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P460  
1/24

THE PRESIDENT HAS SEEN.

January 21, 1977

TO: PRESIDENT CARTER  
FROM: Hamilton Jordan

done  
J

You asked that I remind you to write Ted and Gillian Sorenson  
a note this week. Believe that this is a good idea.

ELECTROSTATIC REPRODUCTION MADE FOR  
PRESERVATION PURPOSES

THE WHITE HOUSE  
WASHINGTON

1-22-77

To Ted Sorenson

I know that you & Gilliam have been through a very difficult time, while only offering to do well for our country.

Your withdrawing is a loss for all of us, and I regret very much what happened. My admiration for you has grown because of your courageous forbearance, & I am sure the American public agrees with me. I deeply appreciate your willingness

Sent to: The Honorable Theodore C. Sorensen  
25 Central Park West  
New York, New York 0 10023

Home --- 212 850 1234 --- 25 Central Park West  
Office Address is: 340 Park Avenue NYC --- for information

THE WHITE HOUSE  
WASHINGTON

to serve with me. We  
will miss you, & I'll  
always wonder if it  
would have been better  
to fight it out.

My greatest selfish  
concern is that I might  
have lost your friend-  
ship. You will always  
have mine.

Sincerely,

Jimmy

MEMORANDUM

THE PRESIDENT HAS SEEN.

THE WHITE HOUSE

WASHINGTON

22 January 1977

TO: The President

FROM: Rick Hutcheson *RH*

SUBJECT: Your AP and UPI Interview Scheduled  
for 3:00 P.M., Sunday

Stu's memo suggests that you refer to the Vietnam War Veteran's Jobs Program part of your economic stimulus package in the interview.

Powell, Lipshutz, Jordan, Moore and Watson concur.

THE WHITE HOUSE  
WASHINGTON

January 21, 1977

MEMORANDUM FOR: President Carter  
FROM: Stuart Eizenstat *SE*  
THROUGH: Rick Hutcheson  
Jody Powell  
SUBJECT: Vietnam Veterans Jobs Program

I suggested to Bob Lipshutz and Jody that we should announce the Vietnam War Veterans Jobs Program (which was going to be a part of our economic stimulus package in any event) at or about the time you issued your Vietnam pardon. Jody has agreed and wanted me to get you a summary of such a program, as worked out by Ray Marshall, for use in your AP interview on January 22, 1977.

My suggestion is that you state the broad outlines of such a program tomorrow, with enough detail to make it clear that this is a serious program, but that you're not too specific since we would like to staff it out more fully. I received the material from Ray Marshall the morning of the 21st. The reasons for such early action are:

- 1) If we are to fully put the trauma of Vietnam behind us, we must not only be concerned with those who refused to serve out of conscience, we must be concerned with the plight of those who honorably served in the armed forces but have had difficulty obtaining employment.
- 2) Politically it would be helpful to have an early announcement both to offset pardon criticism, and to show sympathy for a group many people feel are more deserving of sympathy than this pardoned.
- 3) There is a great need for such a program, which you talked about during the campaign. For all veterans between 20 and 24 the unemployment rate is 18% compared to non-veterans of the same age. Unemployment among minority Vietnam-era veterans is 50% higher than for their non-veteran counterpart.

January 21, 1977

I am attaching Ray Marshall's program, with my summary and comments being provided herein in this memorandum.

1) Increased public service job opportunities for Vietnam War veterans.

As part of the economic recovery package, there will be a request for an additional 290,000 public service jobs under Titles II and VI of the Comprehensive Employment and Training Act (CETA) in FY 1977 and an additional 125,000 slots for FY 1978, a portion of which will go to Vietnam-era veterans. You could announce tomorrow that special targeting of such job opportunities will be provided for Vietnam-era veterans.

In addition, the fiscal stimulus package will include an increase in the Title III CETA program from 40,000 slots to 60,000 slots in 1978. This Title specifically includes veterans along with migrants and Indians.

I see no reason why you should not announce these items since they will clearly be in the stimulus package.

2) Introduce a new program for Vietnam-era veterans involving the private sector directly called HIRE (Hope through industry retraining and employment).

Ray Marshall has developed and gotten tentative agreement from the AFL-CIO staff for this innovative program, so long as it is clear that the Federal financial assistance is for on-the-job training costs and is not a wage subsidy. This program could eventually be broadened to include non-veterans as well. Under this program it is envisioned that 80,000 jobs would be created at a cost of only \$120 million, by an effort to directly involve the large corporations of this country, perhaps the existing National Alliance of Businessmen (NAB). Under this program for each Vietnam-era veteran hired, the Federal government would pay a figure to compensate for the additional training and retention costs to keep such an unemployed person. Rather than bog down in an exhaustive effort to determine actual costs, the government would pay a variable amount per veteran hired -- depending on that persons occupational level and job -- for each day of employment provided to such a person up to a maximum of twelve months. In order to receive the Federal assistance, there would be a requirement that the employment of target group members must not result in the displacement of any worker who is currently employed by the firm, who has been laid off, or who is on strike.

January 21, 1977

Because additional staff work on this is necessary (for example, there should be a requirement that a target group be unemployed for a certain period of time or have other indicia of financial distress so that we make certain that we will help the correct category of people), we should meet with the Veterans Organization, the NAB and others, including people on the Hill, before the details of such a program are announced. This can be done by the time the new fiscal stimulus package is announced. I would simply say at this point that your Administration is developing a major initiative, with Federal financial incentives, to hire the Vietnam-era unemployed, in conjunction with the private sector.

3) National enrollment goal for veterans.

Ray has suggested that you announce a national enrollment goal of 35% of new public service employment jobs for veterans.

This certainly needs additional staffing, and I will have some questions about such a quota system and whether this will lead to demands from other groups for such preferential treatment, including women.

However, it seems to me to be completely appropriate to suggest that you will urge CETA prime sponsors to voluntarily increase their employment of Vietnam-era veterans in the expanding job service employment program you are proposing as part of your stimulus package.

4) Use of disabled Vietnam-era veterans in the employment service offices.

Under this portion of the program the Secretary of Labor would establish outreach units staffed by disabled Vietnam war veterans within the employment services throughout the country, both to give them gainful employment and to help identify other disabled veterans in need of employment services. This would cost an estimated \$20 million per year. The job-developed effort would directly hire 2000 disabled Vietnam-era veterans who would in turn be expected to generate 40,000 jobs for their fellow disabled veterans.

5) Administrative Measures

There will be a number of administrative measures which could be included, some of which you could mention tomorrow. I have indicated by the use of the word "yes" to indicate those I think you might use tomorrow, with the others requiring additional staffing.

January 21, 1977

(a) Strengthen the administration of programs to insure enforcement of current affirmative action provisions requiring the hiring of veterans by firms with Federal contracts.  
(Yes)

(b) Early appointment of a Deputy Assistant Secretary of Labor for Veterans Affairs with specific emphasis on the job problems of Vietnam veterans.  
(Yes)

(c) Encourage veterans organizations to join CETA prime sponsor manpower planning councils.  
(Yes)

(d) Encourage federal agencies to act as training sites or work experience programs for veterans and pledge that a certain percentage of new Federal hires be set aside for veterans.  
(Needs further study)

(e) Increase efforts to develop better statistics on the number and characteristics of disabled veterans so as to better target services.  
(Needs further study)

(f) Work to include services to veterans in the design of special manpower programs such as Title IX of the Older Americans Act.  
(Needs further study)

It should be stressed again that Ray Marshall considers all of this to be part of the fiscal stimulus package. It is not an add on to other things presented to be part and parcel of the original fiscal stimulus package.

cc: Vice President Mondale  
Jody Powell  
Bob Lipshutz  
Jack Watson  
Bert Carp  
David Rubenstein  
B. Lance  
Charles Schultze

Bob Brown  
Meeting w/ Veterans

January 19, 1977

Mr. Stuart Eizenstat  
Post Office Box 2600  
Washington, D. C. 20013

Dear Stu:

Per our recent conversations, we have enclosed a package of materials prepared by the Department of Labor that addresses proposed new program initiatives for unemployed Vietnam-era veterans. It can be presented as a separate initiative prior to the announcement of the pardon, or specifically emphasized as a component of the economic recovery program.

The major piece in the package is a draft presidential message which outlines four specific initiatives. These are:

1. HIRE, a program of training subsidies designed to encourage major corporations to hire and retain Vietnam-era veterans at plants across the United States. A major premise of this program is strong presidential leadership in the initiation phase.

This program has been surfaced with the major veterans' organizations, and the business community and the AFL-CIO has indicated general acceptance. If you approve of the components of the plan, we will proceed to talk to Hill staff persons about the program.

2. The establishment of a national enrollment goal of 35% of new public service employment jobs for veterans. This goal in the short term will be exhortative. We could consider changing the Title VI legislation to allow the Secretary to set national priority consideration for groups such as veterans. Allowing establishment of specific goals by amendment will bring demands for set goals from other groups, and could open the legislation up to a quota system.

3. ~~The funding of public jobs for disabled Vietnam-era veterans in the employment service offices in the Nation's largest cities to perform job development services for unemployed disabled Vietnam-era veterans in their communities.~~

4. A number of administrative measures, partially suggested by veterans' organizations, which can be examined for later implementation.

The following are some background estimates, not for publication, of program impact.

The near-term impact of the Department of Labor initiatives is expected to be the 80,000 private sector jobs for Vietnam-era veterans created under HIRE. This figure should be compared with the estimated 540,000 unemployed Vietnam-era veterans.

It is difficult to specifically estimate the PSE jobs that will go to veterans under the goal. 35% of new PSE hires would be 145,000. If the current level of enrollments remain stable (77,000), there would be 223,000 PSE jobs for veterans over the period.

The job development effort is expected to result in the direct hire of 2,000 disabled Vietnam-era veterans. These job developers are expected to generate 40,000 jobs for their fellow disabled veterans.

We are also attaching a short description of the HIRE program for your information. The private sector organizational structure for implementing the program has not been completely worked out. We are continuing work on this.

Please let us know if we can provide further information on any of these items. After you've reviewed the proposal, we should discuss how you want to proceed in terms of presenting this information to both the Hill, and the public.

Sincerely,

*Paul*  
Paul H. Jensen

Enclosures

*5th,  
Follows should  
be aff to words  
to this speech draft!*

## PRESIDENTIAL VETERANS MESSAGE

I must put among my highest priorities the plight of thousands of Vietnam-era veterans who continue to bear a disproportionate share of the unemployment that exists today. Last month, for example, when the Nation's overall unemployment rate was 7.9 percent, the rate was 8.6 percent for young male veterans in the 20 to 34 age group.

This overrepresentation of Vietnam-era veterans in the ranks of the unemployed must be eliminated. Of particular concern to me are the youngest veterans in the group, those between 20 and 24 whose unemployment rate was 18 percent compared to 12.5 percent for nonveterans of the same age. Of even greater concern are the disabled and black unemployed veterans -- they are hardest hit of all. The most recent data show that unemployment among younger black veterans was half again higher than for their nonveteran counterparts.

The American people have a tradition of fulfilling their obligation to those who served this country in the armed services by providing assistance to veterans in readjusting to their disrupted civilian lives. This obligation assumes even greater significance when that readjustment must include seeking a job in a labor market characterized by unemployment of the dimensions that exist in America today.

We cannot permit ourselves to become insensitive to the plight of thousands of Vietnam-era veterans who have borne the brunt of our involvement in a regrettable war and continue to bear a disproportionate share of the Nation's economic distress.

I am proposing, therefore, three new initiatives by the Federal Government to help eradicate this blight on the Nation's conscience.

First, I am initiating a program to be known as "HIRE" that will enlist the Nation's larger corporations to make private-sector job opportunities available to Vietnam-era veterans. I propose that a Federal premium be paid for 12 months to these corporations for each and every Vietnam-era veteran hired and retained on the job. The premium -- \$5 per day -- would help defray the cost of whatever training the veteran might need to keep him on the job.

I intend to approach the chief executive officers of most of the major American corporations to request their support in this program effort at an early date. Perhaps existing employer organizations will come forward to volunteer their leadership in supporting the challenge such a program represents.

H I R E will focus on the disabled Vietnam-era veteran first, then reach out for all Vietnam-era veterans, and finally, if insufficient veterans are available in a community

for all the job openings, to disadvantaged young jobseekers and the long-term unemployed.

I believe that with as few as 150 companies cooperating in the H I R E program, we would be able to reach 80,000 persons at a total Federal outlay of approximately \$100 million under fixed rate contracts.

The delivery systems are in place; the employer veterans and labor organizations are in being; the funds are available through the Comprehensive Employment and Training Act (CETA). I feel certain that with a minimum of delay coupled with a maximum of short-term effort, we can move swiftly to help many jobless veterans gain worthwhile employment.

While the private sector is being challenged, I also propose that the public sector shoulder its full share of the responsibility and give the Vietnam-era veteran a larger portion of the available public service jobs.

As part of the economic recovery package my Administration is sending to the Congress, there is a request for an additional 290,000 public service jobs to be financed under CETA this year and 125,000 more next year. Under the existing CETA provisions, a portion of that increment would be expected to go to Vietnam-era veterans.

In order to substantially increase the number of veterans in public service employment, I propose a national enrollment goal be established that 35 percent of all new public service employment jobs will be filled by them.

Local goals will be needed, developed by individual prime sponsors, keyed to the number of veterans available in the population of the area served. This goal will result in more than doubling the proportion of public service employment jobs held by Vietnam-era veterans. Also, to help achieve our goal, I will propose that the Congress amend CETA to provide preference for Vietnam-era veterans aged 20-24 for employment in all federally supported public service employment jobs.

This is the group that bears the most disproportionate brunt of our excessive unemployment. More than 20 percent of the unemployed Vietnam-era veterans in this group are nonwhite, and minority group veterans experience unemployment at almost twice the rate of whites, as do nonveteran minorities. Other Vietnam-era veterans will still receive priority treatment under the "special consideration" clause in the existing legislation.

Pending enactment of such amendments, we will urge the CETA prime sponsors to voluntarily increase their enrollment of Vietnam-era veterans in the expanding public service employment program. We will also urge them, the prime sponsors, to broaden the scope of their comprehensive training and supportive services for veterans by designating them as a population to be served under CETA Title I. Such action would give veterans a chance to be considered initially and immediately in all service programs devised by the local manpower agencies.

I propose a third avenue in this program: job development for disabled Vietnam-era veterans, who warrant special consideration in any new program initiative designed for veterans. The welfare of the nearly half-a-million disabled Vietnam-era veterans must be faced squarely because their access to suitable employment is the most limited.

I have asked the Secretary of Labor to establish outreach units staffed by disabled Vietnam-era veterans within the employment services in the 100 largest cities, at least one in each State. These veterans will work as paraprofessionals in temporary, federally funded jobs. They will concentrate on identifying disabled veterans in need of services and bringing them into the mainstream of the labor market, helping them to avail themselves of the programs and services to which they are entitled, including special consideration for public service jobs. Most important of all, the staff of these units will be given responsibility for developing private-sector jobs for disabled veterans making use of the Job Bank, and the other resources of the employment security system. Funds set aside for this additional outreach and job development effort should average approximately \$20 million a year.

There are many more things we can do immediately.

I think it is imperative that the present authority we have under the Vietnam-era Veterans Readjustment Assistance Act of 1974 should be applied to the fullest extent -- especially

the affirmative action provision which calls for the hiring of veterans by firms with Federal contracts. We will strengthen administration of this provision and will institute measures to apprise every veteran of his right under this program.

The example of Oklahoma in the establishment of a Governor's Jobs for Veterans Committee, in cooperation with the Associated Industries of Oklahoma, labor groups, with a small grant from the Veterans Employment Service, to increase employment opportunities for veterans should be emulated in all States. The Governor's committee gives special emphasis to handicapped veterans and veterans in rural areas. We will encourage other States to follow this example and stand ready to provide modest financial assistance to generate such enterprises.

Finally, I will ask the Secretary of Labor to cooperate with other agency heads as appropriate to take the lead in the review of a number of administrative and other measures that might be taken to improve veterans employment situations. Such measures might include: the encouragement of veterans organization membership on CETA Prime Sponsor manpower planning councils; <sup>(d)</sup>encouraging federal agencies to act as training sites or work experience programs for veterans and pledging that a certain percentage of new federal hires be set aside for veterans; <sup>(e)</sup>increased efforts to develop better

statistics on the number and characteristics of disabled veterans so as to better target services; <sup>(p)</sup> and working to include services to veterans in the design of special manpower programs such as Title IX of the Older Americans Act. I will also give early consideration to the appointment within DOL of a Deputy Assistant Secretary for Veterans Affairs.

I feel confident that once these efforts are underway, the problem no longer will be the one facing us today. It will be a shortage of jobless veterans to fill the many opportunities that the private and public sectors will have developed for them. Let us start now.

PROGRAM PROSPECTUS: HIRE

Hope Through Industry Retraining And Employment

A New Federal Initiative Directed  
To The Employment Needs Of  
Vietnam-Era Veterans  
And Other Disadvantaged Groups

INTRODUCTION

HIRE (Hope through Industry Retraining and Employment) is a program design recently developed by the Employment and Training Administration (ETA). The purpose of HIRE is to make private sector job opportunities available on a priority basis to Vietnam-era veterans and then to other groups with severe disadvantages in the labor market. The program's objective is to make these job opportunities available through the nation's larger corporations.

IMPETUS AND MOMENTUM

The central determinant to HIRE's success will be the enthusiastic backing and involvement of the business community. To put the program in motion, necessary impetus could be generated only by the President - the sole public figure with sufficient clout to assemble the chief executives of our largest corporations for pledges of support. A key event in the implementation of HIRE would be a White House conference to which at least 100 of the nation's top business leaders would be invited, along with ranking officials of industrial labor organizations. At the conference, the goals and objectives of the program would be explained, concluding with a personal challenge by President Carter to guarantee the success of HIRE through corporate commitments to participate in it.

*Add Johnson  
Gump  
S.R.*

To maintain the momentum produced by a Presidential kick-off, a national-level organization representative of the business community would need to be employed. This organization would mount an ongoing effort to promote HIRE in the top echelons of the private sector. One organization that should be considered for this important role is the National Alliance of Businessmen (NAB).

The National Alliance is a nonprofit organization formed by a group of business leaders in 1968 at the request of the late President Lyndon B. Johnson. The basic purpose of the organization has been and continues to be the promotion of business community participation in federally sponsored efforts to assist disadvantaged persons obtain gainful employment. The current President of NAB is V.J. Skutt, who is the chief executive officer of the Mutual of

Omaha Insurance Company. Staffed mainly by executives on loan from industry, NAB maintains offices in more than 100 cities. Department of Labor support for their administrative structure runs about \$13 million annually, funded from title IIIA of the Comprehensive Employment and Training Act (CETA). Since 1968, NAB has received periodic mandates from the President. The most recent one, issued by President Ford in 1975, calls upon NAB to focus on the employment needs of welfare recipients, ex-offenders, and Vietnam-era veterans. With regard to recent accomplishments, NAB helped the following numbers of persons obtain jobs in the private sector in Fiscal Year 1976: 224,000 disadvantaged adults; 3,000 disabled veterans; 122,000 other veterans; and 11,000 ex-offenders. In the summer of 1976, NAB assisted 209,000 disadvantaged young persons obtain summer jobs.

It is fairly certain that NAB will shortly approach President Carter with a request for a new mandate, one that will provide a prominent role in the HIRE Program. By organizational structure and board membership, NAB would be well suited to play the promotional role effectively; and there may be ways to strengthen or augment NAB's capability in this area. One possibility is to form a close association between NAB and the Business Roundtable. This could most readily be accomplished by requesting the current chairman of the Roundtable, Mr. Shapiro of the DuPont corporation, to serve also as the President of the National Alliance. It should be noted that the NAB presidency customarily changes hands each year. By accelerating the normal transition, the appointment of a new President could be made to coincide with public announcements regarding the implementation of the HIRE Program.

Another important element in the success of the HIRE Program will be the participation of organized labor in its planning and implementation. Key representatives of organized labor have been consulted in the development of this program and have indicated their support. Top AFL-CIO and UAW officials should be invited to participate along with the business community in the suggested White House conference. Because the HIRE Program focuses primarily on the Vietnam-era veteran, the principal veterans organizations should also be invited to the kick-off.

The following description of the HIRE Program design and the program implementation schedule were developed on the presumption that NAB will be the organization selected to promote the program in the business community. A decision to utilize a different organization (e.g., the Roundtable) would not result in a need to alter the design of the program nor would it seriously delay its implementation.

#### THE PROGRAM DESIGN

a. Purpose. The purpose of HIRE would be to make private sector job opportunities available to members of three target groups. The first group, and the one to be given primary emphasis, would be unemployed Vietnam-era veterans. The other two groups would be economically disadvantaged young persons and the long-term unemployed.

b. Objective. The objective of HIRE would be to induce major corporations to hire and retain members of these three target groups.

c. Target Corporations. Large corporations control a substantial number of jobs in our nation's private economy. For example, 45 percent of the mining and manufacturing workforce is employed by only 100 corporations. HIRE would concentrate on these centers of power in the private sector. More specifically, the Department of Labor would seek the participation of firms that could make a commitment to hire in range of 500-1000 target group members.

d. The Incentive. Firms participating in HIRE would be paid \$5.00 for each day of employment provided to a target group member. For each individual hired, payment would be limited to the first 12 months of employment (260 work days). If the individual stays on the payroll for a full year, the total Federal payment would be \$1,300 (260 work days @ \$5.00).

e. The Role of the National Alliance of Businessmen. The role proposed for NAB is one that would be crucial in terms of HIRE's success. The National Alliance would be responsible for promoting the program within the business community. The promotional effort would be directed to top-echelon executives in the nation's major corporations, an effort that NAB could, potentially, undertake with great effectiveness. Many members of the National Alliance Board of Directors and certain national staff officials are individuals who possess sufficient stature to deal on a peer basis with corporate officials of the highest rank. They would be asked to meet personally with key business leaders to obtain commitments and pledges relative to corporate participation in the HIRE Program.

f. The Financial Agreement. After making a pledge to employ target group members under the HIRE Program, the corporation would be asked by NAB to enter into a simplified "boilerplate" agreement with the national office of the Employment and Training Administration (ETA). The agreement would provide for ETA payment to the corporation on a fixed-rate basis - \$5.00 for each day of employment actually provided. The only variables in the agreements would be the performance periods, the numerical hiring goals, and (based on those goals), the dollar amounts committed by ETA. The agreement would not legally obligate the corporation to hire and employ the number of individuals set forth as the goal of the agreement. However, if hiring lags behind expectations, ETA will retain the right to deobligate unneeded funds.

g. Payment Procedures. To receive payment, the firm would submit a one-page invoice to ETA's national office on a monthly or quarterly basis, whichever it prefers. The amount of each billing would be based solely on the number of man-days of employment provided during the billing period. To substantiate the billings, the firm need maintain only its normal payroll and time and attendance records, along with written certifications that the individuals for whom payment is claimed are target group members.

h. Determining the Participating Establishments. The decisions as to which plants and establishments will hire and employ target group members will be left to the corporation.

i. Recruitment and Referral of Target Group Members. The corporation will be required to recruit Vietnam-era veterans through the local offices

of the various State Job Service agencies. Economically disadvantaged young persons and the long-term unemployed will be recruited through prime sponsors under CETA. When job openings become available, the corporation will first request referrals of veterans from the appropriate Job Service office. After giving veterans a two-day advantage, the corporation will then request referrals of disadvantaged young persons and long-term unemployed persons from the CETA prime sponsor. If, after four days, the corporation has not received referrals from the Job Service and the CETA prime sponsor, it may resort to other means of recruitment or to "gate hires". In the event that a participating establishment is located near or in the suburbs of a central city, ETA may direct the corporation to recruit veterans from an inner city Job Service office and to recruit members of the other target groups from the CETA prime sponsor responsible for the inner city.

j. Certification of Target Group Members. In order for the corporation to claim and receive payment for the employment of an individual, the individual must be certified as a member of an eligible target group. In the case of veterans, certification must be made by the Job Service; and in the case of disadvantaged youth and the long-term unemployed, certification must be made by the CETA prime sponsor. The certification must be documented. Documentation will consist of a one-page form identifying the individual by name and social security number, that includes a signed and dated statement by an authorized official attesting that the individual is a member of an eligible target group. A copy of the certification document must be kept on file by the corporation to support the billings made to ETA.

k. Selection for Hiring. The firm retains its lawful rights to select for hiring only those individuals it deems capable of becoming acceptable employees.

l. Terms and Conditions of Employment. The general terms and conditions of a target group member's employment must be in compliance with the standards and requirements set forth in applicable Federal, State, and local laws, including those relating to employee compensation and safe and healthful working conditions. The individual must be employed in a permanent full-time position. It may not be a part-time position or one of a seasonal, intermittent, or temporary nature. The target group member must receive adequate on-the-job training and must be accorded the same terms of employment, working conditions, hours of work, and benefits as other employees in the same occupation and be subject to the same rules and regulations that govern other employees. The individual may not be employed in a low-wage, high-turnover occupation, such as bartending or sewing machine operation, and may not be employed in an occupation which is dependent on a commission as the primary source of income or which requires licensing as a prerequisite to hiring. The employment of the individual must be in the United States or its possessions.

m. Maintenance of Effort. The employment of target group members must not result in the displacement of any worker who is currently employed by the firm, who is on lay-off, or who is on strike. The corporation will not be paid for the employment of any individual at a plant, facility, or establishment that has been moved from another labor market area within three years. The

corporation will not be paid for the employment of any otherwise eligible target group member who was previously laid off by the corporation and who has recall rights.

n. Concurrence of Bargaining Unit. Without the prior concurrence of the bargaining agent, the corporation will not be paid for the employment of persons hired into jobs covered by a collective bargaining agreement.

o. Funding Level. In Fiscal Year 1977, up to \$120 million could be allocated to HIRE from discretionary resources presently available under CETA title I. This amount would support approximately 92,000 manyears of reimbursable employment. No immediate action from the Congress would be necessary to mount this program. In Fiscal Year 1978, however, consideration could be given to making a special appropriation request to continue or expand the program. It should be noted that the 92,000 manyear figure indicated above is predicated on payment at the rate of \$5.00 per day of employment. If the cost increases, the number of manyears would, of course, decrease.

#### PROGRAM IMPLEMENTATION

As indicated previously, the key event in the implementation of the HIRE Program would be a White House conference. This conference could take place as early as mid-February. Following is a schedule of action leading to the implementation of HIRE as a fully operational program.

#### Action Item

#### Completion Date

- |   |             |
|---|-------------|
| 1. Prepare final drafts of the "boiler-plate" HIRE agreement, the HIRE Program Handbook, and other related documents. | 28 Jan 1977 |
|---|-------------|

Action Item

Completion Date

2. Arrange for the transition of  
the national office leadership  
of the National Alliance of Businessmen  
working through their Board of Directors. 31 Jan 1977
3. Obtain final review and clearance  
of the "boilerplate" and the Handbook  
from NAB, the Business Roundtable,  
Veterans' organizations, organized  
labor, and public interest groups. 4 Feb 1977
4. Prepare and publish all documents  
in final form. 11 Feb 1977
5. Alert State Job Service Agencies  
and CETA prime sponsors as to  
their roles and responsibilities  
under the new program. 11 Feb 1977
6. Issue NAB a new Presidential mandate. 16 Feb 1977
7. Conduct White House conference to  
provide initial impetus to the program. 16 Feb 1977
8. Mount national media campaign  
through the Ad Council. Campaign  
will emphasize opportunities available  
to Vietnam veterans. 16 Feb 1977