

THE WHITE HOUSE

WASHINGTON

October 1, 1991

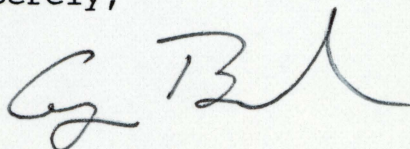
Dear Bob:

As the Senate moves toward consideration of S. 5, the Family and Medical Leave Act, I want to reiterate my position on this issue. I strongly support the goal of encouraging family leave policies through voluntary negotiations between employers and employees. However, it is both inappropriate and counterproductive for the Federal Government to mandate blanket fringe benefit packages that treat all employees the same and benefit one employee perhaps at the expense of another. Workers and managers should have the freedom to sit down together and develop a benefit package that best meets their specific needs.

America faces its toughest competition in history. We must maintain the flexibility to meet these challenges directly in the most competitive way. At the same time, we must promote an environment of cooperation in which workers and managers together strive for their greatest productivity. We should not impose additional burdens and restrictions on employers and employees, particularly at this crucial time.

Accordingly, should S. 5 or any other mandated leave legislation be presented to me, I will veto it.

Sincerely,



The Honorable Robert Dole
Republican Leader
United States Senator
Washington, D.C. 20510