


September 22, 1993

M E M O R A N D U M

TO: SENATOR DOLE

FROM: DENNIS SHEA

SUBJECT: REMARKS TO THE HOTEL EMPLOYEES AND RESTAURANT
EMPLOYEES UNION



As you know, you have agreed to speak to the Labor Trustees and Management Trustees of the Hotel Employees and Restaurant Employees Union Welfare/Pension Fund. Your remarks are scheduled to begin at 12:00 noon. Bob Juliano will meet you at the entrance to the Capitol Hilton.

You will be introduced by Ed Hanley, the President of the Union and the Chairman of the Fund. You have been asked to speak for 10 minutes and then answer questions for 10-15 minutes.

There will be approximately 40 to 50 people in attendance. Attached is a complete list of the Trustees. Former Senator Alan Dixon and former Congressman Marty Russo have recently been named as Labor Trustees and should be in attendance. Brian McKay, a former Nevada Attorney General and an Employer Trustee, should also be in attendance.

Your remarks will be part of an all-day conference on health care. The Trustees have not endorsed any health care reform proposal. The purpose of the conference is to determine how the various reform proposals will affect the Fund. Other speakers include Rep. Henry Hyde, Rep. Jim McDermott, and a representative of the White House Office of Congressional Affairs (perhaps Howard Paster). There is also the possibility that Rep. Gephardt will come by to speak.

At the conference, we will distribute the informational packets describing the Republican health care proposal.

Thurs, Sept 23



Hotel Employees & Restaurant Employees International Union

AFL-CIO, CLC

1219 28TH STREET N.W. WASHINGTON, D.C. 20007

202-393-HERE
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Capitol Hilton
Hw. 9:00-4:00 12:00

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EDWARD T. HANLEY
General President
THOMAS HANLEY
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HERMAN LEAVITT
General Secretary-Treasurer
JOHN M. O'GARA
General Vice President

* Bob Juliano mentioned
this to you recently

September 08, 1993

The Honorable Robert Dole
Minority Leader of the Senate
Washington DC 20510

Bob:
Dear ~~Minority Leader~~:

9:00 - Breakfast
12:00 - Lunch

The Hotel Employees and Restaurant Employees International Union Welfare/Pension Fund is a multi-employer fund managed by fourteen Labor Trustees and fourteen Management Trustees.

This Fund covers a significant portion of the entire membership of Hotel Employees and Restaurant Employees International Union, so any changes in its status obviously is a concern to our members and their families.

Because of the proposed changes the Clinton Administration is considering in its Health Care Reform package, Edward T. Hanley, President of the International Union and Chairman of the Fund, has scheduled a conference in Washington, D.C. on Thursday, September 23, 1993, from 9:00 a.m. to 4:00 p.m. at the Capitol Hilton. The purpose of this conference is to enlighten all of the Trustees, as well as the numerous fund professionals, as to how the proposed changes will affect our members and the industry.

We would be honored if you would find the time to address the Trustees for a few minutes during this conference. You have many years of experience in this field, and I hope you would be willing to share your expertise with us as well as any other thoughts in this area. There will be total flexibility in our schedule.

Please contact me or Cathi in my office if you can participate so that we may arrange the schedule accordingly. Thank you for your consideration and cooperation. I hope to hear from you soon.

Best regards.

Cordially,

REJ

Robert E. Juliano

IT WOULD BE AN HONOR TO HAVE YOU ADDRESS OUR GROUP - AND
I WOULD BE PERSONALLY GRATEFUL.

THANKS,
Biffy

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SENATOR BOB DOLE
HOTEL AND RESTAURANT
EMPLOYEES

SEPTEMBER 23, 1993

**GOOD AFTERNOON. IT'S A
PRIVILEGE TO BE HERE. AND
ED, THANK YOU FOR THAT KIND
INTRODUCTION.**

**AS PENSION FUND
TRUSTEES, I KNOW YOUR JOB IS**

TO KEEP A CLOSE EYE ON THE
BALANCE SHEET...AND YOU'RE
FORTUNATE TO HAVE TWO BIG
ASSETS IN BOB JULIANO, YOUR
WASHINGTON REPRESENTATIVE,
AND ALAN DIXON, ONE OF YOUR
NEW LABOR TRUSTEES. I HAD
THE PLEASURE OF SERVING
WITH AL FOR MANY, MANY
YEARS IN THE SENATE, AND

**HE'S ONE GUY YOU WANT TO
HAVE ON YOUR SIDE.**

**WELL, YESTERDAY WAS
"HEALTH CARE DAY," AND THOSE
OF US IN CONGRESS ARE STILL
DIGESTING THE PRESIDENT'S
SPEECH. LET ME SAY, THOUGH,
THAT THE PRESIDENT AND MRS.
CLINTON DESERVE CREDIT FOR
THE QUALITY OF THEIR WORK**

**ON THIS ISSUE. IT IS A
SERIOUS, HONEST EFFORT TO
DEAL WITH A COMPLEX
SUBJECT. THEY ARE TO BE
COMMENDED.**

**NO DOUBT ABOUT IT, THE
NEED FOR REFORM IS
REAL...WHETHER IT IS THE
FARMER WHOSE SON HAS A
CHRONIC, COSTLY ILLNESS**

**THAT HE CAN'T GET AN
INSURANCE COMPANY TO
COVER, THE UNEMPLOYED
AIRCRAFT WORKER WHO LOST
HIS COVERAGE WITH HIS JOB,
OR THE SINGLE WORKING
MOTHER WHO LOST HER
COVERAGE WHEN SHE LOST
HER SPOUSE.**

THE REPUBLICAN PLAN

**THAT'S WHY SENATE
REPUBLICANS RECENTLY
INTRODUCED OUR OWN
COMPREHENSIVE HEALTH CARE
REFORM PACKAGE, WHICH WAS
THE PRODUCT OF NEARLY
THREE YEARS OF WORK.**

**NOW, OUR PROPOSAL IS
NOT THE FINAL WORD...BUT IT**

DOES DIFFER FROM THE
ADMINISTRATION'S PLAN ON
SOME VERY KEY POINTS. MOST
NOTABLY, WE DO NOT MANDATE
EMPLOYERS TO PAY FOR
HEALTH CARE. WE DO NOT
CREATE MANDATORY HEALTH
ALLIANCES THAT ARE
MONOPOLIES. WE DO NOT
CREATE GLOBAL BUDGETS

**THROUGH THE USE OF PREMIUM
CAPS. NOR DO WE CREATE A
VARIETY OF NEW COSTLY AND
BENEFIT CAPS.**

**LIKE MANY OF MY
COLLEAGUES, I LOOK AT EACH
OF THESE ISSUES FROM THE
PERSPECTIVE OF MY OWN
STATE. THERE ARE
APPROXIMATELY 66,000 FIRMS IN**

**KANSAS. NINETY-NINE PERCENT
OF THESE FIRMS HAVE FEWER
THAN 250 EMPLOYEES. THERE
ARE ONLY ABOUT 60 FIRMS
WITH MORE THAN 1,000
EMPLOYEES. SO WHEN I HEAR
ABOUT PLANS TO MANDATE ALL
EMPLOYERS TO PAY 80% OF THE
COST OF HEALTH INSURANCE
FOR ALL THEIR EMPLOYEES, I**

**SEE REAL PAYROLL COST
INCREASES AND REAL JOB
LOSSES. A PRELIMINARY
ANALYSIS OF AN EMPLOYER
MANDATE IN KANSAS
SUGGESTED WE COULD LOSE UP
TO 190,000 JOBS.
THE LAW OF UNINTENDED
CONSEQUENCES
I'M CERTAIN THIS GROUP**

**KNOWS SOMETHING ABOUT THE
LAW OF UNINTENDED
CONSEQUENCES. THERE ARE
PLENTY OF GOOD-SOUNDING
PROPOSALS OUT THERE, BUT IF
YOU'RE NOT CAREFUL, THESE
PROPOSALS CAN END UP DOING
MORE HARM THAN GOOD.**

**TAKE THE VAUNTED LUXURY
TAX. THIS WAS SUPPOSED TO**

**BE A TAX ON THE "RICH"...BUT
THE UNINTENDED
CONSEQUENCE WAS FEWER
JOBS AND LESS SECURE
WORKING FAMILIES.**

**OR TAKE THE
ADMINISTRATION'S PROPOSAL
TO REDUCE THE DEDUCTIBILITY
OF BUSINESS MEALS AND
ENTERTAINMENT EXPENSES,**

**FROM 80 PERCENT TO 50
PERCENT. I OPPOSED THIS
PROPOSAL, BUT IT ENDED UP
ANYWAY IN THE BUDGET PLAN
PASSED BY CONGRESS.**

**REDUCING THE DEDUCTION
MAY SOUND LIKE A GOOD WAY
TO RAISE REVENUE...AND,
BESIDES WHO WANTS TO BE
ACCUSED OF SUBSIDIZING THE**

**LUNCHES OF ALL THOSE "EVIL"
BUSINESSMEN AND WOMEN?
BUT THE BOTTOM LINE IS THAT
THIS PROPOSAL WILL PUT REAL
PEOPLE OUT OF WORK--
COLLEGE STUDENTS, HIGH
SCHOOL STUDENTS, SINGLE
MOTHERS--HURTING FAMILIES
AND HURTING YOUR INDUSTRY
IN THE PROCESS.**

**IT IS AN UNINTENDED
CONSEQUENCE WAITING TO
HAPPEN.**

**AND, IF WE'RE NOT
CAREFUL, THE SAME CAN BE
SAID ABOUT HEALTH CARE
REFORM. YOUR INDUSTRY, WITH
ITS LARGE NUMBERS OF PART-
TIME AND TEMPORARY
WORKERS, IS PARTICULARLY**

**VULNERABLE. A BIG EMPLOYER
MANDATE WILL MEAN HIGHER
PAYROLL COSTS AND,
ULTIMATELY, FEWER JOBS.**

**OPPORTUNITY FOR
BIPARTISANSHIP**

**SO, THE HEALTH CARE
DEBATE WILL NOT BE A DEBATE
OVER ENDS...EVERYONE--
DEMOCRAT, REPUBLICAN,**

**INDEPENDENT--WANTS TO MAKE
THE SYSTEM MORE
AFFORDABLE AND MORE
ACCESSSSIBLE. THAT'S A GIVEN.
INSTEAD, THE DEBATE WILL
FOCUS ON THE MEANS TO
REACH THESE ENDS.**

**ONE OPINION SHARED BY
BOTH DEMOCRATS AND
REPUBLICANS ON CAPITOL HILL**

**IS THAT PRESIDENT CLINTON'S
PLAN IS JUST THE BEGINNING
OF A LONG NATIONAL
DISCUSSION ON HEALTH CARE
REFORM. IT TOOK THE
ADMINISTRATION NEARLY EIGHT
MONTHS TO DEVELOP ITS PLAN,
AND IT COULD TAKE CONGRESS
AT LEAST THAT LONG TO
ANALYZE IT, COMMUNICATE**

**WITH THE AMERICAN PEOPLE,
AND TO WRITE A TRULY
BIPARTISAN PLAN.**

**HEALTH CARE OFFERS A
UNIQUE OPPORTUNTIIY FOR
GOVERNMENT TO PROVE TO THE
AMERICAN PEOPLE THAT IT CAN
WORK. AND WE'RE GOING TO
HAVE TO TAKE THE TIME
NECESSARY TO GET IT RIGHT--**

**WE DON'T HAVE A SECOND
CHANCE, AND WE CAN'T
AFFORD TO DO IT WRONG.**

**SO I WANT TO
CONGRATULATE YOU FOR
TAKING THE TIME TO HOLD THIS
CONFERENCE AND GET AHEAD
OF THE HEALTH CARE CURVE.
AND I WOULD URGE YOU TO
KEEP YOUR POWDER DRY WHEN**

**IT COMES TO ENDORSING ANY
ONE PLAN.**

**TAKE A LOOK AT THE MANY
PROPOSALS OUT
THERE...EVALUATE THEM...AND
LET US KNOW WHAT YOU THINK.
I'VE BROUGHT ALONG SOME
INFORMATION ABOUT THE
REPUBLICAN PLAN...SO TAKE A
LOOK AND TELL US WHAT YOU**

**THINK. WE WELCOME YOUR
INPUT.**

**THE BOTTOM LINE IS:
THOSE OF US IN CONGRESS
CAN TINKER WITH THE SYSTEM
ALL WE WANT...BUT THE PEOPLE
WHO WILL HAVE TO LIVE WITH
WHAT WE DO ARE THE VERY
PEOPLE WHOSE SECURITY HAS
BEEN ENTRUSTED TO YOU.**

A handwritten mark, possibly a signature or initials, consisting of several overlapping, dark, diagonal strokes.