



International
Mass Retail
Association, Inc.

Richard I. Hersh
President

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October 20, 1989

The Honorable Bob Dole
U.S. Senate
Washington, D.C. 20510

Dear Senator Dole:

Thank you for accepting our invitation to address the Executive Committee of the International Mass Retail Association on November 1, 1989 at 8:30 a.m. at the Washington Court Hotel, Mt. Vernon Room, 525 New Jersey Avenue, N.W.

IMRA is a trade association representing over 140 major discount retail chains that do business in all 50 states and whose sales represent an overwhelming majority of the \$130 billion a year discount retail industry. Our members collectively operate over 25,000 stores and employ well over a million Americans. In Kansas, IMRA members include Wal-Mart, K mart, Target, Venture, Sam's Wholesale Club and Pamida. IMRA also has over 400 associate members whose companies constitute an important part of the American manufacturing business community.

→ Our Executive Committee is very concerned with a broad spectrum of issues, including tax reform, the Federal deficit, international trade and labor/benefits issues. They very much look forward to hearing your views, and analysis of the prospects for legislative action on these and other issues affecting our industry and the nation. Specific issues which greatly affect us include minimum wage, Americans With Disabilities Act, resale price maintenance, section 89 and protectionist trade legislation.

We will cover all expenses and are happy to provide an honorarium: We are looking forward to meeting with you on November 1st.

Very truly yours,

Robert J. Verdisco
Vice President
Government Relations

Gayce

Speak
LAW OFFICES

BISHOP, COOK, PURCELL & REYNOLDS

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Wednesday - 1100.1

Wash. Court Hotel
SPEAK

8:30

mt. Vernon Rm

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October 11, 1989

The Honorable Robert J. Dole
SH-141 Hart Senate Office Building
United States Senate
Washington, D.C. 20510

O.K.

12-15 CEO's
2 C. Brown

Dear Senator:

This is to invite you to speak at the International Mass Retail Association meeting in Washington, D.C. on Wednesday, November 1, 1989 at a breakfast or a luncheon on that day.

Our client, the Association (which is made of companies such as K-Mart, Wal-Mart, Hills, Makro, Ames, Jamesway and others) will pay an honorarium of \$2,000 for this event which will be held at the Washington Court Hotel on New Jersey Avenue near the Capitol.

They would, of course, be very interested in your overview of the major legislative issues pending before the Congress and your insight on how these issues should be resolved.

Thank so much for your consideration of this request.

Best wishes,

Bob. Hyde
Hyde H. Murray

371-5761

HHM:dth

Contact:

Robert Verdisco *861-0774*
V. P. - Gov't Rel.

Int'l
1901 Penna Ave, NW - Rm 200

20006

October 30, 1989

MINIMUM WAGE
AREAS OF NEGOTIATIONS

Training Wage

Training wage (80 percent of minimum wage, but no less than \$3.35) available for up to three months for new teenage employees with a lifetime cap of six months.

Remaining as issues (1) whether to sunset the hiring wage; and (2) what type of training would be required.

Minimum Wage Increase

April 1990 -- 45 cent increase to \$3.80
April 1991 -- 45 cent increase to \$4.25

Negotiators

AFL-CIO
White House
Department of Labor

There have been no agreements to date -- all of the discussions are very tentative. Talks are scheduled to resume at 8:00 p.m. tonight, in the hopes of getting an agreement before the House Rules Committee meets tomorrow at 10:00 a.m. to consider a rule for floor consideration of the minimum wage bill this week.



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October 30, 1989

Kathy:

As per our discussion:

William Atkinson	Chairman	Towers Dept. Stores
Morrison Cain	Public Affairs Counsel	IMRA
Stephen Goldberger	Chairman	Hills Dept. Stores
Richard Hersh	President	IMRA
Larry Hochberg	Chairman	Sportmart, Inc.
Phil Lux	President & COO	McCrory Stores
Arlie Lazarus	President	Jamesway Corporation
Bill Manteria	Associate General Counsel - U.S. Gen. Mrchds'g Grp.	F.W. Woolworth Corp.
A. Robert Stevenson	Vice President	K mart Corporation
John Tate	Exec. VP	Wal Mart
Talis Tzenitis	Legislative Counsel	Sears, Roebuck & Co.
Robert J. Verdisco	Vice President Gov't Relations	IMRA
Timothy J. Waters	Partner	McDermott, Will & Emery
Warren White	Exec. VP & Gen. Manager	Clover Stores
Raymond Zimmerman	COB, Pres. & CEO	Service Merchandise Co., Inc.

Sincerely,

Bob

Robert J. Verdisco
Vice President
Government Relations

November 1, 1989

TO: Senator Dole
FROM: Kathy
SUBJECT: Background for International Mass Retail Association

Time and Place

November 1, 1989 at 8:30 a.m. at the Washington Court Hotel, Mt. Vernon Room, 525 New Jersey Ave., N.W.. Robert Verdisco, Vice President of Government Relations, will likely meet you at the door.

Format

Small, information group. They suggest 10 minutes of speaking, 10 minutes of question and answer (or longer if you are able). There will be no other speakers in the morning, however, Rep. Michel will speak to the group at noon. A partial list of invitees is attached.

International Mass Retail Association (IRMA)

140 major discount retail chains are members. Members operate 25,000 stores and employ over a million members. Kansas members include Wal-Mart, Kmart, Target, Venture, Sam's Wholesale Club and Pamida.

INTERNATIONAL MASS RETAIL ASSOCIATION SPEECH

SENATOR BOB DOLE

INTRODUCTION

0 THANK YOU FOR HAVING ME HERE TODAY. THE

MASS RETAIL INDUSTRY REPRESENTS MUCH OF

WHAT MAKES THIS COUNTRY GREAT -- GOOD

QUALITY PRODUCTS AT REASONABLE PRICES.

WHEN I INVITED THE RUSSIANS TO VISIT KANSAS, I

PUT A VISIT TO A WAL-MART STORE HIGH ON THE

- 2 -

AGENDA. UNFORTUNATELY, THE RUSSIANS GOT
DETOURED BY MISS KITTY IN DODGE CITY. I EXPECT
THEY WILL HAVE A TOUGH TIME EXPLAINING TO
THEIR WIVES WHY THEY DID NOT BRING HOME ANY
VIDAL SASSON JEANS.

THE FEDERAL BUDGET

0 RIGHT NOW, THE BIGGEST PROBLEM FACING OUR
COUNTRY IS THE FEDERAL DEFICIT. MOST PUBLIC
OPINION POLLS, HOWEVER, RANK DRUGS FIRST ON
AMERICANS' LIST OF CONCERNS, WITH THE DEFICIT

- 3 -

A DISTANT SECOND. AMERICANS SEEM TO BE
HAVING A DIFFICULT TIME UNDERSTANDING THE
DEFICIT PROBLEM, IN LARGE PART, BECAUSE THE
NEWS COVERAGE OF THIS ISSUE IS NOT BALANCED.
LET'S FACE IT: DEFICIT BUSTERS DON'T MAKE FOR
HIGH NEWS RATING, DRUG BUSTS DO.

- 4 -

0 EVEN THE RECENT GRH BUDGET SEQUESTER DID

NOT GET MUCH ATTENTION IN THE PRESS. THE

SEQUESTER, WHICH CUT THE DEFICIT BY 16 BILLION

REAL DOLLARS, WILL STAND UNTIL CONGRESS CAN

COME TO AN AGREEMENT ON A BUDGET

RECONCILIATION/REDUCTION BILL.

- 5 -

DEBT LIMIT EXTENSION

0 THE ONLY THING THAT ILLUSTRATES THE
BREAKDOWN OF OUR BUDGET PROCESS BETTER
THAN A SEQUESTER, IS THE \$3.12 TRILLION DEBT
LIMIT EXTENSION BILL WE ARE WORKING ON. YES,
\$3.12 TRILLION.

- 6 -

0 ALL THAT BORROWING DOES NOT COME CHEAP --

WE SPENT \$169 BILLION ON INTEREST ALONE IN FY

1989. THAT IS MORE THAN THE FEDERAL

GOVERNMENT SPENT ON FOREIGN AID, DRUGS,

EDUCATION, AGRICULTURE, AND TRANSPORTATION

COMBINED. THE BOTTOM LINE IS WE CAN'T FIGHT

DRUGS, REBUILD OUR INFRASTRUCTURE, AND

SPEND MORE MONEY ON EDUCATION UNTIL WE GET

THIS DEFICIT MONSTER UNDER CONTROL

- 7 -

BUDGET REFORM

0 IS THE ANSWER BUDGET REFORM? SOME HAVE ARGUED THAT BUDGET REFORM HAS NOT ONLY GOTTEN US INTO THIS MESS, BUT HAS MADE IT WORSE. SURE, GRAMM-RUDMAN-HOLLINGS HAS HELPED PUT THE DEFICIT ON A DOWNWARD COURSE, BUT AT THE COST OF INCREASED GIMMICKRY AND TRICKS. SOME EXPERTS HAVE ESTIMATED THAT ALMOST HALF OF THE "SAVINGS"

- 8 -

IN THE \$13.4 BILLION SENATE DEFICIT REDUCTION
BILL ARE FAKE. MEMBERS OF CONGRESS ARE
GROWING INCREASINGLY FRUSTRATED AND
EMBARRASSED BY THE BUDGET PROCESS. AND
JUSTIFIABLY SO.

- 9 -

RECONCILIATION

0 THE FINAL STRAW FOR A LOT OF SENATORS WAS
THE 13 POUND RECONCILIATION BILL SENT OVER BY
THE HOUSE. THIS BILL, WHICH WAS INTENDED TO
CUT THE BUDGET -- PERIOD, CONTAINED
EVERYTHING FROM PROVISIONS ON KIWI FRUIT TO A
HUGE, NEW CHILD CARE PACKAGE.

- 10 -

0 FRANKLY, SOME OF THESE THINGS WERE LIKED BY
REPUBLICANS AND SOME BY DEMOCRATS. BUT
AFTER DAYS OF DEADLOCK ABOUT HOW TO
PROCEED, THE SENATE OVERWHELMINGLY
REBELLED AGAINST PUTTING A WHOLE YEAR'S
WORTH OF LEGISLATION IN A MUST-PASS BUDGET
BILL. BY THE TIME WE HAD STRIPPED OUT THE 300
SOME EXTRANEIOUS PROVISIONS, THE 13 POUND
BILL HAD SLIMMED DOWN TO A TRIM 3 POUNDS.

- 11 -

0 THE EFFORT WAS A GIANT STEP FORWARD FOR
GOOD GOVERNMENT. UNFORTUNATELY, THE
HOUSE IS RELUCTANT TO ACCEPT OUR PACKAGE.
UNTIL WE CAN GUARANTEE A CLEAN DEBT LIMIT
EXTENSION. SO, FOR THE TIME BEING WE ARE
STUCK WITH A SEQUESTER.

- 12 -

TAX REFORM AND SECTION 89

0 AMONG THE CASUALTIES OF THIS GOOD
GOVERNMENT EFFORT WERE SECTION 89 REFORM
AND THE FINANCE COMMITTEE'S "EXTENDERS". I
CAN ASSURE YOU THAT SECTION 89, IN
PARTICULAR, IS NOT DEAD. BOTH HOUSE AND
SENATE HAVE AGREED TO ITS REPEAL. NOW THE

- 13 -

ONLY QUESTIONS THAT REMAIN ARE 1) WHEN? AND
2) ON WHAT VEHICLE? THE ANSWER WILL MAY
DEPEND ON WHAT HAPPENS WITH CAPITAL GAINS.
RIGHT NOW SECTION 89 REPEAL IS PENDING AS
PART OF THE PACKWOOD/ROTH CAPITAL GAINS/IRA
INITIATIVE.

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NON-BUDGET ISSUES

0 THIS TIME OF YEAR IT IS EASY TO FORGET THAT
THERE ARE OTHER ISSUES BESIDES THE BUDGET
PENDING BEFORE CONGRESS. YOU HAVE ASKED
ME TO SPECIFICALLY ADDRESS MINIMUM WAGE,
AMERICANS WITH DISABILITIES ACT, RESALE PRICE
MAINTENANCE, AND PROTECTIONIST TRADE
LEGISLATION. SO, I WILL BRIEFLY SUM UP WHERE
THESE ITEMS ARE AND WHERE THEY ARE EXPECTED
TO GO IN THE 101TH CONGRESS.

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MINIMUM WAGE

0 MANY OF YOU MAY HAVE HEARD NEWS REPORTS
THAT A MINIMUM WAGE COMPROMISE IS IN THE
WORKS. WELL, THOSE REPORTS ARE RIGHT. THE
PRESIDENT, THE SECRETARY OF LABOR, AND THE
DEMOCRATIC LEADERS IN CONGRESS HAVE
AGREED TO A COMPROMISE PACKAGE THAT WOULD
RAISE THE MINIMUM WAGE TO \$4.25 AN HOUR OVER
THE NEXT YEAR-AND-A-HALF AND WOULD PROVIDE
FOR A SIX-MONTH TRAINING WAGE FOR TEEN AGE
EMPLOYEES.

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0 MY HOPE IS THAT THIS LEGISLATION WILL MOVE
QUICKLY THROUGH CONGRESS IN A BIPARTISAN
FASHION.

AMERICANS WITH DISABILITIES ACT

0 THE SENATE RECENTLY PASS S. 933, THE
"AMERICANS WITH DISABILITIES ACT" (ADA). WHILE
THIS IMPORTANT PIECE OF CIVIL RIGHTS
LEGISLATION FOR PEOPLE WITH DISABILITIES
PASSED OVERWHELMINGLY AND WITH MY SUPPORT,
I HAVE BEEN CONCERNED WITH HOW THIS BILL WILL
AFFECT SMALL BUSINESSES.

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0 CERTAINLY, IMPLEMENTING THE VISION OF A

BARRIER-FREE SOCIETY WILL HAVE COSTS.

ASSISTANCE MAY BE NECESSARY TO HELP

BUSINESSES MAKE REASONABLE

ACCOMMODATIONS. MOREOVER, GIVEN THE

COMPLEXITY OF THIS LEGISLATION, FURTHER

CLARIFICATION WILL BE NEEDED TO HELP

BUSINESSES UNDERSTAND THEIR NEW

RESPONSIBILITIES.

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RESALE PRICE MAINTENANCE

0 NOW, I UNDERSTAND THAT SOME OF YOU ARE
INTERESTED IN S. 865, THE RESALE PRICE
MAINTENANCE BILL INTRODUCED EARLIER THIS
YEAR BY SENATOR METZENBAUM. AS MOST OF YOU
KNOW, THIS BILL WOULD OVERTURN THE
MONSANTO AND SHARP DECISIONS RECENTLY
HANDED DOWN BY THE SUPREME COURT.

- 19 -

THE BILL WOULD ALSO MAKE IT EASIER FOR
RETAILERS TO PROVE IN COURT THE EXISTENCE OF
VERTICAL PRICE-FIXING -- OR RETAIL PRICE
MAINTENANCE -- AGREEMENTS IMPOSED BY
MANUFACTURERS.

- 20 -

0 SENATOR THURMOND TELLS ME THAT S. 865 IS THE
THIRD ITEM OF BUSINESS ON THE JUDICIARY
COMMITTEE CALENDAR. SO THE BILL MAY BE
REPORTED OUT OF THE JUDICIARY COMMITTEE
BEFORE CONGRESS ADJOURNS LATER THIS
MONTH. IT'S A TOSS-UP RIGHT NOW.

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PROTECTIONIST TRADE LEGISLATION

0 LAST MAY, AT THE SUGGESTION OF SENATOR
DANFORTH, I CONVENED A TASK FORCE OF
REPUBLICAN SENATORS TO ADDRESS BARRIERS TO
COMPETITIVENESS WITHIN THE CONTROL OF THE
FEDERAL GOVERNMENT.

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0 THE TASK FORCE IS NOT LOOKING TO ESTABLISH AN
INDUSTRIAL POLICY, INSTEAD, OUR INITIAL FOCUS
HAS BEEN ON WAYS GOVERNMENT IMPEDES
COMPETITIVENESS THROUGH ANTI-TRUST LAWS,
TAX POLICY, OR EXCESS REGULATION. IN ADDITION,
THE TASK FORCE WILL SEARCH FOR WAYS
GOVERNMENT CAN ASSIST PRIVATE SECTOR

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INITIATIVE, INCLUDING REASONABLE PRODUCT
LIABILITY STANDARDS, PATENT PROTECTION, AND
BETTER TRANSFORMATION OF FEDERAL RESEARCH
ADVANCES INTO PRODUCTIVE USES BY AMERICAN
BUSINESS.

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CONCLUSION

0 NEXT YEAR WE WILL BE FACING A NUMBER OF ITEMS INCLUDING CLEAN AIR AND ETHICS. IT IS MY BELIEF THAT YOU CAN'T LEGISLATE MORALITY. THE BEST YOU CAN DO IS FORCE POLITICIANS TO MAKE THEIR CONTRIBUTOR LISTS AVAILABLE TO THE PUBLIC, AND LET THE VOTERS MAKE THE NECESSARY ETHICAL JUDGEMENTS.

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0 WE WILL ALSO HAVE TO DEAL WITH A PAY RAISE,
WHICH IN A ELECTION YEAR WILL BE DIFFICULT. THE
REAL PROBLEM IS NOT WHAT WE PAY SENATORS,
MANY OF WHOM CONSIDER THEIR SENATE SALARY
POCKET CHANGE, BUT WHAT WE PAY JUDGES AND
MEMBERS OF THE EXECUTIVE BRANCH. TIME AND

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TIME AGAIN, WE HEAR STORIES OF JUDGES WHO
FIND THAT NEW LAWYERS FRESH OUT OF SCHOOL
ARE OUT-EARNING THEM. IF WE WANT TO
CONTINUE TO ATTRACT GOOD PEOPLE TO THE
BENCH AND TO GOVERNMENT SERVICE IN
GENERAL, WE MUST SUMMON UP THE COURAGE TO
RAISE OUR SALARIES, AS WELL AS THEIR'S.

**GOVERNMENT RELATIONS
EXECUTIVE COMMITTEE MEETING
NOVEMBER 1, 1989**



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TO: IMRA EXECUTIVE COMMITTEE

DATE: NOVEMBER 1, 1989

FROM: ROBERT J. VERDISCO, VICE PRESIDENT
GOVERNMENT RELATIONS

SUBJECT: SUMMARY OF MAJOR LEGISLATION IN THE FIRST SESSION OF THE
101ST CONGRESS AND REGULATORY AND JUDICIAL ISSUES 1988-89.

For your review, IMRA's Washington office has prepared the attached summary of major legislative issues from the first session of the 101st Congress, plus a review of significant Federal regulatory and judicial issues affecting mass retailers.

This brief summary is intended not only to update you on IMRA's Federal activities and accomplishments, but also to serve as a framework for the more detailed 1990 plan of action, which will be considered at the Top Management Conference in January.

Please do not hesitate to let me know if the Washington office can answer any questions that you or others in your company may have on these issues, or if we can assist you in any other way.

Attachment

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REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
<u>LABOR/BENEFITS</u>			
<u>MINIMUM WAGE</u> (H.R. 2, S. 4, H.R. 2710, S. 1182): President Bush, who has announced support for a minimum wage increase to \$4.25 over three years, combined with a six-month "training wage" for any new hire, promptly vetoed a bill that would have raised the current \$3.35 Federal minimum to \$4.55 over three years. The House failed, by a 37-vote margin, to override.	Passed H.R. 2; failed to override veto 248-178; Educ. and Labor Comm. passed H.R. 2710 9/19; floor vote imminent.	Passed H.R. 2; no veto override vote taken; Labor and Human Resources passed S. 1182; floor action possible at any time.	Bills ready for floor action.
<p>The Labor Committees then reported new bills: H.R. 2710, a \$4.25 increase bill, in two annual 45-cent jumps, starting next January, and S. 1182, identical to the vetoed bill. Labor backers are pushing for floor action, and the House is scheduled to vote on 11/1. House leaders have discussed with the White House a "compromise" that would raise the minimum to \$4.25 over two-and-a half years.</p> <p>IMRA has strenuously opposed any minimum wage increase.</p>			
<u>DISABLED DISCRIMINATION</u> (S. 933, H.R. 2273): The "American with Disabilities Act" (ADA) would outlaw discrimination towards disabled persons in a wide range of areas, including employment, public accommodations, state/local government services, telecommunications and transportation.	Hearings held in four House panels. IMRA testified in a House Judiciary subcomm. on 10/11.	Passed S. 933 76-8.	House action expected within next few weeks.
<p>IMRA has testified, primarily on public accommodations issues, before a House Judiciary subcommittee, has submitted follow-up questions for that panel to address, and is</p>			

REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
<p>vigorously lobbying to make ADA better-defined and less burdensome. IMRA's special emphasis has been on: excluding shelves, aisles and store layout; making site-specific analysis of needed accommodations; providing flexibility in compliance methods; and removing non-public work areas from the public accommodation provisions on new construction.</p> <p>The Bush Administration backs the Senate-passed bill and may actively oppose any amendments.</p>			
<p><u>EMPLOYER-PROVIDED HEALTH INSURANCE</u> (S. 768, H.R. 1846): Both bills, similar to those from the same sponsors [Sen. Edward M. Kennedy, D-MA, and Rep. Henry A. Waxman, D-CA] in the 100th Congress, would require employers to provide a health insurance package to all working 17.5 hours or more weekly. The plan would cap workers' out-of-pocket expenses, limit co-payments for all workers and forbid them for "low-income" workers) and restrict deductibles. Pre-existing conditions would not be excluded.</p> <p>IMRA has opposed mandating employer health insurance.</p>	Hearings begun.	Passed Labor and Human Resources Committee.	No further schedule yet for floor action.
<p><u>AGE DISCRIMINATION IN EMPLOYMENT ACT</u></p> <p>A. <u>WAIVERS</u> (H.R. 1432, S. 54): Both Labor Committees have approved bills to forbid, or greatly limit, employee waivers of rights under the Age Discrimination in Employment Act (ADEA).</p> <p>IMRA opposed bans of requiring court or agency</p>	AJWaiver Educ. and Labor Comm. has approved H.R. 1432. Ready for House floor.	Labor and Human Resources Committee has approved S. 54. Ready for Senate floor.	Waiver bills could be brought to either floor at any time.

REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
review of employer-worker agreements which waive ADEA rights.			
B. <u>BETTS REVERSAL</u> (H.R. 3200, S. 1511): Bills have also been introduced to overturn a recent Supreme Court decision (<u>Public Employees Retirement System v. Betts</u>), which knocked down EEOC rules requiring "cost justification" of benefit differentials between older and younger workers. The Court said EEOC had exceeded ADEA's intent by requiring employers to spend equal amounts on each age group when older and younger workers receive differing benefits. The bills would require equal contributions, with each benefit plan tested separately.	B] <u>Betts Reversal</u> Hearings begun.	Hearings begun.	No action scheduled.
IMRA has referred this issue to its Government Affairs Research Committee (GARC).			
<u>FAMILY/MEDICAL LEAVE</u> (H.R. 770, H.R. 3445, S. 345, S. 373, S. 897): Would require extensive unpaid leave, continuation of benefits and reinstatement rights for male or female workers for birth, adoption, illness of a child (in House bill only, also for care of a parent), and for the worker's own illness. IMRA opposes parental/disability leave bills.	H.R. 770 passed subcommittee 2/28/89; Labor Committee 3/8/89.	S. 345 passed Labor Committee 4/19/89.	No floor action yet scheduled.
<u>PENSION ISSUES</u> (H.R. 2664, H.R. 3299, S. 685): The FY 90 budget reconciliation bill proved too tempting a target for labor Democrats, as they attempted to add to that vehicle a host of far-reaching pension law changes. In a floor fight, the House removed one of the most extreme of these (the so-called "Visclosky amendment," which would have required equal	Budget reconciliation bill (H.R. 3299) contained numerous pension law changes; the "Visclosky amendment" was	Senate Labor and Human Resources Comm. added some pension law changes (ban on pension asset reversion, user/exit fees,	Awaiting conference report on budget reconciliation.

REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
numbers of labor-selected trustees on the board of any single-employer pension plan), and a jurisdictional dispute with the Ways and Means committee removed user/exit fees.	stripped in a 250-173 House vote. Budget reconciliation now in House-Senate conference.	\$2 increase in PBGC premium); all but PBGC premium were dropped from Senate-passed reconciliation bill, now in conference. Senate Labor members may attempt to add those provisions to another bill.	
<u>"DOUBLE-BREASTED" CONSTRUCTION FIRMS</u> (H.R. 931, S. 807): As in the 100th Congress, bills have been introduced by Rep. William Clay (D-MO) and Sen. Edward M. Kennedy (D-MA) to prohibit organized construction firms from having any interest in, or common ownership with, non-union operations.	No action.	No action.	No action scheduled.
IMRA opposes anti-"double breasting" bills.			
<u>DRUG TESTING RESTRICTIONS</u> (H.R. 33, H.R. 763): In the 100th Congress, the House passed a bill similar to H.R. 33 (with the same sponsors, Energy and Commerce committee chairman Rep. John Dingell, D-MI, and ranking minority members Rep. Thomas Bliley, R-VA). The bill regulates drug testing laboratories and contains numerous procedural restrictions on private-sector drug testing programs.	Hearings begun on H.R. 33. No action on H.R. 763.	No action.	H o u s e action on H.R. 33 possible later this year/early next year.
<u>DRUG TESTING FOR TRANSPORT WORKERS</u> (S. 561,	House passed	Senate passed S.	House and

REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
<p>H.R. 1208): As they did in the 100th Congress, when the impasse stalled action, the House of Representatives and the Senate are thus far taking far different tacks on required drug testing for workers in safety-related transportation jobs. The House has voted to require drug and alcohol testing only for rail employees; the Senate has passed a much farther-reaching bill that would cover public and private-sector workers in the trucking, rail, airline and bus industries.</p> <p>IMRA has monitored the issue.</p>	<p>H.R. 1208.</p>	<p>561 as part of transportation appropriations bill.</p>	<p>Senate are at an impasse, with the Senate pushing for broader coverage.</p>
<p><u>JOB RISK NOTIFICATION</u> (H.R. 3067, S. 592): Bills have been introduced -- with the same sponsors as in the 100th Congress, Rep. Joe Gaydos, D-PA, and Sen. Howard Metzenbaum, D-OH -- to require employees to give special notice to workers whose jobs may bring them into contact with hazardous chemicals.</p> <p>IMRA has monitored the issue.</p>	<p>Hearings begun.</p>	<p>Hearings begun.</p>	<p>No action scheduled.</p>
<p><u>CHILD CARE</u> (H.R. 30, H.R. 882, H.R. 3299, S. 5, S. 364): The politically attractive issue of assisting parents with child care has taken two divergent forms. The "ABC" bill pushed by Democratic leaders is an entitlement program with Federal standards for, and restrictions on, providers. Congressional tax committees, the Bush Administration and some others have instead called for an expanded tax credit for low- to moderate-income families. The House reconciliation bill, unable to resolve a dispute between House labor and tax committees, incorporated both approaches. The Senate had earlier passed a bill relying on the tax credit approach.</p>	<p>House-passed reconciliation bill includes both entitlement and tax credit approaches.</p>	<p>Senate-passed S. 5 takes a tax credit approach.</p>	<p>Now in House-Senate conference.</p>

REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
<u>TAX/BUDGET ISSUES</u>			
<u>FISCAL 1990 BUDGET:</u> The FY 90 budget resolution sets levels for Federal budget outlays, Federal budget funding authority, Federal budget revenues, and Federal debt limits. Since May, the House and the Senate have been working on separate budget reconciliation to meet the deficit reduction objectives mandated under the Gramm-Rudman-Hollings (GRH) law and observed under the FY 90 budget resolution. A separate "reconciliation" bill is required under this agreement enforcing the deficit-reduction objectives of the FY 90 Budget Resolution.	Budget resolution passed 5/4/89.	B u d g e t resolution passed 5/4/89.	Conference report on budget resolution was signed by each House leader on the day the measure passed their House.
The House and the Senate have passed separate budget reconciliation bills which vary significantly. The House bill was loaded up to include several non-budget reconciliation items while the Senate passed a stripped-down bill which included only reconciliation items.	Reconciliation bill (H.R. 3299) passed; it includes many extraneous provisions.	Stripped down budget reconciliation bill.	B u d g e t reconciliation now in House-Senate conference.
Congress was unable to pass a Federal budget reconciliation bill by 10/16/89, so GRH required the President to put into effect budget sequestration, across-the-board budget cuts divided equally between defense and non-exempt social programs to cut the Federal budget deficit to \$100 billion. Congress can still pass a reconciliation bill and lift the sequestration order, however. The House and Senate conferees are meeting in an attempt to resolve differences between differing versions of the reconciliation legislation.			

REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
<p><u>TAX LEGISLATION</u> (H.R. 2572, H.R. 3299, S. 442, S. 1171): Recent Congressional budget estimates show a Federal budget deficit for fiscal year 1990 to be in excess of \$126 billion. The Gramm-Rudman-Hollings (GRH) Deficit Reduction Act requires the FY 90 budget deficit to be \$100 billion or less and \$64 billion or less in FY 91. Thus far Congress has failed to come to agreement with the Administration over how to meet the GRH target for FY 90 and thus, President Bush has initiated a sequestration order for this fiscal year. With the apparent failure of reaching a budget solution for FY 90, the task will be especially difficult for FY 91. The pressure to raise new sources of revenue will be immense.</p> <p>On February 23rd, Senator Ernest Hollings introduced S. 442, "The Deficit and Debt Reduction Act of 1989." The bill imposed a five percent value added tax and established a trust fund in the Department of Treasury that would restrict the use of the revenue raised under the bill to purposes of deficit reduction. Although no hearings have been scheduled for this bill, this tax is gaining popularity both with the members of the Congress and individuals within the Administration.</p> <p>H.R. 2572 and S. 1171 are bills which would eliminate certain tax benefits to Employee Stock Ownership Plans (ESOP). Both bills repeal tax incentives for those who lend to ESOPs. H.R. 3299, the omnibus budget reconciliation bill, also contains a provision which changes ESOP benefits. The Joint Committee on Taxation estimates that these</p>	<p>H.R. 2572 introduced 6/7 and referred to Ways and Means.</p>	<p>S. 442 introduced 2/23 and referred to Senate Finance.</p> <p>S. 1171 introduced 6/13 and referred to Senate Finance.</p>	

REVIEW OF MAJOR LEGISLATION IN THE 101ST CONGRESS

Summary	House Action	Senate Action	Status
changes to ESOPs would raise approximately \$1.5 billion tax dollars each year.			
In addition, other revenue-raising possibilities include: an increase in the top corporate rate (presently 34%), additional excise taxes on cigarettes, alcohol, increases in personal tax rates and taxes on oil inputs.			
<u>SECTION 89</u>			
A] REPEAL (H.R. 634, H.R. 3299, S. 350, S. 1747): Despite the "conventional wisdom" of many Washington insiders that it couldn't be done, section 89 is on the verge of repeal -- thanks to grassroots pressure from IMRA and some other business groups.	Repeal: Added to House-passed budget reconciliation bill (H.R. 3299), now in House-Senate conference.	Section 89 repeal was approved by the Finance Committee, but dropped from the stripped down budget reconciliation bill passed by the Senate, and is now in House-Senate conference.	Repeal is nearly certain to be completed before the end of this session.
The House repeal bill garnered well over 300 co-sponsors and eventually made its way -- by an overwhelming 396-36 vote -- onto the House-passed FY 90 budget reconciliation bill (H.R. 3299). The Senate Finance Committee first approved a similar measure, then dropped it as a fight over capital gains and other issues caused the Senate to pass a stripped down budget reconciliation bill. But whether adopted by House-Senate conferees or as part of another bill, section 89 repeal is virtually certain to happen.	Freeze: A one-year freeze in IRS enforcement was added to H.R. 2989 (the FY 90 Treasury appropriations bill), now awaiting the President's signature.	Freeze: A one-year freeze was added to the Treasury appropriations bill now awaiting the President's signature.	
IMRA has worked hard to win repeal of section 89, even as some retail and business groups were calling for halfway "reform" measures.			
B] FREEZE (H.R. 2989): To give Congress enough time to accomplish section 89 repeal, a one-year "freeze" on its enforcement was added to the FY 90 Treasury appropriations			

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Summary	House Action	Senate Action	Status
bill (H.R. 2989), which has passed both Houses after a House-Senate conference and is now awaiting the President's signature. (IRS had earlier announced administrative freezes on section 89 until Dec.1).			
<u>TARGETED JOBS TAX CREDIT</u> (H.R. 2098, H.R. 3299, S. 720): The House-passed budget reconciliation bill (H.R. 3299) included a two-year extension of the current TJTC program (it does not restore the eligibility of 23- and 24- year-olds). The Senate Finance Committee followed suit, but the provision was one of many dropped when the Senate passed a stripped down budget reconciliation bill.	House-passed budget bill extends current law for two years (through 1991).	Senate Finance passed two-year extension; Senate-passed reconciliation bill dropped that provision.	Issue is now before House-Senate budget reconciliation conference.
<u>EMPLOYEE EDUCATIONAL ASSISTANCE</u> (H.R. 270, H.R. 3299, S. 260): The House-passed budget reconciliation bill (H.R. 3299) included a two-year retroactive extension of current law on employer-provided educational assistance. The Senate Finance Committee did likewise, but the stripped down reconciliation bill eventually passed by the Senate dropped the provision.	House-passed budget reconciliation bill (H.R. 3299) included a two-year extension.	Senate Finance Committee voted to extend two years; provision dropped from Senate-passed reconciliation bill.	Issue is before the House-Senate conference on budget reconciliation.

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Summary	House Action	Senate Action	Status
<u>ANTITRUST</u>			
<u>RESALE PRICE MAINTENANCE</u> (H.R. 1236, S. 865): IMRA is involved in an all-out effort in the 101st Congress to pass anti-RPM legislation. IMRA-backed bills are aimed at clarifying the 1984 Supreme Court decision in <u>Monsanto</u> and overturning the astonishing 1988 decision in <u>Sharp</u> which permits high-priced retailers and suppliers to conspire to eliminate discounters simply because they discount. In the 100th Congress, anti-RPM legislation cleared the House and the Senate Judiciary Committee, but stalled on the Senate floor. Although significant progress was made on anti-resale price maintenance (RPM) legislation in the 100th Congress, we will have to make the case again in the new Congress, where we face determined opponents.	H.R. 1236 passed House Judiciary Committee (23-12). Pending floor action.	S. 865 Hearings held in Judiciary Committee. Currently pending on Senate Judiciary Agenda.	
<p>In the 101st Congress, the House Judiciary Committee, under new chairman Rep. Jack Brooks (D-TX), has taken the lead on anti-RPM legislation. On March 2, Mr. Brooks introduced H.R. 1236, "The Price-Fixing Prevention Act of 1989." After March hearings, the bill was easily voted out of Subcommittee (11-4) and Full Committee (23-12). It is expected that the bill will go to the House floor shortly.</p>			
<p>Significant progress has also been made in the Senate. A "Dear Colleague" letter was circulated to all members of the Senate by nine Senators (6 Democrats and 3 Republicans), headed by Warren Rudman (R-NH) and Howard Metzenbaum (D-OH), seeking additional co-sponsors for a Senate anti-RPM bill (similar to H.R. 1236). S. 865, "The Consumer</p>			

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Summary	House Action	Senate Action	Status
<p>Protection Against Price-Fixing Act" was introduced on April 19th with 20 co-sponsors. Hearings were held on June 1st. S. 865 is currently pending on the Senate Judiciary agenda.</p>			
<p>In a development earlier this year, the attorneys-general of New York and Maryland reached a settlement, including \$16 million in refunds for consumers, to end RPM charges against Panasonic.</p>			
<p>The Administration's position is presently unclear. With a new line-up at both the Department of Justice (DOJ) and possibly at the Federal Trade Commission, a softening or reversal of DOJ's strong opposition to anti-RPM legislation (and its veto recommendation) may be possible. IMRA has met with the new Assistant Attorney General for Antitrust, Jim Rill, to discuss this matter.</p>			
<p>IMRA, as in past Congresses, has fought hard for the passage of anti-RPM bills in the 101st Congress. With substantial company support, IMRA continues to lobby extensively, and has testified before the House and the Senate Judiciary Committees and helped draft both the House and Senate bills.</p>			
<p>Larry Hochberg, President and Chief Executive Officer of Sportmart, testified on behalf of IMRA in the House and Raymond Zimmerman, Chairman and Chief Executive Officer of Service Merchandise, in the Senate. Both strongly urged Congress to pass this important legislation. IMRA continues to press for quick action in the House and Senate.</p>			

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Summary	House Action	Senate Action	Status
<p>IMRA has helped also to form and chairs a new Coalition Against Price-Fixing (CAP) -- a broad-based organization of associations and companies representing consumers, workers, law enforcement officials, discount retailers, retirees and professionals.</p> <p>IMRA has also furnished members with complete details on how to conduct effective in-store grassroots campaigns.</p> <p>IMRA has asked member companies to contact members of Congress and urge them to support H.R. 1236 and S. 865. IMRA and others will continue to work for floor votes in the House and Senate in this session of the 101st Congress.</p> <p>While IMRA has received substantial support from its member companies on this issue and is making good progress in getting anti-RPM legislation passed, much remains to be done. All IMRA members have been contacted and asked to join in the campaign for this critical legislation. If we are to prevail, we need the continued all-out support of every IMRA member.</p> <p><u>PARALLEL IMPORTS ("Gray Market" Goods)</u> (S. 626, H.R. 771, H.R. 3484): For several years, the discount retailing industry has fought to preserve the legality of Customs Service regulations which permit the importation of parallel imports (brand-name goods, manufactured overseas, imported into the U.S. without the trademark holder's consent).</p>	<p>No action.</p>	<p>No action.</p>	

In May 1988, the Supreme Court in the

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Summary	House Action	Senate Action	Status
<p><u>COPIAT</u> case upheld, in large part, the Customs regulations (as IMRA had urged in a "friend of the Court" brief).</p> <p>In the 101st Congress, H.R. 771 (offered by Rep. Rod Chandler, (R-WA), would uphold parallel imports, while S. 626, introduced by Sen. Orrin Hatch (R-UT), and H.R. 3484, introduced by Rep. Ben Cardin (D-MD), would abolish parallel imports.</p> <p>IMRA has played an active part in the parallel import debate, lobbying Congress, meeting with the U.S. Customs Service and filing a "friend of the Court" brief (amicus) in the "<u>COPIAT</u>" case. IMRA recently joined others in filing an amicus brief in <u>Yamaha Corp. of America v. U.S.</u> Yamaha is trying to overturn Customs rules allowing parallel imports.</p> <p>IMRA will continue to work vigorously to safeguard the significant victory we won in the Supreme Court and will continue to work with Customs as it implements the Court's decision.</p>			
<p><u>EXCLUSIVE TERRITORIES</u> (H.R. 3151): House Judiciary Chairman Rep. Jack Brooks (D-TX) has introduced H.R. 3151, similar to, but broader than, a beerdealers' interbrand competition bill which was hotly debated in the 100th Congress (and which has been reintroduced this year as H.R. 3436).</p> <p>H.R. 3151 would shield from antitrust challenge most manufacturer-wholesaler agreements on exclusive territories by requiring an antitrust challenge to a</p>	No action.	No action.	B i l l s introduced.

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Summary	House Action	Senate Action	Status
territorial agreement prove that the defendant had "market power" in a particular product or area. Unlike the beer dealer bill, H.R. 3151 would govern territorial agreements between a manufacturer and wholesale distributor of <u>any trademarked product</u> , not just beer.			
<u>DESIGN COPYRIGHTS</u> (H.R. 902, H.R. 3017, H.R. 3499): A House bill has been introduced with powerful backing to create a new copyright for product design. If enacted, this could curtail some replacement parts (such as in the auto aftermarket), as well as "knock offs" and other products with design features that resemble those of other products.	Hearings likely this fall or early next year.	No action.	
Sponsors include House majority leader Rep. Richard Gephardt (D-MO), and minority leader Rep. Bob Michel (R-IL), the chairman and ranking minority member of the House Judiciary Committee and a majority of that Committee.			
The Bush Administration, with the Department of Commerce taking the lead, has drawn up a similar proposal, introduced in the Senate by Sen. Dennis DeConcini (D-AZ), chairman of the Judiciary subcommittee on Patents, Copyrights and Trademarks, and by the subcommittee's ranking Republican member, Sen. Orrin Hatch (R-UT). Both Senators sponsored copyright for designers of an original design (including shape and surface) for a useful article, or a part of a useful article, where the design is intended to make it "attractive or distinct in appearance."			
Excluded from protection are: commonplace figures and symbols; design			

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Summary	House Action	Senate Action	Status
<p>features dictated solely by the article's uses; the three-dimensional features of size and shape of apparel, including undergarments and outerwear; and items whose design elements are dictated by a needed mechanical interface (the "must-fit" exception).</p> <p>The legislation is being pushed by "The Industrial Design Coalition," including automotive, heavy equipment, appliance, furniture, and sporting goods makers. Billed as a way to protect American producers against design "piracy" and present this as an international trade issue, the bill would prevent competition in the production and sale of auto replacement and repair parts.</p> <p>Auto insurance companies, aftermarket producers and importers, and major consumer groups are also on record in opposition to the bill.</p>			

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Summary	House Action	Senate Action	Status
<u>TRADE ISSUES</u>			
<u>OMNIBUS TRADE LAW IMPLEMENTATION:</u> President Reagan signed the omnibus trade bill (H.R. 4848, P.L. 100-410) into law on August 23, 1988. In broad terms, the law seeks to open foreign markets to U.S. exports, by authorizing the President to take strong actions against "unfair" trade practices of other countries.	No action.	No action.	
Several IMRA-opposed provisions -- scofflaw, private right of action for Customs violations and the Gephardt (mandatory retaliation) amendment -- were dropped from the legislation during the legislative process.			
Under the new trade law, the United States Trade Representative (USTR) has aggressively sought to implement the new trade law in a manner which demonstrates to Congress, the U.S.'s trading partners and the world that the Administration is serious about curbing the U.S. trade deficit. Although actions have been initiated against three countries, no retaliation is expected this year.			
The new trade law requires USTR to make annual assessments of countries which have significant trade barriers to U.S. exports. Retaliatory actions will be initiated if progress is not made toward eliminating trade barriers to U.S. exports.			
IMRA is monitoring USTR's implementation of the new trade law. We will continue to monitor and report any activities of the			

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Summary	House Action	Senate Action	Status
Administration and Congress which restrict imports.			
<p><u>TEXTILE AND FOOTWEAR QUOTA LEGISLATION:</u> In the past two Congresses, both the House and the Senate passed textile quota legislation, only to have Presidential vetoes sustained by extremely close margins. Domestic textile and apparel industries will continue their efforts to seek legislative relief from imports, but it is uncertain what form the next textile quota bill will take.</p> <p>The Congressional Textile Caucus is assessing its legislative options; domestic textile and apparel industries are most concerned with the expiration of the Multifiber Arrangement (MFA) in 1991 and the possibility of losing the market protection they have enjoyed under it.</p> <p><u>MULTILATERAL TRADE NEGOTIATIONS (MTN) - URUGUAY ROUND:</u> The Uruguay Round of Multilateral Trade Negotiations is a series of negotiations between the United States and its trading partners, aimed at creating a more efficient, expanded and beneficial system of world trade. Textiles and apparel and the expiration of the Multifiber Arrangement (MFA) are primary items on the negotiation agenda before the Uruguay Round.</p> <p>Since 1973, world trade in textiles and apparel has been governed by the MFA. An exception to the trade principles which govern the GATT, the MFA was initially set up to be a temporary measure, but has been extended</p>			

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Summary	House Action	Senate Action	Status
three times. It is due to expire in 1991.			
In Uruguay Round negotiations, all parties including the United States agreed that substantive proposals should be put forward as to a way to integrate textiles and apparel into the GATT. At this time the United States is formulating its position on integration, to be put before the GATT negotiating committee on textiles and apparel, possibly before the end of the year.			
<u>CARIBBEAN BASIN INITIATIVE</u> (H.R. 1233, S. 504, H.R. 3299): The Caribbean Basin Initiative (CBI) is a program of trade concessions and investment incentives to promote economic and political stability to the Caribbean Basin. Specific provisions include: duty-free tariff treatment and access to U.S. markets for textile and apparel products, if they are assembled from fabric formed in the U.S. (fabric from foreign suppliers could qualify if the U.S. deems the fabric in short supply); incentives for tourism and commercial investment; and a provision which extends the CBI indefinitely.	H.R. 1233 passed Ways and Means 6/20 on a voice vote.	S. 504 pending in Senate Finance.	
	Attached to H.R. 3299, the FY 90 budget reconciliation bill on 7/25.		
	On 9/22 the textile & footwear provisions were stripped from the bill.		
Rep. Ed Jenkins (D-GA) and the Congressional Textile Caucus have failed on two attempts to amend the bill to include a protectionist textile quota offset amendment. The Jenkins amendment would have taken existing textile and apparel quota from other parts of the world and applied it to the CBI. The Jenkins amendment was tantamount to textile quota legislation. During House Rules Committee consideration of the bill, the textile and footwear provisions were stripped from the bill.			

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Summary	House Action	Senate Action	Status
<p><u>MISCELLANEOUS TRADE INITIATIVES - 101TH CONGRESS</u> (S. 179, S. 292, S. 1204): Three bills are pending before the Senate which seek to enact several of the provisions IMRA opposed and helped to remove from the Omnibus Trade Act of 1988. These bills are pending before Senate committees with little or no action expected this session.</p> <p>Senator Arlen Specter (R-PA) has introduced S. 179, the Unfair Foreign Competition Act of 1989, which offers a private right-of-action for U.S. Customs violations. S. 292, introduced by Senator Max Baucus (D-MT), Chairman of the Trade Subcommittee of the Senate Finance Committee, would require the President to initiate retaliatory actions against foreign countries which maintain structural barriers to U.S. exports. S. 1204, introduced by Senator Ernest Hollings (D-SC), contains several of the provisions, including the controversial scofflaw provision (a provision which bar companies from importing after 3 violations of U.S. Customs laws), which IMRA successfully lobbied against last Congress.</p>	None.	<p>S. 179 introduced 1/25 and referred to Judiciary.</p> <p>S. 292 introduced 1/31 and referred to Finance.</p> <p>S. 1204 introduced 6/20 and referred to Finance.</p>	

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Summary	House Action	Senate Action	Status
<u>OTHER ISSUES - LEGISLATIVE</u>			
<u>ENVIRONMENTAL ISSUES</u> (S. 1112, S. 1113, H.R. 1457, S. 585, S. 932, H.R. 2853, H.R. 2845, H.R. 500): IMRA has been actively involved in assisting members with the increasing impact of Federal and State environmental laws and regulations on retail operations. IMRA expanded its state legislative service in September to provide coverage of state solid waste regulatory and non-legislative action. An IMRA-retained technical consultant issued reports in 1988 and 1989 on such issues as hazardous waste management, employee and community right-to-know programs, toxic substance controls, and restrictions on underground fuel storage tanks. (A summary of new regulations on underground storage tanks, prepared by McDermott, Will & Emery, was distributed in December 1988.	Hearings begin.	Hearings begin.	Increasing activity by Federal/state lawmakers and regulators, and by IMRA.
IMRA has further established an environmental issues working group to provide company representatives an opportunity to exchange ideas and discuss their concerns with legal and technical experts. Solid waste will also be the subject of a major presentation at the January 1990 Senior Management Conference.			
Both Houses of Congress are considering major environmental bills in such areas as			

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Summary	House Action	Senate Action	Status
source reduction and recycling, efficiency standards for waste producers, creation of a Federal waste reduction office to oversee company waste minimization efforts, beverage container return and reuse, banning vehicle batteries from landfills and incineration, requiring retailers to accept used batteries for recycling and identifying and promoting markets for recovered materials.			

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Summary	House Action	Senate Action	Status
<p><u>PRODUCT LIABILITY</u> (H.R. 2700, H.R. 1636, S. 1400): These bills would create a new uniform Federal product liability standard which would preempt state laws, impose strict liability for design defects and failure to warn, and establish a mediation procedure to encourage settlements. It provides relief from liability if a manufacturer can prove that it could not have reasonably known of a design defect or that there was no alternative design. Product sellers would be liable only for their own negligence or for breach of their own warranty, if they "held themselves out" as the product's maker, or if the manufacturer cannot be brought into court or lacks funds to pay a judgement.</p>	None.	None.	Action expected in 1990.
<p><u>CPSC REAUTHORIZATION</u> (H.R. 1762, H.R. 2871, S. 542, S. 605): S. 605, passed by the Senate, reauthorizes the Consumer Product Safety Commission and tightens some agency procedures. It includes acting on a deadline for petitions for mandatory standards, limits on deferrals to voluntary standards, and tighter reporting of safety hazards under section 15. The bill also increases civil penalties, sets deadlines for rule-making proceedings, and allows the Commission to act with only two commissioners.</p> <p>H.R. 1762 goes much farther than the Senate Committee's bill. It gives state attorneys-general and other consumer enforcement officials the authority to enforce the CPSA, requires reporting of product-related deaths or serious injuries, mandates age labels on toys with small parts, permanently bans three-wheeled All-Terrain-</p>	H.R. 1762 passed subcom. 4/12/89; bill awaiting full Commerce Comm. action.	S. 605 passed by voice vote 8/3/89.	

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Summary	House Action	Senate Action	Status
<p>Vehicles, and sets stiffer deadlines for safety standard rule-making proceedings. The House bill would also create new civil penalties under the Federal Hazardous Substances Act and permit private individuals to challenge CPSC denial of a petition in Federal court.</p>			

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Summary	House Action	Senate Action	Status
<u>TRANSPORTATION</u> (H.R. 3243): Legislation has been introduced in Congress by leaders of the House Public Works and Transportation Committee to address the problem of bankruptcy courts attempting to bill customers of a bankrupt carrier for alleged "undercharges" when the carrier negotiated, but neglected to file with the ICC, freight rates lower than those in filed tariffs. The bill (H.R. 3243, offered by Reps. Glenn Anderson, D-CA, John Paul Hammerschmidt (R-AR) and others), would make clear that: a) shippers may challenge a carrier's rates, rules, classifications and practices; b) courts must refer those issues in civil lawsuits to the ICC; and c) ICC determinations are final, except for normal judicial review of agency decisions.	Bill introduced. Hearings likely late this year/early next.	No action.	No action scheduled.

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Summary	House Action	Senate Action	Status
<u>TELEMARKETING FRAUD</u> (H.R. 1354): H.R. 1354 would require the Federal Trade Commission (FTC) to issue a rule on telemarketing, authorize legal actions by state officials and private parties for damages over \$50,000, prohibit oral harassment of customers by telemarketing firms, and require the FTC to establish a consumer clearinghouse for inquiries on telemarketing.	Passed Energy and Commerce Committee on 10/24/89.		

Separately, the FTC voted to propose a rule that would bring telemarketing under the agency's existing rule for mail order sales. The chief sponsor of the House bill, Thomas Luken (D-OH), has indicated that he plans to name his legislation irrespective of what FTC does on the mail order extension.

REVIEW OF MAJOR REGULATORY ISSUES 1988 - 1989

Summary	Agency	Status
<u>OTHER ISSUES - REGULATORY</u>		
<p><u>CO-OP ADVERTISING.</u> 11/25/87. FTC withdrew order on cooperative advertising programs, saying that co-op ad programs that condition payments on a retailer's agreement not to advertise discount prices will be assessed on a "rule of reason" basis. Under an earlier FTC policy statement, such conditions were <u>per se</u> (automatically) unlawful. 10/26/88. The FTC published proposed staff changes to is "Guides on Advertising Allowances and Merchandising Payments and Services." The proposed changes would among other things, reflect the Commission's view that treat payments for co-op programs conditioned on a retailer's agreement not to advertise discount prices should be judged on a "rule of reason" basis, rather than held <u>per se</u> unlawful. The proposed re-write of the ad allowance regulations would also change the definition of "proportionally equal" under Sections 2(d) and (e) of the Robinson-Patman Act, allowing a seller to vary its allowance or services to reflect differences in "value" to the seller, rather than requiring absolute uniform treatment to all competing customers. IMRA filed comments with the FTC opposing the changes.</p> <p><u>COMPARATIVE PRICE ADS.</u> A Council of Better Business Bureaus (BBB) task force, including a number of IMRA members, has drafted new voluntary guidelines for comparative price advertising. IMRA has sent a copy of the draft guidelines to all IMRA retail members, inviting member comments and noting that the issue would be referred to the Government Affairs Research Committee.</p>	Federal Trade Commission.	FTC staff has indicated that it will present findings to the Commission by the end of this year.

REVIEW OF MAJOR REGULATORY ISSUES 1988 - 1989

Summary	Agency	Status
<p><u>SHRINKAGE LOSS RESERVES</u> Some Internal Revenue Service (IRS) staff have been working on a position paper that, if eventually adopted, would absolutely prohibit accruing shrinkage loss in retail method inventory accounting, and would require any deduction to be based on a physical inventory. This would disallow use of loss reserves based on historic loss data, and -- if physical inventory is taken after the end of a taxable year -- disallow all shrinkage losses for that previous year.</p> <p>IMRA has alerted members to the issue, surveyed members on their practices and preferences, and raised the issue for discussion at its Financial and MIS Conference. IMRA is participating in a coalition on this issue, and will represent discount retailers in opposing and IRS initiative on inventory shrinkage accounting.</p>	Internal Revenue Service	
<p><u>POSTAL RATE CASE</u></p>	Postal Rate Commission/Board of Governors, U.S. Postal Service	<p>1987: USPS filed postal rate increase request 3/4/88: new postal rates approved, effective 4/3/88.</p> <p>New rate request expected to be filed by next spring. A rate increase could take effect as quickly as ten months thereafter.</p>

REVIEW OF MAJOR REGULATORY ISSUES 1988 - 1989

Summary	Agency	Status
<u>"WHITE COLLAR" REGULATIONS</u>	Department of Labor (DOL) Employment Standards Administration Wage - Hour Division	11/19/85: DOL issues Advance Notice 3/21/86: NMRI files comments. Proposed rules expected in the near future.

S T A T E

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<u>ENVIRONMENTAL ISSUES:</u>		
<u>OMNIBUS WASTE BILLS:</u> Several states enacted omnibus waste management laws which include many solutions to the wide array of environmental concerns. Included in many of these bills are mandatory recycling requirements, taxes or bans on certain products and packaging, labeling requirements on plastic products to facilitate recycling, prohibitions against retailers' use of non-degradable plastic bags for consumer carrying needs, and many other related provisions.		
California: AB 939 enacts the California Integrated Solid Waste Management Act of 1989 to declare state policy with regard to solid waste management, source reduction, recycling, composting, and market development. The law establishes a 6-member board to impose a statewide solid waste plan.	Signed by Governor 9/29/89.	Now in effect.
Connecticut: HB 6641 places specific restrictions on certain products: 1) retailers are required to offer paper bags as an alternative to plastic bags after 1/1/90, and to notify customers that this alternative exists; 2) symbols indicating whether a package is recyclable or made of recyclable materials must be established by 1/1/91; 3) products with nickel-cadmium batteries that cannot be easily removed by the consumer cannot be sold after 1/1/93.	Signed by Governor 7/05/89.	Effective 1/1/90.
Louisiana: HB 1199 provides for a comprehensive program for recycling and reduction of solid waste. The law includes requirements for the disposal of batteries, tires, newsprint, and used oil, and imposes a 20 cent per ton fee on all solid waste entering landfills.	Signed by Governor 6/23/89.	Effective 9/01/89.

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<p>Maine: <u>HB 1025 (LD 1431)</u> establishes a waste management authority and seven regional solid waste districts to manage waste in the state. Some specific provisions of the law include the imposition of a gross receipts tax on non-recyclable packaging, a ban on plastic cans, multi-material juice packages, plastic 6-pack holders, and plastic containers manufactured with lead and cadmium stabilizers. The law also requires container coding to facilitate recycling.</p>	<p>Signed by Governor 7/11/89.</p>	<p>Effective 9/29/89.</p>
<p>North Carolina: <u>SB 111</u> designed to promote methods of solid waste management that are alternative to disposal in landfills. Specific provisions include: prohibiting sale of beverage containers with detachable pull tabs (1/1/90); prohibiting the sale of products packaged in a container or packaging material manufactured with fully-halogenated chlorofluorocarbons (10/1/91); prohibiting use of non-degradable plastic bags by retailers for customers to use for carrying goods (1/1/91); and requiring plastic containers and products to have labels stating resins used in production (1/1/91). Other related provisions are also included in the law.</p>	<p>Ratified 8/12/89.</p>	<p>Effective 9/11/89.</p>
<p>Tennessee: <u>SB 735</u> and <u>HB 1305</u> attempt to reduce the amount of waste disposed of in landfills by 40% by 1996. The Act creates 9 regional planning districts to maintain a program of municipal solid waste management under which persons are required to separate recyclable materials from other solid waste, fees are established for disposal of solid waste, and required methods of waste disposal are established.</p>	<p><u>SB 735</u> signed by Governor 6/08/89. <u>HB 1305</u> signed 5/11/89.</p>	<p>Both now in effect.</p>

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<p>Washington: <u>HB 1671</u>, the "Waste Not Washington Act," establishes source separation and recycling as principle waste disposal priorities. Because of very active business participation in the legislative process, many onerous proposals were not enacted. The bill does create a packaging tax force, preempt local ordinance in the area of product taxes and bans, and places deposits on batteries to encourage their return.</p>	Signed by Governor 5/15/89.	Effective 7/22/89.
<p>West Virginia: <u>SB 301</u> creates county and regional solid waste authorities, authorizes solid waste disposal fees, establishes a statewide program for recycling of solid waste including source separation requirements, and makes related provisions.</p>	Signed by Governor 4/10/89.	Effective 4/10/89.
<p>Wisconsin: The state's omnibus budget bill, <u>SB 31</u>, included provisions to establish a recycling program, to ban the sale of certain non-recyclable goods, and to delay the requirement to label certain plastic items. The items banned from sale include plastic bags for carrying consumer goods, food or beverage containers made of either polyvinyl chloride (PVC), a combination of steel and aluminum, or "plastic cans" with metal tops, and bottles made from a combination of two or more plastic types (effective 1/1/91), and other containers made of PVC (eff. 1/1/93). Dates for implementing the labeling requirements for certain plastic containers and bottles are 1/1/91 for manufacturer and wholesale sale of 16 oz. containers and bottles and 8 oz. beverage bottles, 1/1/92 for retail sale of such containers, 1/1/92 for manufacturer and wholesale sale of 8 oz. containers, 1/1/93 for retail sale of such containers, 1/1/93 for manufacturer and wholesale sale of 8 oz. non-beverage bottles (all other 8 oz. bottles), and 1/1/94 for retail sale.</p>	Signed by Governor 8/03/89.	Effective dates included in bill provisions.

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<p>OMNIBUS SOLID WASTE STUDIES: Other states have passed laws to require certain entities within the state to conduct studies and to prepare statewide omnibus solid waste management plans. States which have done so include Alabama (<u>HB 275</u>, Dept. of Environmental Management to submit plan to legislature by 1991), Arkansas (<u>HB 1278</u>, requires preparation of solid waste plan by 1/1/91, and implementation of plan by 1/1/93), California (<u>SR 12</u>, creates a Senate task force to develop a comprehensive legislative program to tackle solid waste problems), Georgia (<u>SR 103</u>, creates joint legislative committee to study problems), New Mexico (<u>SB 121</u>, requests the Governor to reappoint the solid waste task force to recommend solid waste reduction strategies), North Dakota (<u>SCR 4058</u>, requires Legislative Council study), and Rhode Island (<u>HB 6577</u>, requires annual reports on source reduction).</p>		

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
PRODUCT BANS:		
Missouri: HB 96 and HB 97 bans the sale of products manufactured in whole or in part of thermoformed polystyrene foam, manufactured using any fully-halogenated chlorofluorocarbons, or packaged or wrapped in any such products after 1/1/92. The law also bans plastic ring holding devices for beverage containers after 1/1/91, and requires labeling after 1/1/92 of plastic containers and bottles as to the resins from which they were manufactured to facilitate recycling.	Signed by Governor 6/21/89.	Effective 1/01/90.
Nebraska: LB 325 bans the following products: (1) non-biodegradable plastic loops for connecting beverage containers on 1/1/91, (2) non-biodegradable leaf or grass cutting bags on 1/1/92, (3) non-biodegradable, non-photodegradable, or non-recyclable shopping and grocery bags on 1/1/93, and (4) non-biodegradable disposable diapers on 10/1/93.	Signed by Governor 5/09/89.	Effective dates included in bill.
Rhode Island: SB 1272 prohibits the sale after 12/31/89 of food or beverage containers with caps, lids or rings made of different material than the container, unless the cap, lid or ring is readily detachable.	Signed by Governor 7/03/89.	Effective 1/01/90.

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
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PLASTICS LABELING REQUIREMENTS:

Considered less drastic than outright bans on certain plastic packaging, labeling proposals usually include requirements that plastic containers and packaging be imprinted with a code according to the type(s) of resin used to manufacture the plastic in order to facilitate recycling. Burdens fall mainly on manufacturers of the products, but retailers are liable in most cases if they sell a product lacking a label or incorrectly coded by the manufacturer. Such proposals have passed in Colorado (HB 1300, now in effect), Indiana (SB 219, effective 1/1/92), Massachusetts (HB 5551, effective 7/1/91), Michigan (HB 4711, effective 1/1/92), North Dakota (HB 1262), Ohio (SB 142), and Texas (SB 444).

REGULATORY ACTIONS: The environmental arena is also one in which much action on the state level occurs in the regulatory process, through special commissions or committees, and through multi-state conferences and agreements. State regulatory agencies are active in formulating the regulations required under passed solid waste legislation, and multi-state governmental groups have been very active in 1989 in formulating policies for member states to use as models for their solid waste programs. For this reason, IMRA recently launched a new addition to its State Legislative Service to monitor and report on regulatory and non-legislative actions in several bellwether states related to solid waste and packaging. The service will continue to monitor and report on actions of interest to retailers.

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<u>LABOR ISSUES</u>		
<p>MINIMUM WAGE: With uncertainty still surrounding the proposed Federal minimum wage increase, the states have continued to enact their own increases. Thirty-seven of the forty-nine states holding legislative sessions this year introduced legislation to increase their state's minimum wage; five of those have increased their rates higher than the Federal rate. That brings the total to fourteen states which currently have minimum wages higher than the Federal minimum wage, and three more whose increases above the Federal rate will take effect January 1, 1990.</p>		
<p>Iowa: <u>HB 17</u> raises that state's wage to the highest in the country, \$4.65, by 1992. The wage increases in increments to \$3.85 on 1/1/90, \$4.25 on 1/1/91, to \$4.65 on 1/1/92.</p>	<p>Signed by Governor 3/17/89.</p>	<p>Effective 1/1/90.</p>
<p>Montana: <u>HB 28</u> raises the minimum wage to \$4.00 on 1/1/90.</p>	<p>Signed by Governor 5/16/89.</p>	<p>Effective 1/01/90.</p>
<p>New Hampshire: <u>HB 189</u> increases the state minimum wage to \$3.75 on 1/1/90, \$3.85 on 1/1/91, and \$3.95 on 1/1/92.</p>	<p>Signed by Governor 5/01/89.</p>	<p>Effective 1/01/90.</p>
<p>Rhode Island: <u>SB 427</u> increases the state minimum wage to \$4.25 on 1/1/90.</p>	<p>Signed by Governor 7/03/89.</p>	<p>Effective 1/01/90.</p>

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<p>Wisconsin: Republican Governor Tommy Thompson vetoed the bill passed by the legislature to raise the rate to \$3.95 on 9/1/90. In order to head off further legislative action, Governor Thompson prepared an administrative rule which raised the rate to \$3.65 on 7/01/89, with a training wage set at \$3.45 for the first 120 days of employment.</p>		Effective 7/01/89.
<p>MANDATED HEALTH INSURANCE: The good news this year has been that no state has passed a statewide mandate for employer-provided health care. California was the state that came the closest to enacting a mandate, but provisions of its health care bill (AB 350) were changed in the final stages of the process to delete the mandate, and to require a study of the possible solutions to the problem of the uninsured including mandates on employers and tax credit proposals. Massachusetts' proposed bill to repeal the mandated health care bill passed in 1988 was defeated, and therefore the first stages of the state program requiring employer-provided health insurance will go into effect on January 1, 1990.</p>		

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<u>FAMILY/MEDICAL LEAVE:</u> Several new parental leave mandates were passed this year, but many were also defeated or greatly toned down from their original versions. North Dakota, for example, passed a bill which originally would have required employers to provide leave to employees for childbirth, the care of ill family members, and the employee's own illness, but as passed the bill requires the leave to be provided only to employees of the state.		
Connecticut: <u>SB 315</u> phases in a mandatory unpaid family leave program, under which all employers with 75 or more employees will be required to give employees 16 weeks leave in any 2-year period for the birth or adoption of a child or for the care of an ill relative by 1993. On 7/01/90, employers with 250 or more employees must give 12 weeks leave, 16 weeks after 1/1/91. On 1/1/91 employers with 100-250 employees must give 12 weeks leave, 16 weeks after 1/1/92. On 1/1/92, employers with 75-100 employees must give 12 weeks leave, 16 weeks after 1/1/93.	Signed by Governor 7/05/89.	Effective 7/01/90.
Nevada: <u>SB 429</u> makes it a deceptive employment practice for an employer who offers leave to employees for sickness or disability because of a medical condition to fail or refuse to offer the same leave benefits to a pregnant employee.	Signed by Governor 6/13/89.	Now in effect.
Oregon: <u>SB 518</u> will require employees to allow pregnant female employees so requesting to transfer to a less strenuous or hazardous position for the duration of pregnancy or to take a leave of absence with guaranteed return to their former or an equivalent job.	Signed by Governor 7/25/89.	Effective 10/02/89.

MAJOR STATE ACTIONS 1989

Summary	Enacted Date	Effective Date
<p>Vermont: <u>HB 136</u> requires employers with 10 or more employees working 30 or more hours per week to allow 12 weeks unpaid leave to female employees for pregnancy and birth. Health benefits may be covered during the leave at the request and expense of the employee. Reinstatement to the same or a comparable position is required.</p>	<p>Signed by Governor 6/06/89.</p>	<p>Effective 7/01/89.</p>
<p>Washington: <u>HB 1581</u> requires employers with 100 or more employees in a particular facility to provide employees who work at least 35 hours per week with unpaid leave of up to 12 weeks in a 24 month period for the birth of a child, the adoption of a child under the age of 6, or for the care of a terminally ill child anticipated to die within the 12 week period. Employee must be reinstated to the same or an equivalent position upon his or her return, and benefits must be continued upon the employee's request and at the employee's expense.</p>	<p>Signed by Governor 6/01/89.</p>	<p>Effective 7/22/89.</p>

SENATE REPUBLICAN LEADER BOB DOLE

Kansas Senior Senator
Senate Finance Committee
Senate Agriculture Committee
Senate Rules Committee



Leadership

Senator Bob Dole, one of America's most respected and best known leaders, has a distinguished record of public service that spans almost four decades.

A tough, common sense conservative from America's heartland, Senator Dole has earned national acclaim with his leadership for budget responsibility, tax reform, a sound Social Security system, quality and affordable health care, rights for the disadvantaged and persons with disabilities, and for a better future for rural America.

Also respected as a master legislator, he was unanimously reelected by his Republican colleagues to a third term as their Senate Leader on November 28, 1988.

Service

Bob Dole was first elected to the United States Senate in 1968, after serving four consecutive terms in the House of Representatives. From 1981 to 1984, he was Chairman of the powerful Senate Finance Committee, where he was instrumental with President Reagan in laying the foundation for America's strongest economic recovery in thirty years.

Born and raised on the plains of western Kansas, Bob Dole has been a fixture on the Agriculture Committees ever since he came to Washington in 1961. In fact, he has often been called the voice of American agriculture on Capitol Hill.

Sacrifice

During the second World War, Bob Dole left premedical studies at the University of Kansas to enlist in the Army. Rising quickly to a position of command, he became a platoon leader in the legendary Tenth Mountain Division in Italy. In 1945, he was gravely wounded on the battlefield and was later twice decorated for heroic achievement. His decorations include two Purple Hearts and a Bronze Star with Oakleaf Cluster.

As a result of his injuries, Bob Dole spent thirty-nine months in hospitals fighting for his life, an experience that helped make him a lifelong advocate for veterans and individuals with disabilities. In 1948, he was honorably discharged from the Army with the rank of Captain.

Achievement

At age 26, Bob Dole entered public office for the first time when he was elected to the Kansas House of Representatives. Two years later, he became Russell County's prosecuting attorney, an office he held until his 1960 election to Congress. Senator Dole later became Republican National Chairman and President Gerald Ford's running mate in the 1976 Presidential election. In the past two Senate elections in Kansas - 1980 and 1986 - Bob Dole won every one of the state's 105 counties.

Senator Dole was born in Russell, Kansas on July 22, 1923, the eldest son of Doran and Bina Dole. He attended local public schools and later the University of Kansas. After the war, he continued his education at the University of Arizona at Tucson and at Washburn Municipal University in Topeka, from which he earned his bachelor's and law degrees.

Senator Dole is married to Elizabeth Hanford Dole, President Bush's pick to be America's new Secretary of Labor. She also served in Ronald Reagan's cabinet as Secretary of Transportation, only the seventh woman in history to hold a cabinet post. Senator Dole also has a daughter, Robin, who resides in Washington, D.C.

ROBERT H. MICHEL
Congressman, 18th District of Illinois
House Republican Leader

Bob Michel has served as the Republican Leader in the House of Representatives since 1980 and was re-elected by his colleagues to serve in this top spot for the 101st Congress. Bob has served in leadership positions in his party since 1972 when he was elected Chairman of the National Republican Congressional Committee. In 1974 he was chosen Republican Whip, a position he held until his designation as Leader in 1980.

Bob, the son of a French immigrant, was born in Peoria, Illinois on March 2, 1923. He was reared and educated in Peoria and was graduated from Bradley University with a B.S. degree in Business Administration in 1948. Michel received the Bradley Distinguished Alumnus Award in 1961 and currently sits on the Bradley Board of Trustees. Michel holds honorary doctorate degrees from Bradley University, Illinois Wesleyan, Lincoln College, Illinois College and Bellarmine College.

During World War II, Michel served in the enlisted ranks as a combat infantryman in England, France, Belgium and Germany. He was wounded by machine gun fire in the Battle of the Bulge and discharged as a disabled veteran after being awarded two Bronze Stars, the Purple Heart and four battle stars.



Michel was first elected in 1956 to the 85th Congress from the 18th Congressional District of Illinois. He brought to the job the experience of eight years as Administrative Assistant to his predecessor, Representative Harold Velde. Michel has won the confidence of his constituents and has been elected to 17 consecutive terms in the House.

The Illinois Congressman served for over 20 years on the House Appropriations Committee and currently is an ex-officio member of the House Intelligence Committee.

Long active in Republican politics, Michel has been a delegate to every Republican National Convention since 1964. He served as Permanent Chairman of the Republican National Conventions in 1984 and 1988. He also served as Deputy Floor Leader for President Gerald R. Ford in 1976, and Floor Leader for President Reagan in 1980.

Michel is married to the former Corinne Woodruff of Peoria. The couple has four children: three sons, Scott, Bruce, and Robin; and a daughter, Laurie. The Michels also have three grandchildren.

Congressman Michel has numerous memberships which include: President Ford's Commission on Olympic Sports; Past President of the Illinois State Society; Life member of the Veterans of Foreign Wars, Amvets and the Military Order of the Purple Heart, member of the American Legion, Disabled American Veterans, Rotary International (Honorary), Cosmopolitan International, Orpheus Club, Boy Scouts Council, YMCA, Peoria Association of Commerce, Peoria Ad Club, Order of AHEPA, Alfalfa Club, Mt. Hawley Country Club of Peoria, Board of Governors of Creve Coeur Club, Sigma Nu and Pi Kappa Delta fraternities.



PROFILE OF ROBERT H. MICHEL

REPUBLICAN LEADER OF THE U.S. HOUSE OF REPRESENTATIVES

Bob Michel epitomizes the spirit of America and the individualism of her people.

Bob is the son of a French immigrant. He grew up in Peoria, Illinois, attended public schools and worked in a factory and on a farm during his youth. Bob was a combat infantryman during World War II and fought his way across France, Belgium and Germany before being wounded by enemy machine gun fire during the Battle of the Bulge.

When he returned to the states, he finished his education at Bradley University in Peoria, married the former Corinne Woodruff of Peoria and went to Washington as an administrative assistant to his predecessor. In 1956 and in every succeeding election, the people of the 18th Congressional District of Illinois have sent Bob back to Washington as their Congressman.

Bob's colleagues in the House recognized his leadership qualities by electing him first as Chairman of the National Republican Congressional Committee in 1972, then as Republican Whip in 1974. In 1980 Bob was elected Republican Leader of the House of Representatives and was re-elected to this top spot in 1986 to serve as Leader in the historic 100th Congress.

Bob Michel has played a key role in Republican politics outside the House as well. He has been a delegate to every Republican National Convention since 1964. He was Deputy Floor Leader for President Ford in 1976, Floor Leader for President Reagan in 1980 and Permanent Chairman of the National Convention in 1984.

He and Corinne have four children and three grandchildren.