585



Bringing lifetimes of experience and leadership to serve all generations.

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

On behalf of the American Association of Retired Persons (AARP), I strongly urge you to sign the Civil Rights Act of 1990.

AARP is our nation's largest organization of older Americans, a third of whom are in the workforce. AARP is dedicated to protecting and advancing the rights and interests of our members. Because the Civil Rights Act of 1990 provides significant benefits to our members in the workforce, it is important that it be signed into law.

The Civil Rights Act of 1990 protects the rights and interests of older workers in three important ways:

- o First, it would reverse a recent Supreme Court decision that seriously limits an older worker's right to challenge a discriminatory employment practice under the Age Discrimination in Employment Act (ADEA).
- o Second, it gives older workers the same period of time in which to file a charge with the Equal Employment Opportunity Commission (EEOC) as is provided for victims of other forms of discrimination.
- o Finally, it eliminates a statute of limitations that has, up to now cost thousands of workers their rights to bring claims to court when the EEOC fails to process age discrimination charges in a timely manner.

The Civil Rights Act of 1990 would restore the rights of all American workers, regardless of age, race, color, religion, sex, or national origin, to fair and unbiased treatment in the workplace. On behalf of our membership, I urge you to sign this very important legislation.

Respectfully yours,

A handwritten signature in cursive script that reads "Horace B. Deets".

Horace B. Deets

INCOMING

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184589

DATE RECEIVED: OCTOBER 22, 1990

NAME OF CORRESPONDENT: MR. JAMES M. MCGEE

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS
BILL OF 1990

R: 10/29
11:50A
DW 010

601 28 1830

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/22		C 90/10/30
	REFERRAL NOTE:				
<i>CUATIO</i>		A	90/10/23		C 90/10/30 ps
	REFERRAL NOTE:				
<i>S. Green</i>		A	90/11/1	<i>SPB</i>	C 90/11/1 d ps
	REFERRAL NOTE: <i>FOR smg 159 sent</i>				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 1180 1140 4300

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

```

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

```

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

184589

C. Boyden Gray

National Alliance of Postal and Federal Employees

1628 - 11TH STREET, N.W. • WASHINGTON, D.C. 20001

HOME OFFICE

ORGANIZED OCTOBER 6, 1913



LOCALS IN THIRTY-SEVEN STATES, DISTRICT OF COLUMBIA & THE VIRGIN ISLANDS

JAMES M. McGEE, President
CHARLES J. DENSON, JR., 1st Vice President
WYATT C. WILLIAMS, 2nd Vice President
SHIRLEY E. DAVIS, Secretary
LOUIS BLACKMON, JR., Treasury - Comptroller

OFFICE OF THE PRESIDENT
202-939-6325
FAX 202-939-6389

JACQUELYN C. MOORE, Editor
PRESIDENTIAL AIDES
COMER CASH
WILLIAM ALLEN
EUGENE A. BROCKINGTON

October 18, 1990

The President
The White House
Washington, D.C. 20500

Dear President Bush:

The National Alliance of Postal and Federal Employees strongly urge that you not veto the omnibus Civil Rights Bill and sign this important legislation into law.

This organization, composed of thousands of postal and federal employees, is committed to eradicating discrimination wherever it exist. The Civil Rights Bill will help to right some of the wrong that presently prevails in discrimination laws and regulations.

Sincerely,

James M. McGee
James M. McGee
National President

JMM:jhg

ID# 184768

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

AM 010

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: THE HONORABLE ROBERT ABRAMS

SUBJECT: URGES THE PRESIDENT TO APPROVE THE CIVIL RIGHTS ACT OF 1990; ENCLOSES A COPY OF A RESOLUTION PASSED BY THE NATIONAL ASSOCIATION OF ATTORNEYS GENERAL REGARDING CIVIL RIGHTS

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
LANNY GRIFFITH		ORG	90/10/23	<i>LG A</i>	<i>90/10/20</i>
	REFERRAL NOTE: _____				
	REFERRAL NOTE: _____				
	REFERRAL NOTE: _____				
	REFERRAL NOTE: _____				
	REFERRAL NOTE: _____				

COMMENTS: INCOMING RETURNED TO ANALYSIS FROM LANNY GRIFFITH FOR TRACKING, OCT 23 90

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 2200 4640 _____

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

```

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

```

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

THE WHITE HOUSE
WASHINGTON

October 26, 1990

Dear Attorney General Abrams:

On behalf of the President, thank you for your recent correspondence concerning the Civil Rights Act of 1990. The President believes that every individual should have an equal opportunity to participate fully in our society and that no one's race, color, national origin, religion, sex, or disability should be a barrier to advancement. To that end, the Administration has worked vigorously to enforce existing laws against discrimination and has carefully studied those areas where change has been proposed.

It is a matter of grave concern to the Administration and we appreciate learning your views on this very important subject. Unfortunately, the President was unable to support this legislation due to certain provisions that the Administration felt would stall our progress in ending discrimination. I have enclosed a copy of the President's statement regarding the bill. Please let me know if we can be of further assistance in any way.

Sincerely,



Lanny Griffith

Special Assistant to the President for
Intergovernmental Affairs

The Honorable Robert Abrams
Office of Attorney General
Department of Law
Albany, NY 12224



STATE OF NEW YORK
DEPARTMENT OF LAW
ALBANY 12224

ROBERT ABRAMS
ATTORNEY GENERAL

184768

October 18, 1990

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

As chief legal officer of the State of New York, and as the chair of the civil rights committee of the National Association of Attorneys General, I write to urge that you approve the Civil Rights Acts of 1990 in the version passed by the Congress this week. Enactment of the Civil Rights Act of 1990 will signal that the federal government remains committed to principles of fairness and equality, and will preserve citizen confidence that our system of laws permits meaningful redress from invidious discrimination in all of its forms.

It has been only a quarter of a century since the Civil Rights Act of 1964 became the law of the land. For most of those years, vigorous executive branch and private enforcement of anti-discrimination laws and the judiciary's fealty to Congress' purposes in passing them combined to change our social landscape in ways few dreamed possible twenty-five years ago. Despite the great strides we have made, however, we are far from achieving our national goal of erasing the scourge of bigotry. I, like many of my colleagues, was therefore dismayed last year by the Supreme Court's stunning retreat from the national commitment to eradicating employment discrimination. The Court's decisions not only turned the law in the wrong direction; they threaten to extinguish trust in the legal system, built on decades of slow but certain progress, as a means to overcome the reign of Jim Crow in our social and political institutions.

For those and other reasons, in July 1990 the National Association of Attorneys General adopted a resolution, a copy of which is attached, supporting enactment of the then-pending version of the Civil Rights Act of 1990. The compromise bill which eventually emerged from Congress merits your approval. It would create meaningful federal protection against on-the-job racial or

sexual harassment; it would ensure that there is a federal remedy whenever intentional discrimination plays a role in hiring or promotion decisions; it would provide victims of discrimination adequate time to seek redress for discriminatory practices by removing procedural barriers that presently exist; and it would encourage voluntary resolution of disputes by eliminating impediments to settlements now found in the law.

More important, the Civil Rights Act of 1990 would restore the rule announced in Griggs v. Duke Power Co. and its progeny, which existed prior to Wards Cove Packing Co. v. Atonio. Under that rule, an employer must show that an employment practice that disproportionately deprives classes of persons of job opportunities because of their race, gender, national origin or religion is essential to effective job performance. For twenty years, that rule proved to be workable. It was responsible for opening a wide array of jobs in the public and private sector to minorities and women, and served as the catalyst that led employers to develop employee selection devices that best identify those truly capable of performing the job.

The Wards Cove case, which, in effect, overruled Griggs, thwarts that progress by requiring that persons challenging a discriminatory practice prove that it is not necessary to the employer's business. Relieving an employer of the obligation to justify its discriminatory policies is unfair and counterproductive. Furthermore, the criticism that restoring the Griggs rule will cause employers to adopt "quotas" simply cannot be supported, as nearly twenty years of experience with the rule proved.

Provisions of the bill that authorize the recovery of damages, including a substantially weakened provision authorizing punitive damages for intentional discrimination, also deserve approval. Damages awards compensate serious injury, and provide an effective deterrent to racial discrimination and numerous other forms of unlawful conduct. I see no justification for insulating employers who discriminate against women from awards of compensatory damages. Nor does it serve the Nation's interest to protect those who intentionally violate the law from the remedies that would most effectively discourage their conduct. The provision for awarding punitive damages is not open-ended; it is capped at \$150,000.00 or the sum of the compensatory damages and the equitable monetary award, whichever is greater. It is further limited by the exclusion of punitive damage awards in "mixed motive" cases, thereby assuring that punitive damages may be awarded for clear intentional discrimination only.

Last year's Supreme Court employment discrimination decisions sent the chilling message that our country is no longer committed to combatting the evils of discrimination. Congress has now moved to signal anew that the eradication of discrimination

remains a national goal of the highest priority. A veto of this important legislation would set an unfortunate tone of tolerance for bigotry, and could lead to unnecessary strife. I therefore urge you to sign the Civil Rights Act of 1990 into law so that we can continue our fight for fundamental fairness and equality for all our citizens.

Sincerely,


ROBERT ABRAMS

NATIONAL ASSOCIATION OF ATTORNEYS GENERAL

Adopted

**Summer Meeting
July 8-11, 1990
Asheville, North Carolina**

CIVIL RIGHTS ACT OF 1990

WHEREAS, discrimination on the basis of race, color, religion, national origin and sex threatens the rights and proper privileges of people of the United States and threatens the peace, order, health, safety and general welfare of the several states; and

WHEREAS, the Civil Rights Law of 1866 and the Civil Rights Act of 1964 were intended to eliminate discrimination based on race, color, religion, national origin, and sex in the workplace and elsewhere; and

WHEREAS, decisions of the United States Supreme Court during its 1988 term interpreting these laws significantly alter and burden victims of discrimination in their efforts to obtain redress for their injuries; and

WHEREAS, Congress has under consideration the Civil Rights Act of 1990, S. 2104 and H.R. 4000, which would reaffirm the national commitment to eliminating discrimination from our society; and

WHEREAS, as Attorneys General, we oppose discrimination based on race, color, religion, national origin, and sex and favor civil rights laws to protect against discrimination:

NOW, THEREFORE, BE IT RESOLVED THAT THE NATIONAL ASSOCIATION OF ATTORNEYS GENERAL:

- 1) supports the passage of the Civil Rights Act of 1990;
- 2) directs its Executive Director and General Counsel to transmit this resolution of support to President Bush, the Congress, and other interested organizations.

Abstentions: Attorney General Ken Eikenberry, Washington

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184843

MMO
R 1/10/29

INCOMING

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MR. JOHN ROY CASTILLO

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS
ACT OF 1990

OCT 23 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
<i>CUOFC</i> E. BOYDEN GRAY		ORG	90/10/23		<i>C 90/10/30</i>
	REFERRAL NOTE: _____				
<i>CUAT 10</i>		<i>A</i>	<i>90/10/24</i>		<i>C 90/10/30 PS</i>
	REFERRAL NOTE: _____				
<i>S. Green</i>		<i>A</i>	<i>90/11/1</i>	<i>SB</i>	<i>A 90/11/1</i>
	REFERRAL NOTE: <i>FOR smg 159 sent</i>				
	REFERRAL NOTE: _____				
	REFERRAL NOTE: _____				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA: T INDIVIDUAL CODES: 4900 4400 _____

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

```

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

```

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

E.
C. Boulder Gray

MI 922

184843

4-0010285293 10/22/90

ICS IPMRNCZ CSP

5025893300 POM TDRN LOUISVILLE KY 47 10-20 09106T A8:23

PMS PRESIDENT GEORGE BUSH

WHITE HOUSE DC 20500

DEAR MR PRESIDENT THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS
WITH A MEMBERSHIP OF MORE THAN 400 PROFESSIONALS NOW MEETING IN
LOUISVILLE KENTUCKY STRONGLY URGES YOU TO SHOW YOUR SINCERITY AND
COMMITMENT IN ELIMINATING EMPLOYMENT DISCRIMINATION BY IMMEDIATELY
SIGNING THE CIVIL RIGHTS ACT OF 1990 INTO LAW.

JOHN ROY CASTILLO.PRESIDENT

605 20TH ST

BOULDER CO 80302

*- National Assoc. of
Human Rights Workers*

0634 EST

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184852

NUO 10

INCOMING

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MR. JACK PARTON

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS
ACT OF 1990

00128 1050

R: 10/29

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
<i>CUOFC</i> C. BOYDEN GRAY		ORG	90/10/23		<i>90/10/30</i>
	REFERRAL NOTE:				
<i>CUAT 10</i>		<i>A</i>	<i>90/10/24</i>		<i>90/10/30 PS</i>
	REFERRAL NOTE:				
<i>S. Green</i>		<i>A</i>	<i>90/11/1</i>	<i>FOR smg 159</i>	<i>90/11/10</i>
	REFERRAL NOTE:				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA: T INDIVIDUAL CODES: 4300 _____

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

```

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

```

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

BUT ALSO TO BE REMEMBERED IN HISTORY AS A PRESIDENT ON THE SIDE OF
EQUALITY FOR ALL AMERICANS.

I FURTHER IMPLOR AND URGE YOU TO HEED OUR REQUEST, THEREBY PROVING
THAT THE UNITED STATES OF AMERICA TRULY STANDS FOR "ONE NATION UNDER
GOD. INDIVISIBLE. WITH LIBERTY AND JUSTICE FOR ALL."

SINCERELY YOURS.

50,000 MEMBERS UNITED STEELWORKERS OF AMERICA. DISTRICT 31. JACK
PARTON, DIRECTOR
720 WEST CHICAGO AVE. ROOM 211
EAST CHICAGO IN 46312

1316 EST

Wooden Gray *rw* *184853*
4-0151135295 10/22/90

ICS IPMRNCZ CSP

3122215727 POM TDRN CHICAGO IL 127 90 OCT 22 1175 EST 73.04

PMS PRESIDENT GEORGE BUSH RPT DLY MGM

WHITE HOUSE DC 20500

DEAR MR PRESIDENT:

ON BEHALF OF THE MEMBERS OF DISTRICT 31. UNITED STEELWORKERS OF
AMERICA. WE URGE YOU TO SIGN THE CIVIL RIGHTS ACT OF 1990.

THE VOICE OF THE CITIZENRY HAVE BEEN HEARD LOUD AND CLEAR IN THE
OVERWHELMING VOTES FOR PASSAGE IN BOTH HOUSES OF THE U. S. CONGRESS.

MR PRESIDENT. BY SIGNING THE BILL INTO LAW YOU HAVE A UNIQUE
OPPORTUNITY NOT ONLY TO RESPOND POSITIVELY TO THE WILL OF THE PEOPLE

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184859

INCOMING

AUO 10

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MR. ARTHUR E. TEELE JR.

03128 1530

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS
ACT OF 1990

R: 10/29

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
<i>CUOFC</i>					
C. BOYDEN GRAY		ORG	90/10/23		<i>C 9/10/30</i> <i>WS</i>
	REFERRAL NOTE:				
<i>CUAT 10</i>		A	90/10/24		<i>C 9/10/30</i>
	REFERRAL NOTE:				
<i>S. Green</i>		A	90/11/1	<i>SBG</i>	<i>90/11/10</i> <i>PS</i>
	REFERRAL NOTE: <i>FOR Smg 159</i>				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA:T INDIVIDUAL CODES: 4900 4200 _____

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

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

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

8
C. Boyden Gray

pro

184859

4-021565S295 10/22/90

ICS IPMBNGZ CSP

2027266141 POM TDBN WASHINGTON DC 106 10-22 0000CT 22 P4:06

FMS PRESIDENT GEORGE BUSH

WHITE HOUSE DC 20500

WHERE AS THE 1990 AMENDMENT TO THE CIVIL RIGHTS BILL OF 1964 SEEKS TO OVERTURN THE RESULTS OF 5 RECENT SUPREME COURT RULINGS THAT SET BACK THE ECONOMIC PROGRESS OF AFRICAN AMERICAN PEOPLE; SEEKS TO STRENGTHEN CIVIL RIGHTS LAWS THAT BAN DISCRIMINATION IN EMPLOYMENT; WILL CLARIFY VAGUE LANGUAGE WHICH ALLOWS NARROW INTERPRETATION; AND WHERE AS THE NATIONAL BUSINESS LEAGUE IS COMMITTED TO THE ECONOMIC EMPOWERMENT OF AFRICAN AMERICAN PEOPLE. WHICH INCLUDES THE PROTECTION OF ONES RIGHT TO EARN A LIVING. IT HAS BEEN RESOLVED THAT THE NATIONAL BUSINESS LEAGUE URGES PRESIDENT BUSH TO SIGN THE 1990 CIVIL RIGHTS BILL INTO LAW WITH NO FURTHER DELAY.

ARTHUR E. TEELE, JR., PRESIDENT NATIONAL BUSINESS LEAGUE (4324
GEORGIA AVE WASHINGTON DC 20011)
4324 GEORGIA AVE
WASHINGTON DC 20011

1506 EST

ID# 184872

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

Auto 10/23

INCOMING

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MRS. DELORES L. KENNEDY WILLIAMS

SUBJECT: URGES THE PRESIDENT NOT TO VETO THE CIVIL RIGHTS ACT OF 1990

10/23/90

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
<u>CUOFC</u>					
<u>C. BOYDEN GRAY</u>		ORG	90/10/23		C 90/10/30
	REFERRAL NOTE:				
<u>CUAT 10</u>		A	90/10/24		C 90/10/30
	REFERRAL NOTE:				
<u>S. Green</u>		A	90/11/1		C 90/11/01
	REFERRAL NOTE: FOR Smg 159				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:T INDIVIDUAL CODES: 4800

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

```

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

```

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

8
C. Boyden Gray

184872

4-0056526295 10/22/90

ICS IPMBNGZ CSP

2023718886 POM TDBN WASHINGTON DC 59010CT2210AM: 27

PMS PRESIDENT GEORGE BUSH

WHITE HOUSE DC 20500

DEAR PRESIDENT BUSH.

ON BEHALF OF THE 800,000 MEMBERS OF THE WOMENS MISSIONARY SOCIETY OF
THE AFRICAN METHODIST EPISCOPAL CHURCH. WE URGE YOU TO DO NOT VETO
THE CIVIL RIGHTS BILL OF 1990.

DELORES L KENNEDY WILLIAMS. PRESIDENT
WOMENS MISSIONARY SOCIETY
AFRICAN METHODIST EPISCOPAL CHURCH
1134 11 ST NORTHWEST

WASHINGTON DC 20001

1134 11 ST NORTHWEST
WASHINGTON DC 20001

1023 EST

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184974

11010

INCOMING

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MR. HAROLD R. SIMS

R: 10/29

SUBJECT: URGES THE PRESIDENT TO SUPPORT THE CIVIL RIGHTS BILL OF 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/23		<i>C 90/10/30</i>
<i>CUAT 10</i>	REFERRAL NOTE:	<i>A</i>	<i>90/10/24</i>		<i>C 90/10/30</i>
<i>S. Green</i>	REFERRAL NOTE:	<i>A</i>	<i>90/11/1</i>	<i>10/26/90</i>	<i>90/11/01</i>
	REFERRAL NOTE: <i>FOR Smg 159</i>	<i>0</i>			
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4680 4400

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

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

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



184974

National Black Republican Civil Rights Task Force
1333 H Street, N.W.
2nd Floor - West Wing
Washington, D.C. 20005
(202)898-0749

Advisory Board

C B Gray

T.M. Alexander
Maurice Barksdale
Ellis J. Bonner
Melvin Bradley
Fred Brown
Robert Brown
Melvin Bush
Samuel Cornelius
Curtis Crawford
Jeri W. Crisman
Scott Davis
James Denson
Eugene H. Dibble
Lewis R. Dodd
Susan Eddington
Arthur Fletcher
Wendell Freeland
John Fonteno
Curtis Foster
Vera Gunn
Edward Hayes, Jr.
Rev. E.V. Hill
Howard Jenkins
Timothy Jenkins
Frank Kent
Gerald Kisner
Lawrence Landry
Robert E. Lee
Dr. Henry Lucas
Arthur McZier
Eulis Moore
Natalie Moorman
William Pickard, Ph.D.
Jack Robinson
Andrew Rollins
Harold R. Sims
Rt. Rev. Johnnie M. Smith
Willa Hall Smith
Leroy Tombs
Clarence Townes
Mary Walker
W. Lawrence Wallace
Milton A. White
Dr. Fred J. Williams
Arnell Willis
James Woods
Herbert Wright

Chairmen

Milton Bins
Rev. Maurice Dawkins

Vice-Chairmen

Benjamin Andrews
Celes King
Clarence McKee
Pluria Marshall
Dr. Gloria E.A. Toots

Chairman

Executive Committee

John L. Wilks

Treasurer

Judith M. Jackson

Secretary

Marti J. Holman

October 15, 1990

Honorable George Bush
President of the United States
The White House
Washington, D. C.

Dear Mr. President:

On behalf of the Black Republicans Civil-Rights-Task-Force, an organization dedicated to keep the general public aware of the historical leadership role of the Republican Party in civil rights, I write to strongly urge that you support the Civil Rights Bill of 1990, which has been passed by the Congress. As your long time supporters, we are aware, Mr. President, that you personally know more Black Americans than any person who has ever occupied the esteemed office of the Presidency, and we are therefore hopeful that you will find among them persons whose honor and judgment you can trust with regard to these issues so central to our survival in particular and the racial harmony of the Nation in general. It is disturbing to note at this late date how much weight is given to the opinions of those who continue to oppose this Civil Rights Bill in view of their personal limited experience as compared with persons and organizations whose priority for existence has been to eradicate the historic injustice in our society up from slavery that brought about a need for the government to provide legal protection for African American citizens.

We believe Mr. President that those who advise opposition to this Bill which essentially restores rights that existed over the past 18 years, lack the sensitivity to see the destructive implications of such an action to the thirty to forty percent Black military personnel poised for war in the Middle East. This clearly is an open invitation for the enemy to exploit through propaganda techniques.

Honorable George Bush
October 15, 1990
Page Two

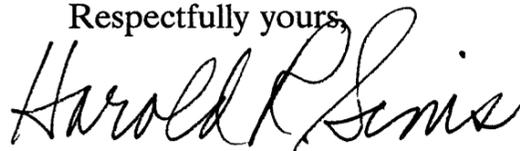
Mr. President, you personally, through your constructive sense of purpose, your appeal to the Thousand Points of Light has earned the approval of all Americans. Black Americans, for the first time in the history, are giving you, a Republican, the same approval rating as are other Americans.

As Black Republicans we know that it was a Republican led Supreme Court which launched the modern day civil rights movement, and a Republican, President Eisenhower, who enforced its implementation. Therefore, we welcome your politics of inclusiveness which has gained favor with all Americans.

To veto this Civil Rights Bill would be a setback for your constructive leadership in the eyes of many Americans and would be disastrous with Black Americans.

Black Americans understand that quotas are restrictive and therefore would be the first to resist any such mandate. The Civil Rights Bill of 1990 holds no restrictive threats but rather is a safeguard against discrimination. Again, Mr. President we urge you to sign this Bill. To do otherwise would send the wrong signal to the Nation and the world and particularly to the Third World.

Respectfully yours,



Harold R. Sims
Historian

HHS
tbw

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184976

INCOMING

Handwritten: AU 610
10/29
R: 10/29
6 pm.

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MR. JUAN MIRELES

SUBJECT: URGES THE PRESIDENT TO RECONSIDER HIS THREAT
TO VETO THE CIVIL RIGHTS ACT OF 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/23		C 90/10/30
	REFERRAL NOTE: <u>CUAT 10</u>	A	90/10/24		C 90/10/30 PS
	REFERRAL NOTE: <u>S. Green</u>	A	90/11/1		90/11/1
	REFERRAL NOTE: <u>FOR smg 159</u>				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4900 1161

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

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

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



124976

AMERICAN GI FORUM OF THE UNITED STATES
NATIONAL VETERANS FAMILY ORGANIZATION

10/18/90
C. B. Emery

October 18, 1990

The President
The White House
Washington, D.C.

Mr. President:

On behalf of the membership and Board of Directors of the American GI Forum of the United States, I write to strongly urge you reconsider your threat to veto the Civil Rights Act of 1990.

It is our belief that this bill would do much to restore what seems to be an eroding belief that the United States is the land of equal opportunity and justice for all citizens.

This legislation is timely and would establish the types of affirmative action remedies needed to combat the types of institutional racism Hispanics, women, and other minorities continue to face today.

Again, I strongly urge you reconsider your current position and sign this important major piece of civil rights legislation into law.

Respectfully yours,

Juan M. Mireles

Juan Mireles,
Chairman, American GI Forum
of the United States

cc: National Officers
State Chairmen

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184977

INCOMING

AM010

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: DR. WILLIAM D. LEWIS

0726153

R: 10/29

SUBJECT: URGES THE PRESIDENT TO VETO S. 2104, THE
CIVIL RIGHTS ACT OF 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/23		<i>C 90/10/30</i>
<i>CUAT10</i>	REFERRAL NOTE: _____	<i>A</i>	<i>90/10/24</i>		<i>C 90/10/30</i>
<i>S. Green</i>	REFERRAL NOTE: _____	<i>A</i>	<i>90/11/1</i>	<i>SP</i>	<i>90/11/01</i>
	REFERRAL NOTE: <i>FOR Smg 139</i>				<i>SMG-139</i>
	REFERRAL NOTE: _____				
	REFERRAL NOTE: _____				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4690 _____

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

```

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

```

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

HP

184977



American Consulting Engineers Council

1015 Fifteenth Street, N.W., Washington, D.C. 20005

202-347-7474

FAX 202-898-0068

William D. Lewis, P.E., President

Please reply to: ASL Consulting Engineers
55 East Huntington Drive, Suite 200
Arcadia, California 91006
818-447-4494
Fax: 818-447-4543

October 22, 1990

Handwritten note:
C. D. Lewis

The Honorable George Bush
The White House
Washington, DC 20500

Dear Mr. President,

The American Consulting Engineers Council strongly urges you to veto S. 2104, entitled the Civil Rights Act of 1990. We do not believe the Congress has addressed your objections and concerns about the proposed law. Neither have they responded to our 5,000 member firms' concerns about the lack of reasonable standards for fair employment practices and the vastly increased liability from lawsuits that the bill promises.

We strongly support increased opportunity for minorities and women to become engineers. There is a growing shortage of trained technical employees and we recognize our future workforce must be drawn from these under-represented groups in our profession. But increased opportunities in our firms will only occur from improved math and science education programs, which we are actively supporting. It will not occur through legislation such as S. 2104.

We support a meaningful civil rights law which truly extends the justice of job opportunities. But a bill which threatens the jobs and the firms which provide them with bankruptcy through protracted and expensive lawsuits benefits no one except the trial lawyers.

We believe that the only course available is the exercise of your veto authority, therefore we urge you to veto S. 2104.

Sincerely yours,

William Lewis
President

LDB:ml

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184991

NUO10

INCOMING

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MR. W. JERRY VEREEN

(initials)

SUBJECT: URGES THE PRESIDENT TO VETO THE CIVIL RIGHTS
BILL OF 90

R: 10/29

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/23		C 90/10/30
<i>CUAT10</i>		L	90/10/24		C 90/10/30 PS
<i>S. Green</i>		A	90/11/1	<i>copy to 90/11/01</i>	<i>516-159/serif</i>

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4900 4200 _____

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

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

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



1 84991

AMERICAN APPAREL MANUFACTURERS ASSOCIATION, INC.

OFFICE OF THE CHAIRMAN OF THE BOARD
AND CHIEF EXECUTIVE OFFICER

✓ **W. JERRY VEREEN**
PRESIDENT, TREASURER AND
CHIEF EXECUTIVE OFFICER
RIVERSIDE MANUFACTURING COMPANY
P.O. Box 460
MOULTREE, GA 31776

October 22, 1990

The Honorable George Bush
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. President:

On behalf of the American Apparel Manufacturers Association, we strongly urge you to veto Civil Rights Bill which establishes unworkable and discriminatory quota system and pledge our support to uphold your position in the Congress.

AAMA is the central trade association for the U.S. apparel industry representing some two-thirds of domestic apparel production.

Sincerely,


W. Jerry Vereen
Chairman

WJV:kcm

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

ID# 184999

11010

INCOMING

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MR. T. PETER RUANE

10/29

R: 10/29

SUBJECT: URGES THE PRESIDENT TO VETO THE CIVIL RIGHTS
ACT OF 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
C. BOYDEN GRAY		ORG	90/10/23		<i>C 90/10/30</i>
<i>CUAT 10</i>	REFERRAL NOTE:	<i>A</i>	<i>90/10/24</i>		<i>C 90/10/30 PS</i>
<i>S. Green</i>	REFERRAL NOTE:	<i>A</i>	<i>90/10/11</i>	<i>SG</i>	<i>A 90/11/18/</i>
	REFERRAL NOTE: <i>FOR Smg 159</i>				<i>5-11-9 sent</i>
	REFERRAL NOTE:				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4200 4900

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

```

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

```

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

Chairman CHARLES A. MACHEMEHL, JR., Senior Vice Chairman J. C. LANFORD
 Treasurer JAMES A. CAYWOOD, President/CEO T. PETER RUANE
 Vice Chairmen JOHN P. RUTTER, R. T. SUMMERS, JAY R. TAYLOR, JAMES A. MADARA
 Division Presidents KENNETH R. REZENDES, JOHN J. HENRY, PAUL C. OAKLEY,
 R. VARADARAJAN, JOHN D. MILNE, J. R. LONGENECKER, RONALD W. DUNMIRE



American Road & Transportation Builders Association

October 19, 1990

11
C.B. Gray

The Honorable George Bush
 The White House
 Washington, D.C. 20500

Dear Mr. President:

The members of the American Road and Transportation Builders Association (ARTBA) urge you to veto the *Civil Rights Act of 1990*. The *Civil Rights Act of 1990* would force employers to hire based on quotas and place undue burdens on employers.

ARTBA and its 4,000 members believe in equal employment wherein every person is hired according to qualifications and promoted based on performance. We also believe that every applicant deserves equal treatment when interviewing for a job. ARTBA realizes that employers must make every effort to employ minorities and women when possible. However, we do not believe an employer should be required to hire people for jobs they are not qualified to fill, nor should an employer be required to fill an arbitrary quota.

The *Civil Rights Act of 1990* places the burden of proof on employers instead of the plaintiffs in employment discrimination cases and would expand Title VII of the Civil Rights Act to include punitive and compensatory damages. This provision would eliminate an incentive for quick resolution of disputes (a primary goal of our current civil rights laws) and cause lengthy, expensive and often unnecessary litigation.

ARTBA hopes you will veto final passage of the *Civil Rights Act of 1990*. Do not place employers in a position that makes them less competitive by requiring them to hire someone not qualified in order to fill an arbitrary goal or quota.

Thank you for your consideration.

Sincerely,

T. Peter Ruane
 President & CEO

TPR:alc

AMERICAN ROAD & TRANSPORTATION BUILDERS ASSOCIATION
1990 OFFICERS

Chairman CHARLES A. MACHEMEHL, JR. Vulcan Materials Company Birmingham, Alabama	Senior Vice Chairman J. C. LANFORD Adams Construction Company Roanoke, Virginia	Treasurer JAMES A. CAYWOOD ARTBA Dickerson, Maryland	President/CEO T. PETER RUANE ARTBA Washington, D.C.
Vice Chairman Northeastern Region JOHN P. RUTTER G. A. and F. C. Wagman, Inc. York, Pennsylvania	Vice Chairman Southern Region R. T. SUMMERS Summers-Taylor, Inc. Elizabethton, Tennessee	Vice Chairman Central Region JAY R. TAYLOR Amerace Corp. Niles, Illinois	Vice Chairman Western Region JAMES A. MADARA Gannett Fleming, Inc. Los Angeles, California

PRESIDENTS OF ORGANIZED DIVISIONS

Contractors KENNETH R. REZENDES K. R. Rezendes, Inc. Assonet, Massachusetts	Transportation Officials J. R. LONGENECKER Ohio Department of Transportation Columbus, Ohio	Educational JOHN J. HENRY The Pennsylvania Transportation Institute University Park, Pennsylvania	Planning & Design R. VARADARAJAN Rajan-McQueen & Associates Rockville, Maryland
Manufacturers (CIMA) RONALD W. DUNMIRE Cedarapids Inc. Cedar Rapids, Iowa	Traffic Safety Industry JOHN D. MILNE 3M St. Paul, Minnesota	Materials & Services PAUL C. OAKLEY Association of American Railroads Washington, DC	

THE ABOVE INDIVIDUALS, PLUS THE ARTBA IMMEDIATE PAST CHAIRMAN M. O. BRENDEN ARE ALL MEMBERS OF THE EXECUTIVE COMMITTEE

ADVISORY COUNCIL CHAIRMEN

Highways HAROLD L. MICHAEL Purdue University West Lafayette, Indiana	Airports MICHAEL D. STEER Greiner, Inc. Timonium, Maryland	Public Transit ELLY MANOV VEP Associates, Inc. West Caldwell, New Jersey	Public/Private Ventures HENRY C. SCHRADER URS Consultants Potomac, Maryland	Transportation Safety J. M. ESSEX Energy Absorption Systems Chicago, Illinois	Railroads MAX R. SPROLES De Leuw, Cather & Company Washington, D.C.
---	---	---	--	--	--

PAST CHAIRMEN

M. O. BRENDEN Brenden Construction, Inc. Eau Claire, Wisconsin	JOSEPH R. PERINI Perini Corporation Framingham, Massachusetts	RICHARD R. STANDER, SR. Mansfield Asphalt Paving Company Mansfield, Ohio	RALPH E. HEFFNER Heffner Construction Co. Celina, Ohio
DANIEL J. SPIGAI Howard Needles Tammen & Bergendoff Alexandria, Virginia	JAMES A. CAYWOOD (Retired) De Leuw, Cather & Company Washington, D.C.	WILBUR S. SMITH Wilbur S. Smith Management Columbia, South Carolina	ROBERT G. BARTLETT National Stone Association Washington, D.C.
DENVER COLLINS, JR. Marshal C. Rardin & Sons, Inc. Akron, Ohio	DAVID H. BURROWS (Retired) Wiley N. Jackson Company Roanoke, Virginia	J. L. CONE, JR. The Cone Corporation Tampa, Florida	ROBERT S. HOLMES Eno Foundation for Transportation Hilton Head, South Carolina
GARY L. GODBERSEN GOMACO Corporation Ida Grove, Iowa	W. B. ELINE Snap-Tite, Inc. Pepper Pike, Ohio	RAY W. BURGESS (Retired) Department of Public Works Baton Rouge, Louisiana	J. BURCH McMORRAN (Retired) New York, DOT Troy, New York
R. E. HIRSCHMAN Elderlee, Inc. York, Pennsylvania	A. B. LONG, JR. Long Construction Company Knoxville, Tennessee	EUGENE J. PELTIER (Retired) Sverdrup Corporation St. Louis, Missouri	NELLO L. TEER, JR. (Retired) Nello L. Teer Company Durham, North Carolina

The ARTBA Board of Directors also includes sixty directors, twenty serving three-year terms ending in 1991, 1992 and 1993 respectively. All chairmen or presidents of state chapters with more than ten members, or their designee, shall serve as director during their term of office.

ID# 185001

THE WHITE HOUSE
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

NU 010

DATE RECEIVED: OCTOBER 23, 1990

NAME OF CORRESPONDENT: MS. JOANNE M. COLLINS

SUBJECT: URGES THE PRESIDENT NOT TO VETO THE CIVIL RIGHTS BILL OF 1990

ROUTE TO: OFFICE/AGENCY	(STAFF NAME)	ACTION		DISPOSITION	
		ACT CODE	DATE YY/MM/DD	TYPE RESP	C COMPLETED D YY/MM/DD
BILL CANARY		ORG	90/10/23	<i>WC</i>	<i>90/11/13¹³</i>
	REFERRAL NOTE:				
	REFERRAL NOTE:				
	REFERRAL NOTE:				
	REFERRAL NOTE:				
	REFERRAL NOTE:				

COMMENTS: _____

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 2600 _____

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

- ```

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

```

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

THE WHITE HOUSE

WASHINGTON

November 13, 1990

Dear Ms. Collins:

On behalf of President Bush, thank you for your message concerning the Kennedy-Hawkins Civil Rights Act of 1990, legislation the President deeply regrets that he could not sign.

Equality of opportunity is a fundamental value Americans hold dear, and President Bush believes that every citizen is entitled to fair treatment -- a fair chance. As the President has said, "Discrimination, whether on the basis of race, national origin, sex, religion, or disability is worse than wrong. It is a fundamental evil that tears at the fabric of our society, and one that we should and must oppose."

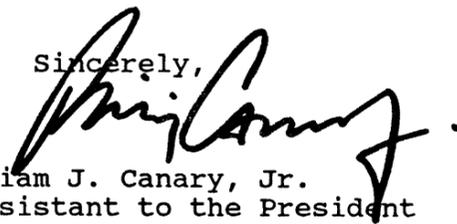
Kennedy-Hawkins did contain provisions that the President strongly endorsed. There were, however, fatal flaws in the bill. Despite the use of the term "civil rights" in its title, that bill actually employed a maze of highly legalistic language that would have introduced the destructive force of quotas into our Nation's employment system. Kennedy-Hawkins contained several other unacceptable provisions, including some that would have insulated illegal quota schemes from legal challenge by those individuals they impact, and others that would have created inappropriate incentives for costly litigation.

A central goal, and indeed, a promise of the Bush Administration has been equal opportunity and equal protection under the law. When legislation, however well-intentioned, has the impact of leading employers to adopt hiring and promotion quotas, equal opportunity is not advanced, rather it is thwarted.

President Bush is committed to ensuring that all American workers will be judged on their skills and their work, not on the color of their skin or their gender. That very commitment to equality, fairness, and justice is the reason that he was compelled to veto the bill approved by the Congress, since any bill that results in quotas is contrary to those very principles. To demonstrate his commitment to the stated purposes of Kennedy-Hawkins, the President sent to Congress a sound civil rights bill, containing all of the main provisions in Kennedy-Hawkins, but which accomplished its goal of lessening employment discrimination without resort to hiring quotas. Unfortunately, the Congress adjourned without acting on the President's bill.

I sincerely appreciate your bringing your concerns to the attention of the Administration.

Sincerely,



William J. Canary, Jr.  
Special Assistant to the President  
for Intergovernmental Affairs

Ms. Joanne M. Collins  
Councilwoman  
City of Kansas City  
24th Floor, City Hall  
Kansas City, Missouri 64106



City of Kansas City, Missouri  
Heart of America

**Joanne M. Collins**

Councilwoman at large, 3rd District

185001

24th Floor, City Hall  
Kansas City, Missouri 64106

816 274 1321

October 15, 1990

B. Collins  
The Honorable George Bush  
The White House  
Washington, DC 20500

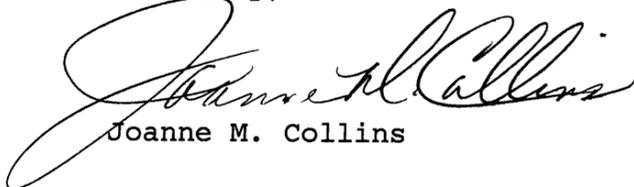
Dear President Bush:

It is with the greatest urgency that I ask you not to veto the Civil Rights Bill. A veto of this legislation would guarantee you a position similar to that held by former Senators Bilbo, Eastland, Rankin, "Cotton" Ed Smith and Russell. Since the calendar year 1976, events in the civil rights arena have experienced a serious downturn which continues to disadvantage previously disadvantaged minorities and women.

We have found Affirmative Action to be a decent and honorable position for our nation to embrace, especially when the backdrop of history is noted. We have never had a quota operating in America to date, except those imposed by a judge against the Alabama Highway Patrol. There will never be a situation of true reverse discrimination until all minorities and all women achieve parity of opportunity in this country. We are not there yet; don't make it worse, please sir.

Please reconsider and review with advisors who have experience in human rights legislation.

Sincerely,

  
Joanne M. Collins

ID# 185180

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

HU010  
R: 10/31

INCOMING

DATE RECEIVED: OCTOBER 24, 1990

NAME OF CORRESPONDENT: MS. ALDENITA SCOTT DAVIS

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS  
BILL OF 1990

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)   | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C<br>D | COMPLETED<br>YY/MM/DD |
|----------------------------|----------------|-------------|------------------|--------------|--------|-----------------------|
| C. BOYDEN GRAY             |                | ORG         | 90/10/24         |              |        | 90/11/01              |
|                            | REFERRAL NOTE: |             |                  |              |        |                       |
| CUAT 10                    |                | A 00        | 90/10/25         |              |        | 90/11/01              |
|                            | REFERRAL NOTE: |             |                  |              |        |                       |
| S. Green                   |                | A           | 90/11/05         | SG           |        | 90/11/06              |
|                            | REFERRAL NOTE: |             |                  |              |        |                       |
|                            | REFERRAL NOTE: |             |                  |              |        |                       |
|                            | REFERRAL NOTE: |             |                  |              |        |                       |

C  
C  
C  
C

COMMENTS:

ADDITIONAL CORRESPONDENTS: 1 MEDIA:T INDIVIDUAL CODES: 4900 4640

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

```

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

```

REFER QUESTIONS AND ROUTING UPDATES TO CENTRAL REFERENCE  
(ROOM 75, OE0B) EXT-2590  
KEEP THIS WORKSHEET ATTACHED TO THE ORIGINAL INCOMING  
LETTER AT ALL TIMES AND SEND COMPLETED RECORD TO RECORDS  
MANAGEMENT.

8  
*C. Boyden Gray*

185180

4-0043335295 10/22/90

ICS IPMBNGZ CSP

2027373556 POM TDBN WASHINGTON DC 23 10-22 0954 EST 30 OCT 22 09:55

PMS PRESIDENT GEORGE BUSH

WHITE HOUSE DC 20500

THE NATIONAL BAR ASSOCIATION URGES YOU TO SIGN THE 1990 CIVIL RIGHTS  
BILL IN THE INTEREST OF JUSTICE AND FAIRNESS TO ALL AMERICAN.

ALDENITA SCOTT DAVIS / PRESIDENT, NBA

IRIS MCCOLLUM GREEN, CHAIRMAN, CIVIL RIGHTS SECTION, NBA

1155 15 ST NW SUITE 1100

WASHINGTON DC 20005

0954 EST

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 185181

INCOMING

HU 010  
R 10/31  
5:00

DATE RECEIVED: OCTOBER 24, 1990

NAME OF CORRESPONDENT: MR. THOMAS A. DUCKENFIELD

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS  
ACT OF 1990

| ROUTE TO:<br>OFFICE/AGENCY (STAFF NAME) | ACTION      |                  | DISPOSITION  |                           |
|-----------------------------------------|-------------|------------------|--------------|---------------------------|
|                                         | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| C. BOYDEN GRAY                          | ORG         | 90/10/24         |              | 90/11/01                  |
| REFERRAL NOTE: CUAT 10                  |             | A 90/10/25       |              | 90/11/06                  |
| REFERRAL NOTE: S. Green                 |             | A 90/10/25       |              | 90/11/06                  |
| REFERRAL NOTE: FOR smg 159              |             |                  |              |                           |
| REFERRAL NOTE:                          |             |                  |              |                           |
| REFERRAL NOTE:                          |             |                  |              |                           |

C  
C  
C  
C

COMMENTS: SEE ID 145313CU, 145531

ADDITIONAL CORRESPONDENTS: MEDIA:T INDIVIDUAL CODES: 4900 4640

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

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

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

---

THE WHITE HOUSE  
WASHINGTON

Date: 10-24

TO: *C Boyden Gray*

*Do you want to respond to  
this writer? Please see  
previous correspondence  
(attached blue sheets).*

*Return if you want our  
Office to send a  
routine reply. (w/blue sheet)*

*Thank you -*

FROM: KATHY BAKER *KB*  
Presidential Correspondence,  
Mail Analysis  
Room 58, Extension 6600

---

S C. Boyden Gray

185181

4-005867S293 10/22/90

ICS IPMRNCZ CSP

2028299305 POM TDRN WASHINGTON DC 49 10<sup>30</sup> OCT 22A EST: 20

PMS PRESIDENT GEORGE BUSH

WHITE HOUSE DC 20500

MR PRESIDENT

I IMPLORE YOU TO LISTEN TO THE VOICE OF REASON AND SIGN THE CIVIL RIGHTS ACT OF 1990. I PRAY THAT YOU WILL BE A STATESMAN AND DO WHAT IS RIGHT FOR THE COUNTRY THEREBY AVERTING A MAJOR SCHISM IN THE SOCIAL ORDER OF THE LAND.

RESPECTFULLY

*Duckinfield*  
THOMAS A ~~DUCKINGFIELD~~ IMMEDIATE PAST PRESIDENT NAIL BAR ASSOC

1415 WHITTIER ST NW

WASHINGTON DC 20012

ID# 185272

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

R: 10/31  
5 P.m.

DATE RECEIVED: OCTOBER 24, 1990

Hu010

NAME OF CORRESPONDENT: MR. MICHAEL J. LOTITO

SUBJECT: ENCLOSURES A COPY OF HIS LETTER TO THE EDITOR  
OF THE NEW YORK TIMES SUPPORTING THE  
PRESIDENT'S VETO OF THE CIVIL RIGHTS BILL

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)               | ACTION      |                  | DISPOSITION  |                           |
|----------------------------|----------------------------|-------------|------------------|--------------|---------------------------|
|                            |                            | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| C. BOYDEN GRAY             |                            | ORG         | 90/10/24         |              | C 90/11/01                |
| CUAT10                     | REFERRAL NOTE:             | A           | 90/10/26         | CS           | C 90/11/01 CS             |
| S. Green                   | REFERRAL NOTE:             | A           | 90/11/03         | CS           | C 90/11/06 CS             |
|                            | REFERRAL NOTE: For smg 159 |             |                  |              |                           |
|                            | REFERRAL NOTE:             |             |                  |              |                           |
|                            | REFERRAL NOTE:             |             |                  |              |                           |

COMMENTS: FORMERLY AMERICAN SOCIETY FOR PERSONNEL  
ADMINISTRATION

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4900

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

```

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

```

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

41  
C Boyden Gray

185272

Michael J. Lotito  
Chairman  
Legislative Affairs Committee



October 22, 1990

VIA FEDERAL EXPRESS

President George H. Bush  
The White House  
1600 Pennsylvania Avenue  
Washington, D.C. 20500

Dear Mr. President:

Enclosed is my letter to the Editor of the New York Times regarding their October 20th editorial on CRA 1990. You are to be congratulated on your position. Thank you for your veto of this legislation in its present form.

Very truly yours,

  
Michael J. Lotito, Chairman  
Legislative Affairs Committee  
Society For Human Resource Management

MJL/lis  
Enclosures  
\8888\226.1tr

cc: Susan R. Meisinger  
Vice President, Government Affairs  
Society For Human Resource Management

MANAGING PARTNER  
JACKSON, LEWIS, SCHNITZLER & KRUPMAN  
525 MARKET STREET, SUITE 3400  
SAN FRANCISCO, CA 94105  
(415) 394-9400 FAX. (415) 394-9401

Formerly American Society for Personnel Administration

Michael J. Lotito  
Chairman  
Legislative Affairs Committee



October 22, 1990

VIA FEDERAL EXPRESS

Editor  
The New York Times Company  
229 West 43rd Street  
New York, New York 10036

To the Editor:

Your October 20th editorial regarding the Civil Rights Act of 1990 maintains, as a premise, that the proposal "...would restore the law as is stood for 18 years...." This assertion is factually incorrect for several reasons.

1. CRA 1990 permits plaintiffs, for the first time in 18 years, to establish a discrimination claim without ever proving what practice specifically caused the disparity. Instead, employers will have the burden of demonstrating why employment criteria do not have a disparate impact on a protected class. Rather than facing the impossible task of trying to prove a negative, many employers will resort to quotas to avoid protracted litigation even though the bill does not require the adoption of a quota system. The fact that employers have not had to do this to date is because the law today is fundamentally different from CRA 1990. This somewhat subtle distinction must be understood before the implications of CRA 1990 are fully appreciated.

2. Never before have employees been able to recover punitive damages (as opposed to backpay and reinstatement) for a claim of Title VII discrimination. CRA 1990 will offer this remedy, thereby encouraging a flood of litigation. Some predict that CRA 1990 will triple the number of litigations filed each year. In 1989, the Equal Employment Opportunity Commission received approximately 70,000 charges of discrimination. If that number approached 200,000 per year, the delay in resolving these matters would become intolerable for all litigants, including the employee-plaintiffs.

MANAGING PARTNER  
JACKSON, LEWIS, SCHNITZLER & KRUPMAN  
525 MARKET STREET, SUITE 3400  
SAN FRANCISCO, CA 94105  
(415) 394-9400 FAX. (415) 394-9401

Formerly American Society for Personnel Administration

Editor  
The New York Times Company  
October 22, 1990

3. Litigation, instead of prompt resolution of disputes, also would be encouraged by CRA 1990 since it changes the statute of limitations for filing claims from 180 days to 2 years.

4. These remedy changes immediately would apply to the newly enacted Americans With Disabilities Act. Furthermore, one should anticipate a movement to amend all other federal and state discrimination statutes to provide for these new remedies. The result would be the transformation of the workplace into a battleground between lawyers rather than a cooperative venture between employers and employees.

You may believe all these implications which flow from CRA 1990 are "sensible." But they are neither "modest" nor the restoration of existing law. Regrettably, your editorial only inflames the emotional debate rather than providing your readers with the facts necessary to form an intelligent decision about the most far-reaching change to our employment laws in at least a quarter century.

Very truly yours,



Michael J. Lotito, Chairman  
Legislative Affairs Committee  
Society For Human Resource Management

MJL/lis  
\8888\225.1tr

cc: Susan R. Meisinger  
Vice President, Government Affairs  
Society For Human Resource Management

THE NEW YORK TIMES, SATURDAY, OCTOBER 20, 1990

## Mr. Bush's Loaded Label for Fairness

Once again the Senate and House have passed, by strong majorities, a compromise Civil Rights Act of 1990. An earlier version was modified, mainly through Republican efforts, in an attempt to appease the Bush Administration, which persists in calling the measure a "quota bill." Yet President Bush, still in the grip of that loaded label, talks of a veto.

This legislation would restore the law as it stood for 18 years; how can that be a bill that creates some invidious new quotas? It can't, unless the law being restored was a quota law. But that law merely required employers to justify job practices that disproportionately screen out qualified minority members and women, a requirement the Supreme Court scrapped last year.

The Administration argues that employers, rather than defend those practices and risk civil liability in court, will resort to quotas. But in hours of floor debate no opponent cited a single instance of a quota being forced on employers in that manner in the 18 years under the old law.

Perhaps the best evidence that this is not a

quota bill is that Senator Orrin Hatch, a fervent opponent of quotas, recommended it to the White House. Only because the Administration remained adamant did he later speak against the bill.

At the height of negotiations this summer, John Sununu, the White House chief of staff, seriously suggested that good customer relations might justify discriminatory hiring practices. As an argument, customer preference is so discredited that the Supreme Court has never been required to address it. It would permit, for example, the hiring of only single, pretty women as flight attendants, or setting limits on black employees in places unfriendly to blacks. That principle would have created real quotas, of a sort long repudiated in law.

President Bush may choose to offend black Americans. He may reject the counsel of centrist Republicans and pander to his party's right wing. He may decide it's politically expedient to cater to business lobbyists claiming imagined injury. But he may not escape the harsh judgment of reasonable people by calling this modest, sensible law a "quota bill." That simply isn't so.

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 185299

HU 010 10/31  
6 p.m.

INCOMING

DATE RECEIVED: OCTOBER 24, 1990

NAME OF CORRESPONDENT: THE HONORABLE ELSIE HILLMAN

SUBJECT: URGES THE PRESIDENT TO SIGN THE REVISED  
CIVIL RIGHTS BILL

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)               | ACTION      |                  | DISPOSITION  |                           |
|----------------------------|----------------------------|-------------|------------------|--------------|---------------------------|
|                            |                            | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| C. BOYDEN GRAY             |                            | ORG         | 90/10/24         | DJ           | C 90/11/19                |
|                            | REFERRAL NOTE: _____       |             |                  |              |                           |
| CUAT 10                    |                            | A           | 90/10/26         | CS           | C 90/11/18 CS             |
|                            | REFERRAL NOTE: _____       |             |                  |              |                           |
| S. Green                   |                            | A           | 90/11/26         | SC           | A 50/11/26                |
|                            | REFERRAL NOTE: For SMG-159 |             |                  |              | reply 11/29 DJ            |
|                            | REFERRAL NOTE: _____       |             |                  |              |                           |
|                            | REFERRAL NOTE: _____       |             |                  |              |                           |

COMMENTS: ADDITIONAL OCT 22 90 TELEGRAM ATTACHED  
FROM ELSIE HILLMAN, NATIONAL COMMITTEEWOMAN,  
RNC

ADDITIONAL CORRESPONDENTS: 1 MEDIA:L INDIVIDUAL CODES: 4680

MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

```

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

```

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

*C. B. Gray*

185299

4-0350025295 10/23/90

ICS IPMRNCZ CSP

4122420501 POM TDRN PITTSBURGH PA 113 10 OCT 20 11 36  
PMS PRESIDENT GEORGE BUSH  
WHITE HOUSE DC 20500

I URGE YOU TO SIGN THE REVISED CIVIL RIGHTS BILL. MINORITY COMMUNITIES ACROSS THIS COUNTRY HAVE BEEN ESPECIALLY RIPPED APART BY POVERTY. IN TOO MANY INSTANCES. BIGOTRY STILL MAINTAINS AN IRON GRIP ON HIRING PRACTICES. THIS BILL REPRESENTS A STRONG BECKON OF HOPE TO THOSE WHO KNOW THE PAIN OF DISCRIMINATION. QUOTAS WILL NOT RESULT. WHAT WILL BE BORN IS A RENEWED EFFORT TO INCLUDE THOSE WHO HISTORICALLY HAVE BEEN SHUT OFF FROM THE OPPORTUNITIES OF THIS RICH LAND. YOUR LEADERSHIP IS CRITICAL TO HEALING A NATION TOO OFTEN DIVIDED BY THE UGLINESS OF RACISM AND SEXISM. PLEASE LET IT BECOME LAW. WE HOLD YOU IN OUR PRAYERS AND IN OUR HIGHEST ESTEEM.

ELSIE HILLMAN AND NATE SMITH  
1101 MILTON AVE  
PITTSBURGH PA 15218

0529 EST

4 C. Bryden Gray

4-031228S295 10/23/90

ICS IPMRNCZ CSP

4124718312 POM TDRN PITTSBURGH PA 219 10-22 0554P EST

PMS PRESIDENT GEORGE BUSH RPT DLY MGM

WHITE HOUSE DC 20500

90 OCT 23 A 7: 36

DEAR MR PRESIDENT.

ON THURSDAY I CALLED YOUR OFFICE AND WAS HAPPY TO TALK TO YOUR ASSISTANT PATTY PRESOCK. MY MESSAGE WAS URGENT AND I ASK THAT YOU CONSIDER VERY CAREFULLY ALL OF THE OTHER OPTIONS AVAILABLE TO YOU INSTEAD OF VETOING THE CIVIL RIGHTS BILL. I FOLLOWED THIS MESSAGE WITH A CALL TO EDDIE WILLIAMS. PRESIDENT OF THE JOINT CENTER FOR POLITICAL STUDIES. A MAN WHOM I KNOW YOU LIKE AND RESPECT. I AM PROUD. TOO. TO SERVE AS A MEMBER OF THE BOARD OF THAT INSTITUTION. EDDIE WAS IN TURN IN TOUCH WITH ANDY CARD IN GOVERNOR SUNUNU'S

OFFICE. TALKING WITH HIM ON ONE MORE THAN ONE OCCASION THAT DAY. COOPERATING WITH ANDY IN TRYING TO GET HELPFUL INFORMATION TO YOU THROUGH THAT OFFICE.

I HAVE BEEN SO PROUD OF YOUR EFFORTS ALL THESE YEARS TO SUPPORT CIVIL RIGHTS IN THE FINER SENSE IN OUR COUNTRY. I HAVE BEEN PLEASED THAT LEE ATWATER HAS MADE IT SO CLEAR TO ANYONE THAT LISTENS THAT THE REPUBLICAN PARTY CARES. AND WILL BE RESPONSIVE TO THE MINORITY NEEDS TO REACH EQUALITY. HE HAS ARTICULATED WITH YOU THE SENTIMENTS OF MILLIONS OF REPUBLICANS AS WELL. AT THIS TIME A VETO OF THE CIVIL RIGHTS BILL WOULD SEND A VERY CONFUSED MESSAGE TO MANY OF OUR NEW FRIENDS.

MY BEST WISHES ALWAYS.

ELsie H HILLMAN / THE WESTON WILLIAM PENN HOTEL STE 375  
BOX 113  
PITTSBURGH PA 15219

0525 EST



WW - comedian, civil rights activist

189263

*C. Boyden Gray*

4-003326S295 10/22/90

ICS IPMRNCZ CSP

5082246706 POM TDRN PLYMOUTH MA 39 10-22 0931A EST

90 OCT 22 AIO: 33

PMS PRESIDENT GEORGE BUSH RPT DLY MGM

WHITE HOUSE DC 20500

DEAR MR PRESIDENT,

BEFORE YOU VETO THE CIVIL RIGHTS BILL, PLEASE THINK ABOUT THE NUMBER OF BLACK AFRICAN AMERICANS YOU HAVE SENT TO THE PERSIAN GULF WILLING TO DIE FOR SOMEONE ELSE'S RIGHTS.

DICK GREGORY

PO BOX 3270

PLYMOUTH MA 02361

0930 EST

ID# 185467

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

HU OKD 10/31  
5.00

INCOMING

DATE RECEIVED: OCTOBER 24, 1990

NAME OF CORRESPONDENT: MR. JOHN T. BRODERICK JR.

SUBJECT: ENCLOSURES A RESOLUTION ADOPTED URGING THE  
PRESIDENT TO SIGN THE CIVIL RIGHTS ACT OF 90

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)               | ACTION      |                  | DISPOSITION      |                           |
|----------------------------|----------------------------|-------------|------------------|------------------|---------------------------|
|                            |                            | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP     | C COMPLETED<br>D YY/MM/DD |
| C. BOYDEN GRAY             |                            | ORG         | 90/10/24         |                  | C 90 11 19                |
|                            | REFERRAL NOTE:             |             |                  |                  |                           |
| CUAT 10                    |                            | A           | 90/10/26         | CS               | C 90/11/26 CS             |
|                            | REFERRAL NOTE:             |             |                  |                  |                           |
| S Green                    |                            | A           | 90/11/26         | SGA              | A 1/1                     |
|                            | REFERRAL NOTE: For SMG 159 |             |                  | repty A 90/11/26 | SMG-1159 sent             |
|                            | REFERRAL NOTE:             |             |                  |                  |                           |
|                            | REFERRAL NOTE:             |             |                  |                  |                           |

DJ  
DJ

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:F INDIVIDUAL CODES: 4900 4640

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

```

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

```

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



# NEW HAMPSHIRE BAR ASSOCIATION

112 PLEASANT STREET • CONCORD, NEW HAMPSHIRE 03301  
603-224-6942 • FAX: 603-224-2910

## BOARD OF GOVERNORS

### OFFICERS

**JOHN T. BRODERICK, JR.**  
President  
707 Chestnut Street, P.O. Box 1420  
Manchester, New Hampshire 03105  
626-1000

**STEVEN J. MCALIFFE**  
President-Elect  
214 North Main Street, P.O. Box 1415  
Concord, New Hampshire 03302-1415  
228-1181

**PATTI BLANCHETTE**  
Vice President  
82 Court Street, P.O. Box 418  
Portsmouth, New Hampshire 03801  
436-4010

**JOHN E. TOBIN, JR.**  
Secretary  
15 Green Street  
Concord, New Hampshire 03301  
224-3333

**GEORGE R. MOORE**  
Treasurer  
111 Amherst Street, P.O. Box 719  
Manchester, New Hampshire 03105  
669-1000

**THOMAS H. RICHARDS**  
Immediate Past President  
1000 Elm Street, P.O. Box 3701  
Manchester, New Hampshire 03105  
668-0300

### GOVERNORS-AT-LARGE

**Timothy C. Kurrigan**  
Nashua  
**Anthony A. McManus**  
Dover

**Jack P. Crisp, Jr.**  
Berlin

**Robert R. Howard, III**  
Henniker

**Kevin C. Devine**  
Manchester

### COUNTY GOVERNORS

**Margaret A. Demos**  
Belknap County

**Donald M. Ekberg**  
Carroll County

**Joseph W. Worthen**  
Cheshire County

**Peter H. Bornstein**  
Cross County

**Patrick T. Hayes**  
Grafton County

**Joseph F. Gali, Jr.**  
Hillsborough County

**Graham J. Chynoweth**  
Merrimack County

**Brand T. Wade**  
Rockingham County

**Arthur W. Hooper**  
Strafford County

**Lanea A. Witkus**  
Sullivan County

### ASSOCIATION ABA DELEGATE

**Jack B. Middleton**  
Manchester

### STAFF

**Ellen V. Barial**  
Executive Director

**Steven B. Scudder**  
Deputy Executive Director

**Director of Legal Services**

**LUCY C. METTING**  
Bar Foundation Director

**Joanne Piper Lang**  
Director of Continuing Legal Education

**Jeanne L. McCoy**  
Director of Administration

**Elizabeth A. Durkin**  
Business Manager/Fiscal Officer

October 23, 1990

President George W. Bush  
White House  
1600 Pennsylvania Avenue  
Washington, DC 20500

Dear President Bush:

Enclosed is a resolution of the Board of Governors of the New Hampshire Bar Association relating to the 1990 Civil Rights Bill. Although the resolution contemplated reaching you prior to your action on the Bill, I have elected to send it to you even at this date. The importance of the administration of justice in the area of employment discrimination warrants that you rethink the Administration's position on this critical piece of legislation.

The benefit of this Bill for both employers and employees is that many areas left in doubt by recent Supreme Court decisions are clarified. Input from both segments of the employment community has been received and compromises reached which are acceptable to both groups. The effort to guide employers and employees in their dealing with each other is a worthwhile one which should be fostered, rather than hampered by the Administration.

We at the New Hampshire Bar Association urge you to work with Congress in reaching agreement on a meaningful Civil Rights Bill and to act favorably should another such measure reach you for signature.

Thank you for your consideration in this matter.

Very truly yours,

John T. Broderick, Jr.  
President

JTB:EVB:lfm

*to* *Boydlen Gray*

*195467*



## NEW HAMPSHIRE BAR ASSOCIATION

112 PLEASANT STREET • CONCORD, NEW HAMPSHIRE 03301  
603-224-6942 • FAX: 603-224-2910

### BOARD OF GOVERNORS

#### OFFICERS

**JOHN T. BRODERICK, JR.**

President  
707 Chestnut Street, P.O. Box 1420  
Manchester, New Hampshire 03105  
626-1000

**STEVEN J. McAUUFFE**

President-Elect  
214 North Main Street, P.O. Box 1415  
Concord, New Hampshire 03302-1415  
228-1181

**PATTI BLANCHETTE**

Vice President  
82 Court Street, P.O. Box 418  
Portsmouth, New Hampshire 03801  
436-4010

**JOHN T. TOBIN, JR.**

Secretary  
18 Owen Street  
Concord, New Hampshire 03301  
324-3223

**CFORCE R. MOORE**

Treasurer  
111 Amherst Street, P.O. Box 719  
Manchester, New Hampshire 03105  
669-1000

**TICOMAS H. RICHARDS**

Immediate Past President  
1000 Elm Street, P.O. Box 3701  
Manchester, New Hampshire 03105  
668-0300

#### GOVERNORS-AT-LARGE

**Timothy G. Kerrigan**  
Nashua

**Anthony A. McManus**  
Dover

**Jack P. Crisp, Jr.**  
Berlin

**Robert R. Howard, III**  
Hooksett

**Kevin C. Devine**  
Manchester

#### COUNTY GOVERNORS

**Margaret A. Demos**  
Belknap County

**Donald M. Ekberg**  
Carroll County

**Joseph W. Worthen**  
Cheshire County

**Peter H. Bornstein**  
Coos County

**Patrick T. Hayes**  
Grafton County

**Joseph F. Call, Jr.**  
Hillsborough County

**Graham J. Chynoweth**  
Merrimack County

**Brian T. Wade**  
Rockingham County

**Arthur W. Hoover**  
Strafford County

**Lance A. Witku**  
Sullivan County

#### ASSOCIATION ABA DELEGATE

**Jack B. Middleton**  
Manchester

#### STAFF

**Ellen V. Barial**  
Executive Director

**Steven B. Scudder**  
Deputy Executive Director  
Director of Legal Services

**Lucy C. Metting**  
Bar Foundation Director

**Joanne Piper Lang**  
Director of Continuing Legal Education

**Jeannine J. McCoy**  
Director of Administration

**Elizabeth A. Durkin**  
Business Manager/Fiscal Officer

### RESOLUTION

WHEREAS, there is currently pending before Congress the Civil Rights Act of 1990 which raises significant issues concerning the administration of justice; and

WHEREAS, the purpose of the Act is to clarify the standards for and burdens of proof in equal employment opportunity litigation; and

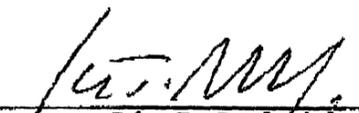
WHEREAS, the New Hampshire Bar Association is committed to equal employment opportunity to meet this nation's and this state's pledge of justice and fairness in the workplace; and

WHEREAS, the Congress has made it clear in the Conference Report on the bill that the Act contains no language that requires or encourages quota relief to remedy discrimination; and

WHEREAS, the American Bar Association has provided leadership and support for the Civil Rights Act of 1990;

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors calls on President Bush to sign into law the Civil Rights Act of 1990 which is the product of extensive deliberations and negotiations in the Congress and with the White House.

Adopted: October 18, 1990

  
John T. Broderick, Jr.  
President



### NEW HAMPSHIRE BAR ASSOCIATION

112 PLEASANT STREET • CONCORD, NEW HAMPSHIRE 03301  
603-224-6942 • FAX: 603-224-2910

49

#### TELECOPIER TRANSMITTAL SHEET

**BOARD OF GOVERNORS OFFICERS**  
**JOHN T. BRODERICK, JR.**  
 President  
 707 Chestnut Street, P.O. Box 1420  
 Manchester, New Hampshire 03105  
 624-1000

**STEVEN J. McALUFFE**  
 President-Elect  
 214 North Main Street, P.O. Box 1413  
 Concord, New Hampshire 03302-1413  
 228-1181

**PATTI BLANCHETTE**  
 Vice President  
 82 Court Street, P.O. Box 418  
 Portsmouth, New Hampshire 02801  
 438-4010

**JOHN E. TOBIN, JR.**  
 Secretary  
 13 Green Street  
 Concord, New Hampshire 03301  
 274-3333

**GEORGE R. MOORE**  
 Treasurer  
 111 Amherst Street, P.O. Box 719  
 Manchester, New Hampshire 03105  
 664-1000

**THOMAS H. RICHARDS**  
 Immediate Past President  
 1000 Elm Street, P.O. Box 3701  
 Manchester, New Hampshire 03109  
 668-0300

**GOVERNORS-AT-LARGE**  
**Timothy C. Kerrigan**  
 Nashua

**Anthony A. McManus**  
 Dover

**Jack P. Crisp, Jr.**  
 Berlin

**Robert R. Howard, III**  
 Henniker

**Kevin C. Devine**  
 Manchester

**COUNTY GOVERNORS**  
**Margaret A. Denton**  
 Belknap County

**Donald M. Ekbers**  
 Carroll County

**Joseph W. Worthen**  
 Cheshire County

**Peter H. Bornstein**  
 Coos County

**Patrick T. Hayes**  
 Grafton County

**Joseph F. Call Jr.**  
 Hillsborough County

**Graham J. Chynoweth**  
 Merrimack County

**Brian T. Wade**  
 Rockingham County

**Arthur W. Hoover**  
 Stratford County

**Lance A. Wilkus**  
 Sullivan County

**ASSOCIATION ABA DELEGATE**  
**Jack B. Middleton**  
 Manchester

**STAFF**  
**Ellen V. Banal**  
 Executive Director

**Steven B. Scudder**  
 Deputy Executive Director  
 Director of Legal Services

**Lucy C. Metting**  
 Bar Foundation Director

**Joanne Piper Lang**  
 Director of Continuing Legal Education

**Joannina L. McCoy**  
 Director of Administration

**Elizabeth A. Durkin**  
 Business Manager/Fiscal Officer

DATE: 10/23 TIME: \_\_\_\_\_  
 TO: President Bush  
 FROM: New Hampshire Bar Association  
 SUBJECT: \_\_\_\_\_  
 DOCUMENTS SENT: Resolution

Total number of pages sent (including cover sheet): 3

Should you experience any problems receiving a clear transmission or if you have any questions about the contents of this transmission, please contact:

Lucie Muhlfelder 603-224-6942

\*\*\*\*\*

REMARKS: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

*Patty*  
*SMG*  
*Robo on*  
*all these*

64

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 185470

INCOMING

R. 10/31

5:00

DATE RECEIVED: OCTOBER 24, 1990

HU010

NAME OF CORRESPONDENT: MR. PATRICK V. DRUM SR.

SUBJECT: SUPPORTS THE PRESIDENT'S DECISION TO VETO THE  
CIVIL RIGHTS ACT OF 1990

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)                | ACTION      |                  | DISPOSITION  |                           |
|----------------------------|-----------------------------|-------------|------------------|--------------|---------------------------|
|                            |                             | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| C. BOYDEN GRAY             |                             | ORG         | 90/10/24         |              | 90/11/01                  |
|                            | REFERRAL NOTE: _____        |             |                  |              |                           |
| CUA10                      |                             | A           | 90/10/20         | CS           | 90/11/01                  |
|                            | REFERRAL NOTE: _____        |             |                  |              |                           |
| S. Green                   |                             | A           | 90/11/03         | SG           | 90/11/03                  |
|                            | REFERRAL NOTE: For Song 159 |             |                  |              |                           |
|                            | REFERRAL NOTE: _____        |             |                  |              |                           |
|                            | REFERRAL NOTE: _____        |             |                  |              |                           |

COMMENTS: \_\_\_\_\_

ADDITIONAL CORRESPONDENTS: MEDIA:T INDIVIDUAL CODES: 4900 4640

MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

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

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

*C. Boyden Greene*

185470

4-017378S296 10/23/90

ICS IPMRNCZ CSP

3015391200 POM TDRN BALTIMORE MD 36 10-23 0232P EST

90 OCT 23 P3: 41

PMS PRESIDENT GEORGE BUSH RPT DLY MGM

WHITE HOUSE DC 20500

DEAR MR PRESIDENT:

THE MARYLAND TROOPERS ASSOCIATION WANTS YOU TO KNOW THAT WE SUPPORT YOUR DECISION TO VETO THE CIVIL RIGHTS ACT OF 1990. IF WE CAN BE OF FURTHER ASSISTANCE. PLEASE CALL ON US.

RESPECTFULLY.

PATRICK V DRUM SR PRESIDENT — *MD Troopers Assoc*  
MTA 3 GREENWOOD PLACE  
BALTIMORE MD 21208

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 185598

*DMO*

INCOMING

DATE RECEIVED: OCTOBER 25, 1990

NAME OF CORRESPONDENT: THE HONORABLE ANTHONY J. CELEBREZZE JR.

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS  
LEGISLATION

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)         | ACTION      |                  | DISPOSITION  |                           |
|----------------------------|----------------------|-------------|------------------|--------------|---------------------------|
|                            |                      | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| LANNY GRIFFITH             |                      | ORG         | 90/10/25         | <i>LG</i>    | <i>90/10/26</i>           |
|                            | REFERRAL NOTE: _____ |             |                  |              |                           |
|                            | REFERRAL NOTE: _____ |             |                  |              |                           |
|                            | REFERRAL NOTE: _____ |             |                  |              |                           |
|                            | REFERRAL NOTE: _____ |             |                  |              |                           |
|                            | REFERRAL NOTE: _____ |             |                  |              |                           |

*WS*

COMMENTS: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 2200 4640 \_\_\_\_\_

IG MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

```

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

```

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

THE WHITE HOUSE  
WASHINGTON

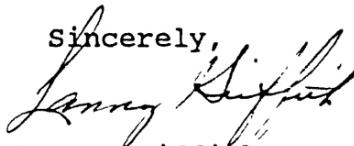
October 26, 1990

Dear Attorney General Celebreeze:

On behalf of the President, thank you for your recent correspondence concerning the Civil Rights Act of 1990. The President believes that every individual should have an equal opportunity to participate fully in our society and that no one's race, color, national origin, religion, sex, or disability should be a barrier to advancement. To that end, the Administration has worked vigorously to enforce existing laws against discrimination and has carefully studied those areas where change has been proposed.

It is a matter of grave concern to the Administration and we appreciate learning your views on this very important subject. Unfortunately, the President was unable to support this legislation due to certain provisions that the Administration felt would stall our progress in ending discrimination. I have enclosed a copy of the President's statement regarding the bill. Please let me know if we can be of further assistance in any way.

Sincerely,



Lanny Griffith  
Special Assistant to the President for  
Intergovernmental Affairs

The Honorable Anthony J. Celebreeze, Jr.  
Office of Attorney General  
30 E. Broad Street, 17th Floor  
Columbus, Ohio 43215

THE WHITE HOUSE  
WASHINGTON

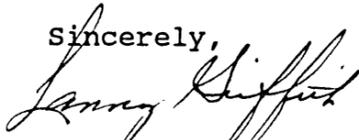
October 26, 1990

Dear Attorney General Celebreeze:

On behalf of the President, thank you for your recent correspondence concerning the Civil Rights Act of 1990. The President believes that every individual should have an equal opportunity to participate fully in our society and that no one's race, color, national origin, religion, sex, or disability should be a barrier to advancement. To that end, the Administration has worked vigorously to enforce existing laws against discrimination and has carefully studied those areas where change has been proposed.

It is a matter of grave concern to the Administration and we appreciate learning your views on this very important subject. Unfortunately, the President was unable to support this legislation due to certain provisions that the Administration felt would stall our progress in ending discrimination. I have enclosed a copy of the President's statement regarding the bill. Please let me know if we can be of further assistance in any way.

Sincerely,



Lanny Griffith

Special Assistant to the President for  
Intergovernmental Affairs

The Honorable Anthony J. Celebreeze, Jr.  
Office of Attorney General  
30 E. Broad Street, 17th Floor  
Columbus, Ohio 43215

elect

185-98



Attorney General  
**Anthony J. Celebrezze, Jr.**

*Lanny Whitton*

October 22, 1990

Honorable George Bush  
President of the United States  
White House  
Washington, D.C. 20500

Dear President Bush:

On behalf of Ohio's minority community this letter comes as an urgent request that you, without delay, sign the pending Civil Rights Legislation.

It is essential that you act quickly to send a strong message that the nation's minority workforce will be provided fair and equal treatment in the workplace.

History will record and judge your actions. This legislation addresses the very fiber of the principals upon which this country was founded.

You are, therefore, urged to sign the Civil Rights Legislation.

Sincerely,

*Anthony J. Celebrezze, Jr.*  
Anthony J. Celebrezze, Jr.

cc: Senator John Glenn  
Senator Howard Metzenbaum  
Congressman Louis Stokes  
Honorable Richard F. Celeste  
Honorable Vern Riffe  
Honorable Mary Ellen Withrow  
Honorable Sherrod Brown  
Honorable Thomas Ferguson  
Honorable Lee I. Fisher  
Honorable Stephanie Tubbs Jones  
BEDO Executive Committee

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 185755

R: 10/31

HU010<sup>5:00</sup>

INCOMING

DATE RECEIVED: OCTOBER 25, 1990

NAME OF CORRESPONDENT: MR. RODNEY E. HILL

SUBJECT: URGES THE PRESIDENT TO SIGN THE CIVIL RIGHTS  
BILL

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)   | ACTION      |                  | DISPOSITION  |                           |
|----------------------------|----------------|-------------|------------------|--------------|---------------------------|
|                            |                | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| C. BOYDEN GRAY             |                | ORG         | 90/10/25         |              | C 90/11/01                |
|                            | REFERRAL NOTE: |             |                  |              |                           |
| CuA 10                     |                | A           | 90/10/26         | CS           | C 90/11/01 CS             |
|                            | REFERRAL NOTE: |             |                  |              |                           |
| S. Green                   |                | A           | 90/11/03         | CS           | A 90/11/03                |
|                            | REFERRAL NOTE: |             |                  |              |                           |
|                            | REFERRAL NOTE: |             |                  |              |                           |
|                            | REFERRAL NOTE: |             |                  |              |                           |

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4800

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

```

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

```

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

8

*C. Boyden Gray*

*185755*



LUTHERAN  
SOCIAL SERVICES  
OF MICHIGAN

8131 E. Jefferson  
Detroit, Michigan 48214-2691  
(313) 823-7700

An agency of the Evangelical Lutheran Church  
in America serving the Michigan Synods.  
LSSM shares in the United Way for Southeastern  
Michigan and United Way, Saginaw County.

October 22, 1990

President George Bush  
The White House  
1600 Pennsylvania Avenue  
Washington, D.C.

Dear President Bush,

Please sign the Civil Rights Bill as it has been presented to you by  
the Congress.

The Affirmative Action Committee of Lutheran Social Services of  
Michigan, at its quarterly meeting on October 18, asked that I  
convey our support for the legislation passed by the congress. We  
believe that an erosion of civil rights progress is happening in  
this nation. This legislation will stop the erosion.

Sincerely,

*Rodney E. Hill*  
Rodney E. Hill  
Chair

SM

ID# 186160

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

HU010

INCOMING

DATE RECEIVED: OCTOBER 29, 1990

NAME OF CORRESPONDENT: THE HONORABLE EDOLPHUS TOWNS

SUBJECT: INFORMS THE PRESIDENT THAT A VETO OF THE  
CIVIL RIGHTS LEGISLATION WOULD BE A COLOSSAL  
DISAPPOINTMENT TO MINORITIES ACROSS THE  
NATIONS

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)   | ACTION      |                  | DISPOSITION  |                           |
|----------------------------|----------------|-------------|------------------|--------------|---------------------------|
|                            |                | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| FREDERICK MCCLURE          |                | ORG         | 90/10/29         | Fm           | A 90/10/30                |
| 99 DOT                     | REFERRAL NOTE: | CU          | 90/11/07         | C            | I I                       |
| CU Gray                    | REFERRAL NOTE: | CU          | 90/11/06         | C            | I I                       |
| PD Port                    | REFERRAL NOTE: | I           | 90/11/08         | C            | I I                       |
|                            | REFERRAL NOTE: |             |                  |              |                           |
|                            | REFERRAL NOTE: |             |                  |              |                           |

COMMENTS: INCOMING REC'D IN CORRESPONDENCE ANALYSIS,  
OCT 29 90

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 1230  
MAIL USER CODES: (A) (B) (C)

```

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

```

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

October 30, 1990

Dear Ed:

Thank you for your October 19 letter to the President, which was not received at the White House until October 29, regarding S. 2104, the Civil Rights Act of 1990.

As you know, the President vetoed this legislation early last week, and the veto was sustained in the Senate. Prior to the veto the President sent to the Congress alternative civil rights legislation that addresses last year's Supreme Court decisions regarding employment discrimination. I have enclosed some information which further details the President's views on this very important issue.

With best regards,

Sincerely,

Frederick D. McClure  
Assistant to the President  
for Legislative Affairs

The Honorable Edolphus Towns  
House of Representatives  
Washington, D.C. 20515

Enclosures *Press Release 10/22/90 Civil Rights*

FDM:SLM:

bcc: w/ copy of inc to Dept. of Justice - FYI  
bcc: w/ copy of inc to Office of the White House Counsel - FYI  
bcc: w/ copy of inc to Roger Porter - FYI

*pr*  
DOLPHUS "ED" TOWNS  
MEMBER OF CONGRESS  
11TH DISTRICT, NEW YORK

ENERGY AND  
COMMERCE

SUBCOMMITTEES  
HEALTH AND THE  
ENVIRONMENT  
ENERGY AND POWER

GOVERNMENT OPERATIONS

SUBCOMMITTEES  
ENERGY AND THE ENVIRONMENT  
GOVERNMENT INFORMATION, JUSTICE,  
AND AGRICULTURE

SELECT COMMITTEE ON NARCOTICS  
ABUSE AND CONTROL

*Fred Mccluskey*

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

October 19, 1990

President George H. W. Bush  
The White House  
Washington, D.C. 20500

Dear Mr. President:

I rarely make personal appeals to the White House regarding legislation before the Congress. However, the Civil Rights Act of 1990 is of such importance that it warrants my every effort to secure its passage.

The need for a new Civil Rights Act is real and undisputed. The Supreme Court's narrow reading of existing civil rights legislation has already produced cases in which workers are racially and sexually harassed with virtual impunity. Further discriminatory abuses can only be prevented by enacting the Civil Rights Act, which clarifies the commitment of the U.S. to equal opportunity in the workplace. The Congress has made countless revisions in an attempt to overcome White House reservations about the legislation. A threatened Presidential veto is the only obstacle to passage of the Civil Rights Act of 1990.

A Presidential veto of this legislation would be a colossal disappointment to minorities across the nation. The nation's deteriorating racial climate demands that we as national leaders advance, rather than retreat from, the cause of equal opportunity and freedom from discrimination in the workplace. Without the Civil Rights Act, minorities will have no assurance of fairness in the hiring process and promotions or of freedom from harassment and discrimination. A Presidential veto of the Civil Rights Act of 1990 would be an affront to the many who placed their lives on the line for the cause of equal justice under the law.

Our failure to enact the Civil Rights Act of 1990 into law will make a mockery of U.S. foreign policy on human rights. How can the U.S. sanction other nations for their human rights violations, when we lack the commitment to protect those rights at home?

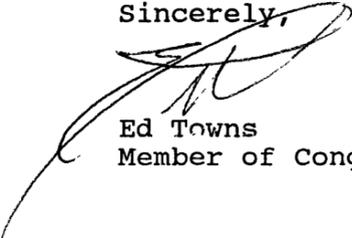
*186160*  
WASHINGTON OFFICE:  
SUITE 1726  
LONGWORTH HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-5936

DISTRICT OFFICES  
93 PROSPECT PLACE  
BROOKLYN, NY 11217  
(718) 622-5700  
276 STUYVESANT AVENUE  
BROOKLYN, NY 11221  
(718) 965-5124

President George H. W. Bush  
Page 2  
October 19, 1990

We in the Congress have acted to ensure equality of opportunity and freedom from discrimination for all Americans. I urge you to join us in recommitting this nation to the cause of justice and freedom for all citizens.

Sincerely,



Ed Towns  
Member of Congress

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 186243

*HU010*

INCOMING

DATE RECEIVED: OCTOBER 29, 1990

NAME OF CORRESPONDENT: MR. JOHN W. DANIEL

SUBJECT: URGES THE PRESIDENT TO SIGN THE 1990 CIVIL RIGHTS BILL

| ROUTE TO:<br>OFFICE/AGENCY            | (STAFF NAME)                            | ACTION   |                 | DISPOSITION              |                        |
|---------------------------------------|-----------------------------------------|----------|-----------------|--------------------------|------------------------|
|                                       |                                         | ACT CODE | DATE YY/MM/DD   | TYPE RESP                | C COMPLETED D YY/MM/DD |
| <del>G. BOYDEN GRAY</del> <i>cufo</i> |                                         | ORG      | 90/10/29        |                          | <i>C 90/11/07</i>      |
|                                       | REFERRAL NOTE:                          |          |                 |                          |                        |
| <i>cuat 10</i>                        |                                         | <i>A</i> | <i>90/10/31</i> |                          | <i>C 90/11/09</i>      |
|                                       | REFERRAL NOTE:                          |          |                 |                          |                        |
| <i>S. Green</i>                       |                                         | <i>A</i> | <i>90/11/8</i>  | <i>FOR smg 159 seret</i> | <i>90/11/13</i>        |
|                                       | REFERRAL NOTE: <i>FOR smg 159 seret</i> |          |                 |                          |                        |
|                                       | REFERRAL NOTE:                          |          |                 |                          |                        |
|                                       | REFERRAL NOTE:                          |          |                 |                          |                        |

COMMENTS: TRACK TO B. GRAY PER BILL CANARY

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 2600

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

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

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

THE WHITE HOUSE  
WASHINGTON

TO: *B. Cheney*

FROM: Mail Analysis  
Room 58, OEOB  
456-6600

*IGH?*

If you are unable to respond,  
please return to:

*Kathy Baker 156*  
*for continue regis*

*also return if you need a  
blue sheet, thanks - AB*

*Public Insin*

8

*C. B. Gray*

186243



# CITY OF TAMPA

Sandra W. Freedman, Mayor

DEPARTMENT OF ADMINISTRATION

Equal Employment Opportunity

October 19, 1990

Mr. George Bush  
The Honorable President of The United  
States of America  
1600 Pennsylvania Ave.  
Washington, DC N.W. 20500

Dear Mr. President:

Your signature on the 1990 Civil Rights Bill is necessary to provide "Equality" and "Justice" for all "Americans". Further, Civil Rights which have been destroyed by recent Supreme Court decisions must be restored.

Please honor your consistent pledge to and plea for a "kinder" and "gentler" America by signing this bill.

Sincerely,

John W. Daniel  
Deputy Director of Administration  
Equal Employment Opportunity Office

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 186610

HUOK

INCOMING

DATE RECEIVED: OCTOBER 30, 1990

NAME OF CORRESPONDENT: THE HONORABLE MORRIS B. ABRAM

SUBJECT: EXPRESSES SUPPORT FOR THE PRESIDENT'S VETO  
OF THE KENNEDY / HAWKINS BILL

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)    | ACTION      |                  | DISPOSITION  |                           |
|----------------------------|-----------------|-------------|------------------|--------------|---------------------------|
|                            |                 | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| BRENT SCOWCROFT            |                 | ORG         | 90/10/30         |              | C 91/11/16                |
| REFERRAL NOTE:             | <u>Do S</u>     |             |                  | R 90/11/20   | NAN-C 90/12/15 W          |
| REFERRAL NOTE:             | <del>Do S</del> |             |                  |              |                           |
| REFERRAL NOTE:             |                 |             |                  |              |                           |
| REFERRAL NOTE:             |                 |             |                  |              |                           |
| REFERRAL NOTE:             |                 |             |                  |              |                           |

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 1170

MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

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

REFER QUESTIONS AND ROUTING UPDATES TO CENTRAL REFERENCE  
(ROOM 75, OE0B) EXT-2590  
KEEP THIS WORKSHEET ATTACHED TO THE ORIGINAL INCOMING  
LETTER AT ALL TIMES AND SEND COMPLETED RECORD TO RECORDS  
MANAGEMENT.

UNCLASSIFIED

RF

ORIG TO WH  
DIST. TO:

DEPARTMENT OF STATE  
EXECUTIVE SECRETARIAT

SSS  
TMA  
TMB  
H2  
OIS  
RF/lsc

**TRANSMITTAL FORM**

'90 DEC 15 13:07

S/S 9024625

Date December 15, 1990

**FOR:** Mr. William F. Sittmann  
Executive Secretary  
National Security Council Staff  
The White House

**REFERENCE:**

To: President Bush  
From: Ambassador Morris B. Abram  
Date: \_\_\_\_\_  
Subject: Expresses support for the President's  
veto of the Kennedy/Hawkins Bill

WH Referral Dated: November 20, 1990  
NSCS ID# (if any): 186610

\_\_\_\_\_ The attached item was sent directly to the  
Department of State.

**ACTION TAKEN:**

- \_\_\_\_\_ A draft reply is attached.  
\_\_\_\_\_ A draft reply will be forwarded.  
\_\_\_\_\_ A translation is attached.  
\_\_\_\_\_ An information copy of a direct reply is attached.  
XX We believe no response is necessary for the reason  
cited below.  
\_\_\_\_\_ The Department of State has no objection to the  
proposed travel.  
\_\_\_\_\_ Other (see remarks).

**REMARKS:** Ambassador Abram's has written a personal note to the  
President expressing his support for the veto of the  
Kennedy/Hawkins bill. The bill was about civil rights  
and is not a State Department issue.

*J. Soadia Sulek*  
Director  
Secretariat Staff

Drafted by: S/S-S:SSarkis

UNCLASSIFIED

THE WHITE HOUSE OFFICE

REFERRAL

NOVEMBER 20, 1990

TO: DEPARTMENT OF STATE

ACTION REQUESTED:  
DIRECT REPLY, FURNISH INFO COPY

DESCRIPTION OF INCOMING:

ID: 186610

MEDIA: LETTER,

TO: PRESIDENT BUSH

FROM: THE HONORABLE MORRIS B. ABRAM  
REPRESENTATIVE OF THE UNITED STATES  
OF AMERICA  
UNITED NATIONS OFFICE IN GENEVA  
11, ROUTE DE PREGNY  
1292 CHAMBESY  
GENEVA SWITZERLAND

SUBJECT: EXPRESSES SUPPORT FOR THE PRESIDENT'S VETO  
OF THE KENNEDY / HAWKINS BILL

PROMPT ACTION IS ESSENTIAL -- IF REQUIRED ACTION HAS NOT BEEN  
TAKEN WITHIN 9 WORKING DAYS OF RECEIPT, PLEASE TELEPHONE THE  
UNDERSIGNED AT 456-7486.

RETURN CORRESPONDENCE, WORKSHEET AND COPY OF RESPONSE  
(OR DRAFT) TO:  
AGENCY LIAISON, ROOM 91, THE WHITE HOUSE, 20500

SALLY KELLEY  
DIRECTOR OF AGENCY LIAISON  
PRESIDENTIAL CORRESPONDENCE

156616

AMBASSADOR MORRIS B. ABRAM  
UNITED STATES MISSION  
11, ROUTE DE PREGNY  
1202 CHAMBEST  
GENEVA, SWITZERLAND  
TEL. 41 22 799 03 00

Dear Mr. President -  
Bravo!

Despite the increased  
static your stand on Kennedy/  
Hawkins and against preferential  
by race is and always has been  
supported by the overwhelming  
majority of the American people.

And congratulations upon  
having the Senate uphold  
your veto.

With deep respect, I am

Sincerely,  
M. Abram



THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 186921

INCOMING

*HU010*  
COUNSEL'S OFFICE  
RECEIVED  
OCT 31 1990

DATE RECEIVED: OCTOBER 30, 1990

NAME OF CORRESPONDENT: MR. W. M. VAUGHY JR.

SUBJECT: URGES THE PRESIDENT TO VETO THE CIVIL RIGHTS  
BILL

| ROUTE TO:<br>OFFICE/AGENCY             | (STAFF NAME)                           | ACTION      |                  | DISPOSITION  |                           |
|----------------------------------------|----------------------------------------|-------------|------------------|--------------|---------------------------|
|                                        |                                        | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| <del>C. BOYDEN GRAY</del> <i>Cuati</i> |                                        | ORG         | 90/10/30         |              | <i>C901107</i>            |
|                                        | REFERRAL NOTE: <i>Cuati 10</i>         | <i>A</i>    | <i>90/11/01</i>  | <i>CS</i>    | <i>C901107 CS</i>         |
| <i>S. Green</i>                        |                                        | <i>A</i>    | <i>90/11/08</i>  | <i>SCH 7</i> | <i>90/11/12</i>           |
|                                        | REFERRAL NOTE: <i>FOR smg 159 sent</i> |             |                  |              |                           |
|                                        | REFERRAL NOTE:                         |             |                  |              |                           |
|                                        | REFERRAL NOTE:                         |             |                  |              |                           |

COMMENTS: CC5, "BILL"

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES; 5300

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

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

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

*Jr.*  
*C.B. Gray*

186921

W. M. VAUGHEY, JR.  
P.O. BOX 46  
HAVRE, MONTANA 59501-0046  
(406) 265-5421

October 23, 1990

The Honorable George Bush  
President of the United States  
The White House  
Washington, D.C. 20500

Dear Mr. President:

I urge you to veto the civil rights bill for the very reasons that you have publicly stated that is your intention. Were this measure to become law, it would in no way benefit Montana's minority groups, but at the same time it would give rise to a disastrous number of lawsuits injurious to Montana small and large business.

Sincerely,



W. M. Vaughey, Jr.

WMV/blp

cc: Jim Tutwiler  
Bill Strausburg

*Billie - 11/7*  
*Please answer*  
*these with the*  
*standard "SMB"*  
*response.*  
*Thanks -*  
*Frances*

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 186923

INCOMING

*HUO10*  
COUNSEL'S OFFICE

DATE RECEIVED: OCTOBER 30, 1990

*UCI 5-1550*

NAME OF CORRESPONDENT: MR. MALVIN R. GOODE

SUBJECT: EXPRESSES VIEWS REGARDING THE PRESIDENT'S  
THREAT TO VETO THE CIVIL RIGHTS BILL

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)                      | ACTION      |                  | DISPOSITION     |        |                       |
|----------------------------|-----------------------------------|-------------|------------------|-----------------|--------|-----------------------|
|                            |                                   | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP    | C<br>D | COMPLETED<br>YY/MM/DD |
| <del>C</del> BOYDEN GRAY   | <i>Curry</i>                      | ORG         | 90/10/30         |                 | C      | <i>90/11/07</i>       |
|                            | REFERRAL NOTE:                    |             |                  |                 |        |                       |
| JOSEPH WATKINS             |                                   | RSI         | 90/10/30         |                 | C      | 90/10/30              |
|                            | REFERRAL NOTE:                    |             |                  |                 |        |                       |
| <i>Curry 10</i>            |                                   | A           | 90/11/01         | CS              | C      | 90/11/01 CS           |
|                            | REFERRAL NOTE:                    |             |                  |                 |        |                       |
| <i>S. Green</i>            |                                   | A           | 90/11/8          | <i>SEP 4 90</i> | C      | 90/11/23              |
|                            | REFERRAL NOTE: <i>FOR smg 159</i> |             |                  |                 |        |                       |
|                            | REFERRAL NOTE:                    |             |                  |                 |        |                       |

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4620 4400

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

```

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

```

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



**National Black Network**  
463 Seventh Avenue  
New York, New York 10018

Telephone (212) 714-1000 Fax (212) 714-1563

*Boyd Gray  
(C) J. Watkins*

186923

October 22, 1990

Hon. George Bush, President  
United States of America  
1600 Pennsylvania Ave  
Washington, D. C.

Dear Mr. President:

I have followed the story of the 1990 Civil Rights Bill, designed to correct the evils of the Reagan Administration which did so much during those shameful eight years to turn back the clock on what President John Kennedy tried to do before his tragic death, and what President Johnson DID DO in the Voting Rights bill of 1964 and the great Civil Rights bill of 1965..bills which opened doors of opportunity for my children and grandchildren since born. The noble members of the current Congress saw the evil of 1981 to 1989 and designed corrections ..some of those Congress people from the so-called Southland agreed there had to be changes and corrections.

Now to the despair of millions of Americans, Black and White, YOU have first threatened, and over the weekend "warned" you would veto this legislation on the pretense that it would require "quotas" and some other excuses that have no justification for denying my children and some of my grandchildren, three of them children of Fathers(our sons) who served (1) twenty two years in the Air Force which included 2 tours of duty in Viet Nam after he finished his education at Penn State University, and the other served one year in the Marines after graduating from Westminster College in 1962 and thank God, he did not have to go to the needle's holocaust in Viet Nam.

IF YOU RECALL I wrote you when you were campaigning two years ago and using the name of Willie Horton to spur your election possibility ..after the election, you talked about being fair and suggested I do what I could to help in the selection of some Afro-Americans for your staff. I was pleased when you called in some I know so well and especially when you selected my long-time friend, Art Fletcher to head the Civil Rights Division and of course a fraternity Brother, to head the Department of Health.

Just a reminder too, Mr. President, of your commitment to "give up the baggage of bigotry and discrimination and get on with the business of government" or words to that effect". TODAY we wallow in the muck and mire of hate, bigotry and discrimination which I have suffered under and millions of my fellow Americans for many years.

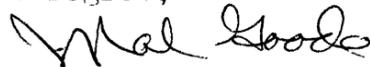
Tell me Mr. President what would you have me tell the 35,000 young Black men and women who are stranded in the Persian Gulf area, suffering in the misery of a land they know nothing about? Shall I tell them their President vetoed a bill which will deny them and their love ones Equal opportunity, if they get back? You speak of QUOTAS, Mr. President. Do you remember when there were NO QUOTAS..one of us had NO QUOTA..NO RIGHT TO EQUAL OPPORTUNITY..NONE and ONLY because of the color of my skin. You know the story of my experience at the UN..the Presidency of the United Nations Correspondence Association..THE FIRST BLACK .I'm not proud of it but I have more than FORTY SUCH FIRSTS..a shame on the operation of government

II. and business community of my country which denied so many of us a fair, just, and equal opportunity and ONLY for one reason, the COLOR OF OUR SKIN.

Needless to say I had reservations about your trip last week all the way to North Carolina to campaign against Mr Gant, for a man who has served nearly 18 years in the Senate with nothing to indicate his fairness and justice toward ~~10%~~ of the population except to name Poor James Meredith to his staff and Mr. President you should see the letter Jim wrote me in explanation of his acceptance of the job. For historical purposes, I covered a part of his MARCH FOR JUSTICE AND EQUALITY IN 1966..covered it for ABCNEWS.

Good luck, Mr. President.. give our best(mywife Mary and I) to that wonderful lady, Mrs.Barbara Bush, and also to my friend Art Fletcher... a truly great American. I hope you do not embarrass him. I also hope you will not embarrass that little Afro-American soldier, a girl, who was on television speaking to members of her family and saying, "I love all of you" and hope to be home soon."

with great regret,



Malvin R. Goode, Consultant  
National Black Network  
United Nations  
New York, N.Y. 10017  
212-963-7148

HOME ..30 Howland Avenue  
Teaneck, New Jersey 07666  
201-833-1463

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 186925

INCOMING

*HW010*

DATE RECEIVED: OCTOBER 30, 1990

NAME OF CORRESPONDENT: MR. DAN A. WILLIAMS

COUNSEL'S OFFICE  
RECEIVED  
OCT 31 1990

SUBJECT: OPPOSES THE PRESIDENT'S VETO OF THE CIVIL RIGHTS ACT OF 1990

| ROUTE TO:<br>OFFICE/AGENCY              | (STAFF NAME)                           | ACTION   |               | DISPOSITION     |                        |
|-----------------------------------------|----------------------------------------|----------|---------------|-----------------|------------------------|
|                                         |                                        | ACT CODE | DATE YY/MM/DD | TYPE RESP       | C COMPLETED D YY/MM/DD |
| <del>C. BOYDEN GRAY</del> <i>Curtis</i> |                                        | ORG      | 90/10/30      |                 | <i>C 90/11/17</i>      |
|                                         | REFERRAL NOTE:                         |          |               |                 |                        |
| <i>Quatlo</i>                           |                                        | A        | 90/11/01      | CS              | <i>C 90/11/01 CS</i>   |
|                                         | REFERRAL NOTE:                         |          |               |                 |                        |
| <i>S. Green</i>                         |                                        | A        | 90/11/8       | <i>Safety A</i> | <i>90/11/13</i>        |
|                                         | REFERRAL NOTE: <i>FOR Smg 159 sent</i> |          |               |                 |                        |
|                                         | REFERRAL NOTE:                         |          |               |                 |                        |
|                                         | REFERRAL NOTE:                         |          |               |                 |                        |

COMMENTS: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4800 \_\_\_\_\_

MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

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

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



8  
C B Gray

186925

Nebraska Conference  
OF THE  
UNITED CHURCH OF CHRIST

2055 E STREET

LINCOLN, NEBRASKA 68510-2899

(402) 477-4131

October 24, 1990

The President  
The White House  
1600 Pennsylvania Ave.  
Washington, DC

Dear Mr. President:

The Justice and Peace Ministries of the Nebraska Conference, United Church of Christ has strongly supported the Civil Rights legislation which you have just vetoed. Many of our members throughout the State of Nebraska have followed the course of this bill during recent months.

We believe your veto is a serious mistake. We believe that the reasons given for the veto were not based on fact, but represented a political response.

You may be sure that if similar legislation is introduced in the next session, as seems certain, we will again give it full support. We hope that by that time you will have realized that your veto now represents a serious error.

Respectfully,

Dan A. Williams  
Chairperson  
Justice and Peace Ministries

ID# 186927

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

*HU 010*

INCOMING

DATE RECEIVED: OCTOBER 30, 1990

NAME OF CORRESPONDENT: MR. ALFRED L. MILLER

SUBJECT: OPPOSES THE PRESIDENT'S OPEN DOOR POLICY THAT  
HAS GIVEN THE HOMOSEXUAL COMMUNITY "SPECIAL  
STATUS"

| ROUTE TO:<br>OFFICE/AGENCY (STAFF NAME) | ACTION      |                  | DISPOSITION                   |          |
|-----------------------------------------|-------------|------------------|-------------------------------|----------|
|                                         | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP                  | C<br>D   |
| LEIGH ANN METZGER                       | ORG         | 90/10/30         | <i>LM</i><br><del>ALM</del> A | 90/12/19 |
| REFERRAL NOTE:                          |             |                  |                               |          |

*21*

COMMENTS: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4800 4610 \_\_\_\_\_

PL MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

```

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

```

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

THE WHITE HOUSE

WASHINGTON

December 19, 1990

Dear Mr. Miller:

On behalf of President Bush, thank you for your letter regarding the President's "open door" policy and the invitation of certain individuals into the White House. As the President's liaison to the conservative and religious communities, I appreciate the opportunity to discuss this issue with you.

I can assure you that no "special status" has been given to the homosexual community. In fact, while the President continues to meet with religious and pro-family leaders on a regular basis, that community has been invited in only once, and this for a bill signing ceremony.

Representatives were invited last April to the signing ceremony of H.R. 1048, the Hate Crimes Statistics Act, for two reasons: 1) they were involved in the drafting and passage of the legislation in the Congress; and 2) they were part of a broad coalition of minority and handicapped advocacy organizations that attended as one group. Their invitation into the White House does not mean that the President condones their lifestyles or policies.

Please know the President's commitment to traditional family values has not wavered one bit. For example, on November 29th the President signed into law S. 3266, the Crime Control Act of 1990. With its passage, the Administration won significant toughening of federal laws relating to child pornography and obscenity. Most important was the addition of a provision that prohibits the mere possession of child pornography, providing for punishment of up to five years imprisonment and a fine of up to \$250,000. Until this bill, there was no comparable federal law.

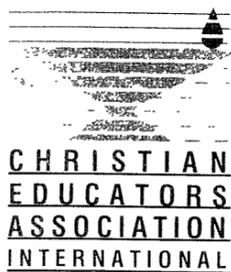
I appreciate your taking the time to write the President, and hope you will let me know how I can be of further assistance.

Sincerely,



Leigh Ann Metzger  
Special Assistant to the President  
for Public Liaison

Mr. Alfred L. Miller  
Director of Development, Christian Educators  
Association International  
P.O. Box 50025  
Pasadena, California 91115



Serving our Nation's youth through  
Christian teachers in public and  
private schools, since 1953.

BOARD OF REFERENCE

Dr. Joseph C. Aldrich  
Pres /Multnomah Bible College  
Mr. Roger Arnebergh  
Attorney  
Dr. J. Sidlow Baxter  
Author/Lecturer  
Dr. Bill Bright  
Pres /Campus Crusade  
Mrs. Vonette Bright  
National Prayer Committee  
Mr. Rich Buhler  
Crawford Broadcasting  
Dr. Paul Cedar  
Pres /Evang Free Churches of America  
Dr. J. Richard Chase  
Pres /Wheaton College  
Sara Jepson Coleman  
Author/Speaker  
Dr. Clyde Cook  
Pres /Biola University  
Dr. Robert A. Cook  
Past Pres /Kings College  
Dr. James Dobson  
Pres /Focus on the Family  
Dr. Ted Engstrom  
Pres Emeritus/World Vision  
Dr. Jack W. Hayford  
Church on the Way  
Dr. David A. Hubbard  
Pres /Fuller Seminary  
Jeannette Lockerbie Johnston  
Author/Speaker  
Dr. James Kennedy  
Coral Ridge Presbyterian Church  
Dr. Jay Kester  
Pres /Taylor University  
Mrs. Beverly LaHaye  
Concerned Women for America  
Dr. Mark Lee  
Pres Emeritus/Simpson College  
Dr. Roy McKeown  
Pres /World Opportunities Int'l  
Dr. Raymond C. Ortlund  
Renewal Ministries  
Dr. John M. Perkins  
Pres /Harambee Center  
Lorne Sanny  
Director Emeritus/Navigators  
Mrs. Nell Segraves  
Creation Science Research Center  
Dr. Sam Wolgemuth  
Pres Emeritus/YFC

P O. Box 50025  
Pasadena, California 91115  
818/798-1124

October 26, 1990

The President  
The White House  
Washington, DC 20500

Dear Mr. President:

It is understood that you are the President of all the people and therefore you have to do many things that certain interest groups may not appreciate.

However, your open door policy that has given the homosexual community "special status" is totally unwarranted. Present civil rights laws apply to all people and to single out special interest groups, whatever their cause, is unnecessary.

The "special status" given by your action is unwarranted because their case is built on erroneous scientific information produced by Dr. Alfred C. Kinsey. This is presented in an article written by Patrick J. Buchanan, a Tribune Media columnist, and published in the Washington papers. He refers to a book (**Kinsey, Sex and Fraud**) being authored by Dr. Judith Reisman and Edward W. Eichel, edited by Drs. John H. Court and J. Gordon Muir.

Mountains of information have been built around this fraudulent work to make the homosexuals acceptable and their life style normal. You, Mr. President, have played into their hands by your "open door policy" and added to this continuing fraudulent position. It is unfortunate that you have allowed yourself and your office to be used to give credence to this deception, and have further perpetuated this mountain of error.

What you have done makes it exceedingly difficult for those who are trying to build and strengthen the traditional families and their values. It is sad to see our government taking part in actions that undermine traditional values and especially at a time when these values are threatened on every side.

It is our hope that you will not take any action that will bring greater damage to our society than has already been done.

Sincerely,

Alfred L. Miller  
Director of Development

cc. National Assoc. of Evangelicals

L.H. Metzger

186927

Miller. ltr

ID# 186979

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

*HU 010*

DATE RECEIVED: OCTOBER 30, 1990

COUNSEL'S OFFICE  
RECEIVED

NAME OF CORRESPONDENT: MR. ROBERT PHILLIPS

OCT 31 1990

SUBJECT: OPPOSES THE PRESIDENT'S VETO OF THE CIVIL  
RIGHTS BILL OF 1990

| ROUTE TO:<br>OFFICE/AGENCY | (STAFF NAME)                      | ACTION      |                  | DISPOSITION    |                           |
|----------------------------|-----------------------------------|-------------|------------------|----------------|---------------------------|
|                            |                                   | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP   | C COMPLETED<br>D YY/MM/DD |
| <del>C BOYDEN GRAY</del>   | <i>cuof</i>                       | ORG         | 90/10/30         |                | <i>C 90/11/07</i>         |
|                            | REFERRAL NOTE: <i>cuof 10</i>     |             |                  |                |                           |
|                            | REFERRAL NOTE: <i>S. Green</i>    |             | <i>90/11/01</i>  | <i>CS</i>      | <i>C 90/11/07 CS</i>      |
|                            | REFERRAL NOTE: <i>FOR Smg 159</i> | <i>A</i>    | <i>90/11/18</i>  | <i>Reply #</i> | <i>90/11/13</i>           |
|                            | REFERRAL NOTE:                    |             |                  |                |                           |
|                            | REFERRAL NOTE:                    |             |                  |                |                           |

COMMENTS: ENCLOSURES

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4900 4800 4400

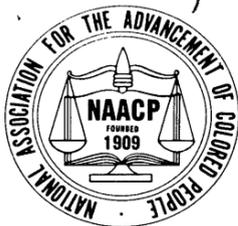
MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

\*\*\*\*\*

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

\*\*\*\*\*

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



186979

**NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE**

PORTLAND BRANCH • P.O. BOX 11367 • PORTLAND, OREGON 97211 • 284-7722

*CB Gray*

October 23, 1990

Robert Phillips  
President

President George Bush  
The White House  
Washington, D.C.

Geri Ward  
Vice President

Dear Mr. President:

Charles White  
Treasurer

I recently learned of your decision to veto the Civil Rights Bill of 1990.

La Jewel Lewis  
Secretary

The action that you took was unfortunate and based on a mis-interpretation of the Bill (see article attached, "New Civil Rights Act would favor merits, not quotas").

Board:

James Berry  
Judy Boyer  
Carrie Cannon  
John Howard  
Mary Howard  
Galvin Irby  
Fred Markey  
C.C. McCorvey  
Bobbi Nunn  
Isaac Payne  
Phil Schuster  
Rev. John Sims  
Thomas Vickers  
Harry Ward

When Americans and people throughout the world are calling for freedom and justice (see articles enclosed), you have failed to provide leadership!

I hope in the future, you would find the strength to lead this nation in a kinder and gentle manner.

Since the Bible request that we pray for our leaders, I pray that your eyes will be opened and you will hear and see the cry for justice and fairness in leadership being demanded by the american people; and you Mr. President will provide that leadership.

Best regards,

Robert Phillips  
President

Associate Board:

Deac. Cannon  
Janet Clemmer  
Deac. Ellison  
Larna Marple  
Marie Smith

Special Assistants:

David Little  
Sara Martin  
Paul McCoy  
Rev. Phillip S. Nelson  
Yavonda Phillips  
Alvia Pruitt

## New Civil Rights Act would favor merits, not 'quotas'

By PAUL BURSTEIN

As Congress debates, and President Bush threatens to veto, the proposed Civil Rights Act of 1990, one concern preoccupies the act's critics more than any other: the claim that it would require employers to adopt quotas so they could not be accused of having "too few" minorities or women.

This is nonsense. Not only should the act not lead employers to weaken merit selection by adopting quotas, it should actually strengthen merit systems and increase business efficiency as well as fairness to minorities, women, and white men.

The part of the proposed act most commentators object to would overturn last year's Supreme Court decision in *Wards Cove Packing Co. vs. Atonio*, and reestablish the equal employment opportunity doctrine set down by the Supreme Court in the 1971 case, *Griggs vs. Duke Power Co.*

The *Griggs* decision, it is widely claimed, virtually makes statistical imbalance in an employer's work force into proof of discrimination. If employers have fewer minorities or women than the community's labor force, employers are allegedly forced to adopt quotas in order to avoid being sued, drastically reducing the role of merit in the employment process.

This is an amazing claim. The *Griggs* decision was written by Chief Justice Warren Burger, a conservative Nixon appointee, and was supported by conservative and liberal justices without one dissenting vote. The Supreme Court has never been a bastion of wild-eyed radicals, and it neither supported quotas nor challenged the merit principle in the *Griggs* case.

What it said was that two questions often must be asked when employers are accused of discrimination. First, if there is a substantial pool of seemingly qualified minorities or women for employers to draw on, do we have the right to be concerned when the employer hires few or none? The court decided that in a society in which employers once publicly proclaimed their "whites only" and "men only" employment policies, there was reason to be suspicious when an employer's work force, or its better jobs, had relatively few minorities or women.

Second, if an employer hires or promotes few minorities or women, should we simply take the employer's word that its employment practices are based on merit, not prejudice? Or, in a society in which many people simply assumed that minorities and women were unqualified for many jobs, should the employer have to show its practices are real-

ly oriented to selecting the most capable people? The court decided that if there were suspiciously few minorities or women in particular jobs, the employer could be obligated to show that merit, not prejudice, was the reason.

Quotas? The court did not establish quotas in the *Griggs* decision, and even a most "liberal" only discriminated flagrantly continuously (in response to Alabama's refusal to hire and promote black state teachers, for example).

Those who claim the new Civil Rights Act would lead to quotas are really saying that employers might feel obligated to adopt quotas, not because the law would require them to, but because they could not show that their seemingly exclusionary employment practices were based on merit — they had, in the words of the latest court promise language, a "substantial demonstrable relationship to effective performance."

Critics of the new Civil Rights Act argue, in essence, that Congress should reject the proposed act because American employers are either not making decisions on the basis of merit, or are so incompetent that they when they think they are relying on merit they could not convince pro-business Reagan- and Bush-appointed judges that they are.

Business opposition to the new Civil Rights Act is less concerted than it might be because many employers realize this examination actually had a positive effect leading to improved testing and training programs, better systems for evaluating employees and, ultimately, higher productivity.

By overturning the *Wards Cove* decision and reinstating the doctrine the Supreme Court adopted in the *Griggs* decision, the new Civil Rights Act could not only increase opportunities for minorities and women but could lead to continuing improvement in personnel practices, which would increase fairness for all employees and improve efficiency of American business.

Paul Burstein is an associate professor of sociology and political science at the University of Washington. He has studied equal employment opportunity for 10 years and recently presented his study on reverse discrimination to the American Sociological Association Annual Meeting in Washington.

THE WHITE HOUSE  
WASHINGTON  
ORM OPTICAL DISK NETWORK

ID# 186979

- Hardcopy pages are in poor condition (too light or too dark).
- Remainder of case not scanned.
- Oversize attachment not scanned.
- Report not scanned.
- Enclosure(s) not scanned.
- Proclamation not scanned.
- Incoming letters(s) not scanned.
- Proposal not scanned.
- Statement not scanned.
- Duplicate letters attached - not scanned.
- Only table of contents scanned.
- No incoming letter attached.
- Only tracking sheet scanned.
- Photo(s) not scanned.
- Bill not scanned.

Comments:

---

---

---

---

---

# The Oregonian



WEATHER: Mostly sunny;  
high 63, low 43 Page A2

## 1,500 rally against prejudice



The Oregonian/KRAG SCATTARELLA  
Flanked by police officers, anti-racism demonstrators march south on Southwest Broadway on Sunday afternoon.

□ Vocal but peaceful marchers pay tribute to a slain Ethiopian man and protest the one accused of inciting his killers to racial violence

By JOHN SNELL  
of The Oregonian staff

More than 1,500 people marched peacefully through Portland Sunday in memory of an Ethiopian man who was beaten to death by Skinheads and in protest of a white supremacist accused of inciting the killers to violence against blacks.

The two-hour march included a memorial for Mulugeta Seraw at the site where he was murdered Nov. 13, 1988. The march turned into a rally in the South Park Blocks near Portland State University where there were speeches until a little after 5 p.m.

The march came a day before the start of a \$10 million lawsuit against Tom Metzger, 62, and his son John, 22, the leaders of the White Aryan Resistance. Tom Metzger is the leading white racist involved in recruiting youth to the Nazi Skinhead movement. He is accused of sending WAR recruiters to Portland to enlist into his cause the same Skinheads who eventually killed Seraw.

Police were out in unprecedented force Sunday after intelligence reports indicated as many as 300 Nazi Skinheads might come to Portland from out of state to disrupt the demonstration. The march and rally took place without incident.

One 11-year-old boy, Jay Barrera of Beaumont Middle School, said he came to the rally "because I don't think racism and the neo-Nazis are right. I think they should let black people do what they want. Let them be free."

Organizers known as the Oct. 7 Committee dubbed the event a "March and Rally for Dignity and Diversity."

Participants included the Portland Rainbow Coalition, the Metropolitan Human Relations Commission, the New Jewish Agenda, several American Indian, women's and environmental groups and Act-up, the homosexual rights activist group.

The marchers left the west end of Laurelhurst Park at noon, carrying banners and pouring onto Southeast Pine Street in an unbroken line that extended for five



The Oregonian/MARY BONDAROWICZ  
Sylvia Wailulatam offers prayer and inspiration.

Please turn to  
MARCH, Page A5

# Rights act dies at hands of Bush

Photo Copy Preservation

□ Stinging criticism follows the veto, which the bill's backers fear could bring back hiring discrimination.

By ANN DEVROY

*LA Times-Washington Post Service*

WASHINGTON — President Bush vetoed on Monday the Civil Rights Act of 1990, prompting the sharpest criticism he has endured since he was elected from women, unions, blacks and other minorities.

In a three-page veto message to Congress, Bush said that "despite the use of the term 'civil rights,' " the legislation "actually employs a maze of highly legalistic language to introduce the destructive force of quotas" in the workplace.

The dispute has centered largely on the defenses available in the legislation to employers sued for so-called "unintentional" discrimination. The White House has charged that the provisions in the bill were so burdensome to employers that they would create "powerful incentives" for employers to "adopt hiring and promotion quotas" to avoid lawsuits, as the president said Monday in his veto message.

Proponents of the bill contend that it essentially would have restored the laws fighting employment discrimination that had been in force for nearly two decades, before six 1989 Supreme Court rulings that made it more difficult for minorities and women to win discrimination suits. They strongly dispute the contention that the new law would result in quotas.

Bush said equal opportunity is "thwarted," not served by quotas, and "the very commitment to justice and civil rights groups agreed they lacked the two-thirds needed to achieve an equality that is offered as the reason why this bill should be signed requires me to veto it."

The Senate has scheduled for Tuesday a vote on overriding Bush's veto. The Senate vote for passage

Please turn to  
BILL, Page A13

## Photo Copy Preservation

THE OREGONIAN, TUESDAY, OCTOBER 23, 1990

NATIONAL/METRO/NORTHWEST

4+ ■ A15

### TUESDAY COLUMN

# Maybe president could offer postgraduate courses on politicking?

**P**olitics is always a learning process. Good politicians learn from their mistakes. Great politicians learn from others' mistakes. And would-be great politicians go to school to do so. At least in New York City they do.

A new city charter has given the city 16 new seats on the city council, and because of that, a coalition of good-government and community groups who want to give the city council some new blood have begun a program to teach newcomers how to run for office and win.

The student-candidates are from both major parties. Sixty-five percent are members of racial minorities. Fifty-five percent are women.

It's a three-week crash course in political strategy, in modern-day



campaign tactics such as the soundbite, the fund-raiser and, most especially, that backbone of today's campaign, the media event.

These days it doesn't matter so much what you know or don't know as long as you say it right.

The would-be candidates will attend a series of lectures and workshops in which the political pros will tell them how to say it right. Accord-

ing to some of the pros who will be teaching the workshops, these are things the candidates should do to present their best to journalists:

- Make news and make it before noon. (Says one media adviser: "By midafternoon everyone is editing videotape.")

- Raise as much money as possible before Jan. 15, the financial disclosure deadline, so that when reporters write their stories, you will look like a serious candidate.

- Don't waste reporters' time. Says the media adviser: "Come up with quotable quotes" (in my experience the unquotable ones are far the best), "and count the number of words in them. For television, 15 to 40 words are quotable."

- Don't look at the camera.

- Think like a journalist.
- Think. (Apparently there is a difference between thinking like a journalist and thinking, which somehow comes as no surprise to this reporter.)

Some of these are good rules, especially the one about thinking, which is always a nice thing to do, but I would like to add three rules of my own and one of President Bush's.

- Whenever possible, tell the truth. Most politicians tell lies to reporters, then believe what they read.

Telling the truth may not get you elected but at least you'll remember what you said, and know why you didn't get elected.

- Answer the question you were

asked. If a reporter wants to know what you're going to do about the rise in street crime, don't say, "I'm glad you asked that, Gabe," then go on to explain why you're against a raise in city taxes.

Besides, hearing a politician actually answer the question asked will be so surprising to most reporters, they'll probably forget what the question was anyway.

- Have answers. Identifying the problem is no real trick. Anyone can do that. That's why anyone can be elected, and often is.

Having answers is harder, and having the right ones is almost impossible, but not even a politician can be counted on to be wrong all the time. You may get lucky.

Finally, some advice straight

from the president:

During a visit to Ottawa in the summer of 1986, then-Vice President Bush said to Canada's Deputy Prime Minister Erik Nielsen, "I picked up a lot watching you during that question-and-answer period in the Parliament today."

"I must smile when facing tough questions and be more relaxed, and in the face of a controversial question, I'm going to try to say absolutely nothing."

President Bush's advice differs from mine, which is not surprising, but you choose whose to follow.

After all, he got elected and therefore, he must be right because so far, nothing has ever been said so often and so well as it's being said now.

© 1990, King Features Syndicate Inc.

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

ID# 187911

INCOMING

R: 11-7  
6 p.m.

*HU 010*

DATE RECEIVED: NOVEMBER 02, 1990

NAME OF CORRESPONDENT: MR. RUS ER VIN FUNK

SUBJECT: OPPOSES THE PRESIDENT'S DECISION TO VETO THE  
CIVIL RIGHTS ACT OF 1990

| ROUTE TO:<br>OFFICE/AGENCY           | (STAFF NAME)   | ACTION      |                  | DISPOSITION  |                           |
|--------------------------------------|----------------|-------------|------------------|--------------|---------------------------|
|                                      |                | ACT<br>CODE | DATE<br>YY/MM/DD | TYPE<br>RESP | C COMPLETED<br>D YY/MM/DD |
| <del>C. BOYDEN GRAY</del> <i>Cue</i> |                | ORG         | 90/11/02         |              | <i>C 90/11/19</i>         |
|                                      | REFERRAL NOTE: |             |                  |              |                           |
| <i>quat 16</i>                       |                | <i>A</i>    | <i>90/11/06</i>  | <i>CS</i>    | <i>C 90/11/19</i>         |
|                                      | REFERRAL NOTE: |             |                  |              |                           |
| <i>S Green</i>                       |                |             |                  |              | <i>SG A 90/11/27</i>      |
|                                      | REFERRAL NOTE: |             |                  |              | <i>Reply A 90/11/27</i>   |
|                                      | REFERRAL NOTE: |             |                  |              |                           |
|                                      | REFERRAL NOTE: |             |                  |              |                           |

COMMENTS:

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: \_\_\_\_\_

MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

```

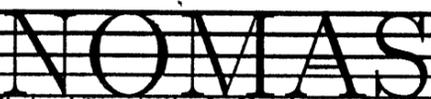
*ACTION CODES: *DISPOSITION *OUTGOING *
* * *CORRESPONDENCE: *
*A-APPROPRIATE ACTION *A-ANSWERED *TYPE RESP=INITIALS *
*C-COMMENT/RECOM *B-NON-SPEC-REFERRAL * OF SIGNER *
*D-DRAFT RESPONSE *C-COMPLETED * CODE = A *
*F-FURNISH FACT SHEET *S-SUSPENDED *COMPLETED = DATE OF *
I-INFO COPY/NO ACT NEC * OUTGOING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

```

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

C.B. Gray

187911

|                                                                                                                    |                                        |
|--------------------------------------------------------------------------------------------------------------------|----------------------------------------|
|                                  | Men's Anti-rape Resource Center        |
|                                                                                                                    | P.O. Box 73559, Washington, D.C. 20056 |
|                                                                                                                    | 301/386-2737                           |
| <small>National Organization for Men Against Sexism<br/>794 Penn Avenue, Pittsburgh, PA 15221 412/371-8007</small> |                                        |

28, Oct., 1990

President George Bush  
Office of the President  
1600 Pennsylvania Ave.  
Washington, DC 20500

Dear Mr. President;

I am writing to express to you how deeply outraged and concerned I am at your recent decision to veto the "Civil Rights Act of 1990". The Civil Rights Act was an opportunity to redress the backsliding that had occurred during the eighties on issues of civil rights. It appears that your decision was based on misinformation, lack of sensitivity and awareness, and white male privilege. Your decision and action was not only harmful to the country, but ultimately, harmful to your administration as well.

White people (and particularly white men) have, for centuries, been attempting to clarify for People of Color exactly what racism is and what racism looks like. Furthermore, we (whites) have come up with a variety of solutions to ending racism. Tragically, we have regularly argued with People of Color about what racism "really" is; and come up with "solutions" which are frequently contrary to what is truly needed to confront and eliminate racism. Your recent decision to veto the Civil Rights Act of 1990 is but one more example of this pattern of behavior. It is important for us, as white folks, to listen to people of color when they label racism. Further, we are absolutely compelled to respect the identified needs and expressed concerns of people of color. Your action was not only indicative of your not truly listening to what the organizers were saying, but was ultimately a sign of disrespect.

It is certainly true, that it is up to us, as whites, to confront and eliminate racism--after all, it is us to created racism, and it is us who perpetrate racism. However, to attempt to confront and eliminate racism without listening to people of color and holding ourselves accountable to people of color for our actions; and to further act in direct contradiction to what people of color are arguing for (as you did in vetoing the Civil Rights Legislation) is nothing more than yet another, albeit subtle, expression of oppressive racism.

Formerly the National Organization for Changing Men (NOCM).

Part of the dynamics that gets established when we as whites don't listen or respect the identified needs and solutions created by people of color is that we define ourselves, white men, as more of an "expert" on racism and on how to deal with racism than are the people of color who are the victims of that racism. Clearly this is absurd. What I'd like to point out to you, is that that pattern, in and of itself, is yet another expression of racism.

When white folks set themselves up in a position of authority and power over people of color, as we do when we attempt to "help" people of color, or when we attempt to define or re-define what racism "really" is or isn't, we are acting as agents of oppression. Regardless of our personal views, when we act in roles that are established as a one-up-man-ship position over oppressed people, that action is in and of itself, oppressive. To confront racism, and create solutions, we need to listen to oppressed people, and respect their wishes.

I ask that you make the public commitment to respect the needs of people of color and work effectively to eliminate racism. Further, I ask that you make the commitment now and publicly to support the Civil Rights Act of 1991 when it is drafted, and let the true experts of racism--those who are directly effected, victimized, and killed by it--define what racism is, as well as what the solution are.

Sincerely,

  
Rus Er vin Funk,  
Coordinator

cc: Jack Straton, Co-Chair, N.O.M.A.S.  
Vernon McClean, Chair, Eliminating Racism Committee  
Craig Norberg-Bohm, Ending Men's Violence Task Group  
Althea Simmons, NAACP  
Jose Longeria, LULAC  
Ralph G. Neas, Leadership Conference in Civil Rights  
Jesse Jackson, National Rainbow Coalition

ID# 187926

THE WHITE HOUSE  
CORRESPONDENCE TRACKING WORKSHEET

INCOMING

R: 11-7  
6 pm.

*Handwritten:* HU 010

DATE RECEIVED: NOVEMBER 02, 1990

NAME OF CORRESPONDENT: SISTER MARY LOU KOWNACKI

SUBJECT: OPPOSES THE PRESIDENT'S VETO OF THE CIVIL RIGHTS ACT OF 1990

| ROUTE TO:<br>OFFICE/AGENCY            | (STAFF NAME) | ACTION   |               | DISPOSITION |                        |
|---------------------------------------|--------------|----------|---------------|-------------|------------------------|
|                                       |              | ACT CODE | DATE YY/MM/DD | TYPE RESP   | C COMPLETED D YY/MM/DD |
| <del>C. BOYDEN GRAY</del> <i>cuaf</i> |              | ORG      | 90/11/02      |             | C 90/11/19 <i>W</i>    |
| <i>cuaf 10</i>                        |              | A        | 90/11/06      | CS          | C 90/11/17 <i>CS</i>   |
| <i>S Green</i>                        |              |          |               | SG          | A 90/11/27 <i>W</i>    |
|                                       |              |          |               |             |                        |
|                                       |              |          |               |             |                        |

COMMENTS: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

ADDITIONAL CORRESPONDENTS: MEDIA:L INDIVIDUAL CODES: 4500 4800  
MI MAIL USER CODES: (A) \_\_\_\_\_ (B) \_\_\_\_\_ (C) \_\_\_\_\_

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

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

8



CB Gray

187926

Pax Christi USA  
NATIONAL CATHOLIC PEACE MOVEMENT

348 East Tenth Street  
Erie, Pennsylvania 16503  
814/453-4955

October 30, 1989

President George Bush  
1600 Pennsylvania Ave., NW  
Washington, DC 20500

Dear President Bush,

On behalf of the 10,000 members of Pax Christi USA, the national Catholic peace movement, I would like to express my dismay at your veto of the civil rights legislation passed by the Senate. This badly needed bill would have guaranteed the rights of men and women of all ages, race and religion from job discrimination. It would have restored civil rights protection that was removed by the Supreme Court.

Especially disturbing is your use of the issue of quotas which has the effect of casting this issue as a black verses white conflict. There is nothing in this bill that would require companies to establish hiring quotas. By raising this issue you inflame already simmering racial discord around the country. By using the false issue of quotas you have chosen to lead this country down the road to racial confrontation instead of racial harmony.

Please reconsider your actions. Ask the Senate to bring the bill back for your signature. It is time to embrace the vision of Lincoln and start the healing so badly needed in this country.

Sincerely,

Mary Lou Kownacki, OSB

Sister

Mary Lou Kownacki  
National Coordinator