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WASHINGTON

### October 10, 1985

MEMORANDUM FOR FRED F. FIELDING

FROM:

JOHN G. ROBERTS

SUBJECT:

Letters to Mrs. Barbara Newington and Mr. Carl Channell

I have discussed these proposed messages with Ollie North. Mr. Channell and the American Conservative Trust produced the television advertisements supporting the President's policies in Central America. Mrs. Newington paid for them. According to North, neither Newington nor Channell is in any way involved in the dispute over providing private funds to the Contras. Both understand, according to North, that they may not use the letters in fundraising or any other promotional activity. Given the foregoing, I see no reason to object to the letters. North believes that this is a good time to send the letters, since the President may be asking Congress for more funds in the future and it may present more problems to delay the letters until then.

Attachment

WASHINGTON

October 10, 1985

MEMORANDUM FOR DAVID L. CHEW STAFF SECRETARY

FROM: FRED F. FIELDING Orig. signed by FFF COUNSEL TO THE PRESIDENT

SUBJECT: Letters to Mrs. Barbara Newington and Mr. Carl Channell

I have reviewed the above-referenced proposed Presidential letters. Oliver North has advised my office that the recipients are not involved in raising private funds for the Contras, and that the recipients understand they may not use the letters in fundraising or other promotional activity. Based on these representations, I have no objection to the letters.

FFF:JGR:aea 10/10/85 cc: FFFielding JGRoberts Subj Chron

WASHINGTON

-

October 10, 1985

MEMORANDUM FOR DAVID L. CHEW STAFF SECRETARY

FROM: FRED F. FIELDING COUNSEL TO THE PRESIDENT

SUBJECT: Letters to Mrs. Barbara Newington and Mr. Carl Channell

I have reviewed the above-referenced proposed Presidential letters. Oliver North has advised my office that the recipients are not involved in raising private funds for the Contras, and that the recipients understand they may not use the letters in fundraising or other promotional activity. Based on these representations, I have no objection to the letters.

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5/81

### WHITE HOUSE STAFFING MEMORANDUM

DATE: \_\_\_\_\_\_\_ ACTION/CONCURRENCE/COMMENT DUE BY: \_\_\_\_\_\_ TODAY

SUBJECT: LETTERS TO MRS. BARBARA NEWINGTON AND MR. CARL R. CHANNELL

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### REMARKS:

Any objection?

**RESPONSE:** 

David L. Chew Staff Secretary Ext. 2702

WASHINGTON

ACTION

October 7, 1985

MEMORANDUM FOR THE PRESIDENT

---- 121 -7

FROM:

ROBERT C. MCFARLANE WFM System

SUBJECT: Letters to Mrs. Barbara Newington and Mr. Carl Russell Channell

#### Issue

Whether to sign and forward letters of appreciation to Mrs. \_\_\_\_\_ Barbara Newington and Mr. Carl Russell Channell.

#### Facts

Mrs. Barbara Newington of Greenwich, Connecticut, is a stalwart supporter of your Presidency and your programs. Mrs. Newington, whose husband died of cancer a few years ago, is one of those anonymous, selfless individuals who believes strongly in the objectives you have articulated and the programs you have undertaken to achieve these goals. The letter at Tab A is a timely, thoughtful way to express appreciation for her unflinching support.

Mr. Carl Russell Channell, President of the American Conservative Trust, has assisted our cause for freedom and democracy in Central America at a number of crucial times and in variety of ways. His organization has been the only action group to provide paid television advertising in support of you and your policies in Central America. His contributions helped significantly in obtaining the \$27M from Congress in humanitarian assistance for the Nicaraguan resistance.

### Discussion

Your letters to Mrs. Newington (Tab A) and Mr. Channell (Tab B) will help to show your and the Administration's appreciation for their important support.

### Recommendation

No

OK

That you sign the letters at Tabs A and B.

Prepared by: Oliver L. North

Attachments

Tab A - Letter to Newington Tab B - Letter to Channell

cc: Vice President

7779

WASHINGTON

### Dear Mrs. Newington:

I want to take this opportunity to express to you my deep appreciation for the selfless, patriotic support you have provided so unflinchingly to this Administration and to our policies.

Among the most important of our policies, of course, is the promotion of liberty and democracy abroad. Your invaluable assistance for the cause of freedom, in helping to educate others to the threat of aggressive communist subversion, and in actively supporting those who so much depend on us is a credit to this great nation.

We are grateful for your commitment to that cause and for your continuing support.

God bless you for your steadfastness.

Sincerely,

Mrs. Barbara Newington P.O. Box 1098 Field Point Park Greenwich, CN 06836

WASHINGTON

Dear Mr. Channell:

On August 30, I signed Executive Order 12530 authorizing the provision of \$27 million in humanitarian assistance to the freedom fighters in Nicaragua. This week the Nicaraguan Humanitarian Assistance Office (NHAO) commenced work onthe distribution of food, clothing, and medical supplies so desperately needed by the men and women who struggle for liberty in Nicaragua.

Passage of the legislation, which made my Executive Order and the NHAO possible, was a significant victory for the cause of freedom in Central America. It would not have been achieved without the help of the American Conservative Trust and its supporters. You are the only organization to go public via television in support of this program which is so vital to our interests.

You and your organization have made a remarkable contribution to the course of democracy in Central America. Keep up the good work.

Sincerely,

Mr. Carl Russell Channell President The American Conservative Trust 305 Fourth Street, N.E. Washington, D.C. 20002

WASHINGTON

### October 11, 1985

MEMORANDUM FOR FRED F. FIELDING

FROM:

JOHN G. ROBERTS

SUBJECT:

Correspondence Concerning an Idea for the President for Meeting with Gorbachev

A hospitalized citizen from California, George Montgomery, has written to tell you he has an "ears only" idea for the President for his upcoming summit meeting. The attached reply advises Montgomery to write it down.

Attachment

WASHINGTON

October 11, 1985

Dear Mr. Montgomery:

Thank you for your letter of October 1, advising that you have an idea for the President for his upcoming summit meeting. For reasons I am certain you will appreciate, any views you might wish to communicate to the President should be written down in a letter.

Thank you for your interest.

Sincerely,

Orig. signed by FFF

Fred F. Fielding Counsel to the President

Mr. George P. Montgomery Glendale Memorial Hospital 1420 S. Central Avenue Glendale, CA 91204

FFF/JGR:jmk cc: FFFielding JGRoberts subject chron.

WASHINGTON

October 11, 1985

Dear Mr. Montgomery:

A

Thank you for your letter of October 1, advising that you have an idea for the President for his upcoming summit meeting. For reasons I am certain you will appreciate, any views you might wish to communicate to the President should be written down in a letter.

Thank you for your interest.

Sincerely,

Fred F. Fielding Counsel to the President

Mr. George P. Montgomery Glendale Memorial Hospital 1420 S. Central Avenue Glendale, CA 91204

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Keep this worksheet attached to the original incoming letter.

Send all routing updates to Central Reference (Room 75, OEOB).

Always return completed correspondence record to Central Files.

Refer questions about the correspondence tracking system to Central Reference, ext. 2590.

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WASHINGTON

October 11, 1985

MEMORANDUM FOR FRED F. FIELDING

FROM:

JOHN G. ROBERTS

Reagan Space Center

SUBJECT:

DeWayne Holmdahl, Chairman of the Santa Barbara County Board of Supervisors, wrote the President in August, with a proposal to change the name of the Vandenberg Air Force Base to the "Reagan Spaceport." According to a memorandum for Mr. McFarlane prepared by Gil Rye, both former Secretary of the Air Force Orr and Secretary Weinberger "are enthusiastically supportive" and prepared to act unilaterally. Bill

It seems clear to me that it is not wise to name a Federal facility after the President while he is still in office. Rye's memorandum states that the Air Force attorneys reviewed the issue and found no legal obstacles, nor have I been able to find any. Nonetheless, I suspect that the President, if asked, would not approve the plan. A memorandum to Martin to put a stop to this is attached.

Martin has asked your views on the propriety of the proposal.

Attachment

WASHINGTON

### October 11, 1985

MEMORANDUM FOR WILLIAM F. MARTIN EXECUTIVE SECRETARY NATIONAL SECURITY COUNCIL

FROM: FRED F. FIELDING COUNSEL TO THE PRESIDENT

SUBJECT: Reagan Space Center

You have asked for my views on the propriety of the proposal to rename the Vandenberg Air Force Base the Reagan Spaceport. While I am not aware of any legal prohibitions to such a proposal, I think it is a very bad idea and one the President would not appreciate. As a general matter I do not think we should name any Federal facility after the President while he is in office. Even if the President were not involved in the decision, the apparent immodesty of the action would not reflect well in the eyes of the public.

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October 7, 1985

348818 Cu

MEMORANDUM FOR FRED F. FIELDING

FROM:

WILLIAM F. MARIANITA

SUBJECT:

Reagan Space Center

Request your views as to the propriety of the attached proposed action.

Attachment

#### NATIONAL SECURITY COUNCIL WASHINGTON, D.C. 20506

September 5, 1985

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ACTION

MEMORANDUM FOR ROBERT C. McFARLANE

FROM:

GILBERT D. RYE 40

"Reagan Space Center"

SUBJECT:

The Chairman of the Santa Barbara County Board of Supervisors has written to the President suggesting that the newly completed Shuttle launch complex at Vandenberg AFB, California, be titled "Reagan Spaceport," and that the dedication occur on the date of the first Shuttle flight from Vandenberg which is currently scheduled for March 1986 (Tab II). I discussed the idea with Pete Aldridge who in turn ran it by Secretary Orr and Secretary Weinberger. All are enthusiastically supportive. The Air Force lawyers indicate there are no legal obstacles.

Both Secretary Weinberger and Secretary Orr are apparently prepared to unilaterally take the initiative. However, my thought was that it would appear more appropriate if the initiative originated from the local community, i.e., Santa Barbara and then to receive the approval of the Congress in the form of a resolution or bill. Therefore, my suggestion is that Cy you respond directly to Mr. Holmdahl suggesting that he take the initiative. However, you may wish to briefly discuss this MA with Secretary Weinberger before signing the letter.

Bob Linnard and Ron Sable concur.

RECOMMENDATION

That you sign the letter at Tab I.

Approve

Disapprove

Attachments Tab I Letter to Mr. Holmdahl Tab II Letter from Mr. Holmdahl, dtd August 13, 1985

WASHINGTON

Dear Mr. Holmdahl:

Thank you for your letter to the President of August 13, 1985 concerning the naming of the Shuttle launch complex in honor of President Reagan. I know that the President would be deeply honored at your suggestion. Few other Presidents have made such tremendous contributions to the U.S. Space Program. Certainly, the naming of the Shuttle launch complex at Vandenberg AFB after the President would be a significant tribute to his unsurpassed leadership in capitalizing on the full potential of the space medium.

I might suggest the most appropriate way of proceeding with this initiative would be through your member of Congress. I also suggest that in lieu of the title "Reagan Spaceport" we might title it "The Reagan Space Center" in order to be consistent with the titles of other key space facilities in the United States. I agree with you that dedication of the newlybuilt center would be most appropriate to coincide with the first Shuttle flight from Vandenberg AFB scheduled for March 1986.

If we can be of any further assistance on this subject, please let us know.

Sincerely,

cc: Secretary Weinberger Congressman Robert Lagomarsino Supervisor Robert Kallman of Santa Barbara County

Mr. DeWayne Holmdahl Chairman, Santa Barbara County Board of Supervisors Fourth District 401 East Cypress Lompoc, California 93436



**County Supervisor** 

Telephone Lompoc 805-736-5 Santa Barbara 805-966-1

COUNTY OF SANTA BARBARA

BOARD OF SUPERVISORS FOURTH DISTRICT 401 East Cypress Lompoc, California 93436 August 13, 1985

Honorable Ronald Reagan, PRESIDENT Western White House Santa Ynez, California

Dear Mr. President:

As Chairman of the Santa Barbara County Board of Supervisors, I would like to welcome you and Mrs. Reagan to Santa Barbara County on the occasion of your annual August vacation.

The undersigned, together with Supervisor Robert Kallman of Santa Barbara County and Congressman Robert Lagomarsino are interested in leading an effort to develop the "REAGAN SPACEPORT" at Vandenberg Air Force Base near Lompoc. Tentative discussions on the issue indicate that it might be advantageous to seek the dedication to coincide with the launch of the first shuttle flight from Vandenberg Air Force Base scheduled for March of 1986.

It is most appropriate that the Vandenberg facility bear the name of "REAGAN SPACEPORT" since the same is located in Santa Barbara County, the site of the Western White House.

Supervisor Kallman and myself, together with Congressman Lagomarsino and his staff would be happy to meet with you during your visit to Santa Barbara County in order to discuss arrangements with you and White House personnel for the dedication of the spaceport in your honor. Major General Jack L. Watkins, Commander of the 1st STRAD Headquarters at Vandenberg Air Force Base would be honored to arrange a tour for his Commander in Chief and your entourage during your west coast stay. I know that you would be impressed with Space Launch Compound-6 (aka SLC 6) and support facilities for the shuttle launch.

 Honorable Ronald Reagan, PRESIDENT August 13, 1985
 Page Two

I would be happy to assist Presidential and Vandenberg staff in arranging for the visit to SLC 6 and tour of the base. Indication of your support and consensus with the effort to name the base facilities as "REAGAN SPACEPORT" would be appreciated at the earliest opportunity so that arrangements might proceed in an appropriate manner.

I may be reached at the above telephone numbers by your staff if you and/or staff members would like to have a tour of the base.

Very truly yours,

DeWayne Holmdahl Chairman, Santa Barbara County Board of Supervisors

DeWH:JC:cw

WASHINGTON

October 11, 1985

MEMORANDUM FOR FRANCIS X. LILLY SOLICITOR U.S. DEPARTMENT OF LABOR

FROM: JOHN G. ROBERTS ASSOCIATE COUNSEL TO THE PRESIDENT

SUBJECT: Correspondence Concerning Early Passage of a Bill Outlawing Forced Retirement at any Age

The attached letter to the President from Presiding Justice Anastos, along with a copy of my interim reply, is referred to the Department of Labor for whatever review and further reply you consider appropriate.

Many thanks.

WASHINGTON

October 11, 1985

Dear Judge Anastos:

Thank you for your letter of September 24 to the President. In that letter you urged passage of a Federal law prohibiting compulsory retirement at any age.

I have taken the liberty of referring your correspondence to the Department of Labor, for careful review by the officials most involved with these questions. You may be assured that your informed views will be given every appropriate consideration.

Thank you for taking the time from your important duties to share your concerns with us. Thank you also for the supportive comments in your letter.

With all best wishes,

Sincerely,

Joh Babat

John G. Roberts Associate Counsel to the President

The Honorable C. George Anastos Presiding Justice, District Court Department of the Trial Court Nantucket, Massachusetts 02554

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### District Court Department of the Trial Court

NANTUCKET DIVISION

CLERK-MAGISTRATE WESLEY E. SIMMONS

PRESIDING JUSTICE C. GEORGE ANASTOS

JUSTICE ANTHONY N. TOMASIELLO

348142 CC

September 24, 1985

Ronald Reagan President of the United States White House, Washington, D.C. 20500

Dear Mr. President:

Although it is somewhat awkward for me to write to you urging early passage of a bill outlawing forced retirement at any age, I feel confident that you will be receptive to the idea whose time has come and I hope that you will have the time to read this letter. Enclosed are photostats of two magazine articles endorsing the bill.

In Massachusetts (where I happen to be Presiding Justice of the Nantucket District Court) Judges of all the State Courts (including myself-I will be seventy on December 30, 1986) used to be appointed by the Governor for life, until in 1972 it was voted by referendum to change the State Constitution and provided for mandatory retirement of all Judges at age seventy. Thereafter, all Judges, even those who had previously been appointed for life and have been in good health have been forcibly retired and in effect the latter have had their employment contract breached against their will at the age of seventy.

There is nothing more powerful than an idea whose time has come (as Victor Hugo once said) and it is now time for a Federal Law outlawing mandatory retirement at age seventy or at any age (such a bill has been filed every year by Congressman Pepper). You yourself and others including the Justices of the United States Supreme Court are living proof of the wisdom of such a law outlawing such unconstitutional discrimination on account of age.

May God bless you, give you complete convalescence and good health and give you continued success in all your pursuits in government, especially at the summit meetings and the tax reform proceedings.

Most respectfully,

C. George Anastos Presiding Justice

## Labor The Twilight Of Forced Retirement

### Job protection for workers who are more than 70 years old is spreading across the country.

He's 76 years old, but Ira Lindsey has no plans to retire anytime soon from his 40-hour-a-week job running a lathe for Varian Associates, a manufacturer of electronic components and instruments based in Palo Alto, Calif. "I love to work," says Lindsey. "Besides, I'm a very good machinist."

Until recently, such sentiments would not have made much difference to an employer who wanted to force someone of Lindsey's age to retire. The employe would have been pushed out.

In the past few years, however, 20 states have taken action to protect workers against mandatory retirements beyond the age of 70. Federal law since 1978 has barred most mandatory retirements up to age 70, and bills have been introduced in Congress for a federal law that would end aga-designated retirement.

In New York, the latest state to take action, the age-70 career cap was removed for public employes at the beginning of this year. The protection will be extended to private-sector workers in January.

As in New York, the laws in most states prohibiting mandatory retirement rules apply to both public and privale-sector workers. The new protections against age discrimination provide that older workers can be fired only for just cause, the same as younger workers.

Behind the obsolescence of mandatory retirement, say experts, are two major factors—

■ Fears that making it illegal to force retirement before age 70 would burden employers with hordes of unproductive workers and crowd out younger employes have proved to be unfounded. Relatively few older workers—even when given the opportunity—elect to stay on past the traditional retirement age of 65, and many jump at the chance for early retirement.

• **a** Long-term demographic changes that could lead to labor shortages in the near future have encouraged many employers to reassess their retirement policies. Employers increasingly regard the skills of older workers as valuable resources to be retained

"America simply needs its older workers, and that fact is slowly dawning on policymakers, employers and older workers themselves," says economist Lawrence Olson of the Washington, D.C., office of Coopers & Lybrand, an accounting firm.

Value of experience. Some companies have long accepted the older worker. Varian Associates started making use of senior employes in 1977, when the company had about 500 vacancies. It instituted a program to keep its senior skilled machinists, technicians and engineers on board for a few more years. Today, older workers at the company are especially prevalent in the machine trades, where their experience is applied to the making of electronic parts with exotic metals.

Some of these workers are relative newcomers to the firm. One mainte-



nance mechanic was hired at age 61 and is still working four years later. "These employes are some of our best people." says Robert Holtcamp, Varian's director of human resources. "We don't want to lose their talents. If they want to work, they've got a job."

Other firms are coming up with programs that provide work opportunities on a temporary, part-time basis for their retirees. A 1983 study commissioned by the Travelers Insurance Company found that nearly half of 427 companies surveyed were rehiring their retirees in some capacity.

At Travelers, which eliminated mandatory retirement in 1980, some 240 retirees make themselves available for occasional assignments with the company through a special job bank. "The retirees know our company and our systems, and they have a very strong work ethic," says Barbara Greenberg, administrator of national and community affairs for Travelers.

Despite this drive to expand job opportunities for older workers, the urge

to retire is as strong today as it ever was, if not stronger. "Only a very small minority of workers have any interest in continuing to work full time beyond age 65 or age 70," says Dallas Salisbury, president of the Employe Benefits Research Institute. "If workers can retire, they will. Older workers are getting what most of them seem to want—an earlier and earlier retirement from what was their primary career."

During the past decade, two thirds of all Travelers employes who were eligible for retirement chose to leave before age 65—most commonly at age 62. At the Sun Company of Radnor, Pa., the average retirement age is closer to 60 than 65.

Early retirement blossomed during the 1981-82 recession as companies sought to trim their work forces for greater efficiency. Even now, employers offering workers financial incentives to retire are often surprised by the overwhelming response.

Trying to trim its ranks, Du Pont earlier this year came ap with an early-retirement plan by which employes could gain an extra five years credit toward both their age and length of scrvice with the firm for the purpose of calculating retirement benefits. For someone 53 years old with 22 years of service and annual earnings of \$25,000, the

plan meant that the employe's monthly pension would be \$675 instead of \$275. For someone the same age with the same service but making \$50,000, the pension rose to \$1,350 from \$530.

More than 11,000 Du Pont employes accepted the offer-many more than Du Pont had anticipated. As a result, about 500 of those who elected to take advantage of the program were asked to stay on for a few more months because they were deemed to be essential to the company. "There's no question about it-when you have a program such as this companywide, you're bound to lose very valuable, very experienced people," says H. Cordon Smyth, senior vice president of employe relations for Du Pont. "But we feel it worked out for the best for both sides. It was a win-win situation.'

It's not the money. Experts say, however, that the older workers who stay on don't do so for the income. A survey of Sun's retirees found that the social aspects of work and the sense of personal accomplishment that a job provides are the primary motivations.

Says Ira Lindsey, the 76-year-old machinist: "I would be lost if I didn't have something to do."

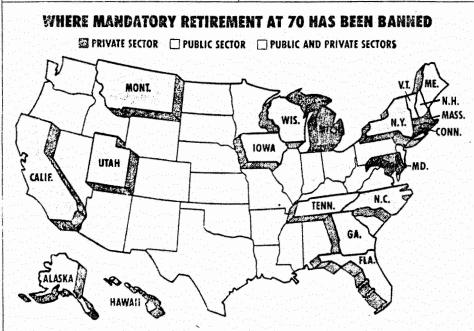
By CAREY W ENGLISH

PUTTING MANDATORY RETIREMENT OUT TO PASTURE

any employers thought they had been handed big problems in 1978, when Congress made it illegal to force most employees to retire before age 70. The U.S. Chamber of Commerce, among others, argued that the law would saddle companies with unwanted, unproductive workers whose mere presence would cause morale problems for younger workers waiting in line for promotions. In the last seven years, however, some surprising things have

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Proponents claim that Congress could pass one next year. But unless Washington hurries, such legislation may be act demic: Employers in the 19 states that have already ended mandatory retirement account for more than 50 million workers—nearly half the U.S. work force. "There is pressure within states to remove age restrictions, so I think this will be a general trend," says Malcolm H. Morrison, a former Dept. of Labor analyst now at the Universi-



DATA: NEW YORK STATE SENATE SELECT COMMITTEE ON INTERSTATE COOPERATION

happened: Few companies have complained about incompetent older workers, and only a small fraction of older people have opted to keep working anyway. And states have started passing laws that supersede the federal law and do away with mandatory retirement altogether.

So far, 19 states have banned forced retirement. New York, for example, removed the age 70 cap for public employces last Jan. 1, and will lift it for privatesector workers next Jan. 1. Some state laws lift the age limit only for privatesector workers or for public employees, but most cover both (map).

Momentum is mounting for a federal law ending retirement caps altogether. ty of Pennsylvania's Wharton School. Proponents of the laws ending mandatory retirement argue that it is irrational to assume that everyone runs out of steam at some arbitrary age. Peopleand jobs-are different, they say. If employees are able to keep working and want to, why make them stop? Such arguments are the foundation of federal law, which already protects workers between 40 and 70 against age discrimination. And the new state laws expand this protection. They provide that workers over 70 can be fired only for "just cause"-the same test that applies to younger workers protected by the agediscrimination laws. "The forced retirement of people based solely on how

many birthdays they've had is prejudicial, unfair, and incommensurate with basic American values," says Senator John Heinz (R-Pa.), chairman of the Senate special committee on aging.

The Chamber of Commerce, acting on behalf of employers who prefer mandatory retirement but don't want to touch the subject openly, contends that purely voluntary retirement could crowd out younger workers and minorities, increase costly pension obligations, and damage employee relations. But there is a major flaw in this logic: Seven years after Congress raised the mandatory retirement age from 65 to 70, there is little evidence that such problems have developed. And few observers say they are appearing as states do away with the retirement age altogether.

A decades-old trend toward early retirement, for example, did not slow after the passage of the 1978 federal law. Indeed, early retirement has continued to rise. The number of companies whose employees' average retirement age was 62 or less rose from about 37% to 51% between 1977 and 1982, according to a study of 363 corporations released earlier this year by the Conference Board, a business group. This is partly because the recession of the early 1000 caused many companies to trim their labor costs by offering some employees incentives to quit before normal retirement age.

**CHEAPER PENSIONS.** It is no doubt true that some employees are working longer. But the impact is minimal. A 1982 Labor Dept. study indicated that the 1978 law would probably cause 250,000 workers to remain in the work force by the year 2000. Abolishing the retirement age altogether, the study said, would prompt another 200,000 workers to keep working in that time period. Some economists, moreover, predict labor shortages in coming years, which could lessen even these relatively minor effects.

Another worry of some employers is that ending mandatory retirement will add to pension obligations. They point to a preliminary decision by the Equal Employment Opportunity Commission on Mar. 5 that would require employers to keep making pension contributions for workers once they have passed age 65. Currently, companies can stop contribu-

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tions after 65 even if employees work to age 70. Nearly half of all pension plans do this. If the federal age limit of 70 is abolished and the EEOC ruling is extended, companies might have to keep making contributions indefinitely, until the employee retires.

This may not be as big a problem as some employers fear, however. The EEOC, citing studies by consultants and the American Academy of Actuaries, says that paying retirement contributions past age 65 could actually cut an employer's pension costs. The reason is that such contributions are cheaper than the pension drawn by a retiree. Thus, even if a company keeps contributing for a worker who retires five years later than normal, it saves money because it has to dish out the employee's pension for five fewer years. "We never measured the impact after we began paying past 65 a few years ago," says Nancy J. Bronstein, vice-president of benefits planning at BankAmerica Corp. "But we

> Congress could end retirement rules altogether—if states don't do it first

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don't see it as a problem at this point." Employers may have at least one valid fear: that ending mandatory retirement will cause employee-relations problems. Richard L. Lesher, president of the U. S. Chamber of Commerce, argues that companies may "subject older workers to rigorous performance reviews, often difficult for all concerned. This can be much more traumatic than a dignified retirement at a set age."

But other observers argue that companies can largely avoid this by doing what they should have done all along: setting up more formal procedures for overseeing performance and making an effort to update the skills of even senior employees. "I believe that many companies let older people get unproductive because they know they will be retiring soon," says Anna Rappaport, a principal at William M. Mercer-Meidinger Inc. and an author of several studies on aging.

So if voluntary retirement is a small imposition, why do many companies continue to oppose it? The real reason, argues Morrison, is that "they feel it is an intrusion in employer decision-making." But more state laws eliminating mandatory retirement are in the works. So even if companies object, they may soon have to start treating septuagenarians like everyone else.

By Aaron Bernstein in New York

# COMPLIMENTARY REPORTS FROM 16 OF THE BEST COMPANIES IN AMERICA.

Of the publicly held companies listed by *Forbes* magazine as "Up & Comers" for 1984, the 16 companies listed alphabetically below want you to know more about them. Simply complete the attached coupon for complimentary copies of their annual reports and other information.

### What is a Forbes Up & Comer?

- Return on equity averaged from 14% to 714% for past five years.
- Earnings per share growth rate averaged from 10% to 183% for past five years.
- Sales not over \$250 million room for growth.
- Highly leveraged companies excluded.
- 1. AccuRay Corporation measurement and control systems
- 2. Chyron Corporation digital graphics systems for video
- 3. Communications Systems, Inc. manufacture of telephone apparatus
- 4. Dynatech Corporation precision instruments
- 5. Hathaway Corporation electronic systems and computer components
- 6. INTERMEC Corporation bar code equipment and service
- 7. International Controls Corp. prod. for aerospace, electronics, energy mkts.
- 8. The Larsen Company food processing

Company \_

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- 13. Service Corporation International funeral service/cernetery operations
- 14. Software AG of North America, Inc. advanced information sys./ development software
- 15. Spectradyne, Inc. pay-per-view hotel movie viewing systems
- 16. UTL Corporation electronic warfare systems

Please circle below the number assigned to each company listed on this page whose reports you would like to receive. Your request will be forwarded to each company and information will be mailed to you promptly. All requests received prior to 9/15/85 will be processed.

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WASHINGTON

October 16, 1985

MEMORANDUM FOR ROBERT PEARSON DEPUTY EXECUTIVE SECRETARY NATIONAL SECURITY COUNCIL

FROM: JOHN G. ROBERTS

SUBJECT: Presidential Reply to King Hassan's Proposal for Washington Monument to U.S.-Moroccan Friendship

Counsel's Office has reviewed the proposed Presidential reply to the King of Morocco's offer to erect a monument to U.S.-Moroccan friendship in the District of Columbia. In the second paragraph of the text, "memorial" should be changed to "monument." "Memorial" suggests commemoration of those who have died, and the legislation in question --S. 1379 -- uses the term "monument," not "memorial."

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2. BEGIN TEXT:

- YOUR MAJESTY:

- THANK YOU FOR YOUR GENEROUS OFFER TO CONSTRUCT A MONUMENT IN WASHINGTON D.C. TO COMMEMORATE 200 YEARS OF NOROCCAN/AMERICAN FRIENDSHIP. WE ARE PROUD OF THE STRONG, TRADITIONAL FRIENDSHIP BETWEEN THE PEOPLES OF YOUR KINGDON AND THE UNITED STATES. MOROCCO WAS AMONG THE FIRST TO RECOGNIZE DE COUNTRY AS AN INDEPENDENT AND SOVEREIGN NATION. THE MINITED STATES

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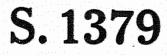
- I APPRECIATE YOUR EXPRESSIONS OF ESTEEM AND MOROCCO'S SPECIAL FEELINGS OF FRIENDSHIP FOR THE UNITED STATES. PLEASE ACCEPT MY BEST WISHES FOR PROSPERITY AND PROGRESS IN THE KINGDOM.

- YOUR SINCERE FRIEND.

### - ROMALD REAGAN YYY

99TH CONGRESS 1ST SESSION

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To authorize the erection of a monument given to the American people as a gift of the Kingdom of Morocco, on public grounds in the District of Columbia.

### IN THE SENATE OF THE UNITED STATES

JUNE 27 (legislative day, JUNE 26), 1985

Mr. MCCLURE introduced the following bill; which was read twice and referred to the Committee on Energy and Natural Resources

# A BILL

To authorize the erection of a monument given to the American people as a gift of the Kingdom of Morocco, on public grounds in the District of Columbia.

1 Be it enacted by the Senate and House of Representa-

2 tives of the United States of America in Congress assembled,

3 That the Secretary of the Interior shall select an appropriate site for the location of a monument, including foundation 4 therefor, a gift of the Kingdom of Morocco in recognition of  $\mathbf{5}$ 6 the solid friendship spanning two centuries which exists be-7 tween the people of Morocco and the people of the United 8 States. Such monument shall be erected on grounds now owned by the United States of America in the District of 9 Columbia if: (1) the choice of the site and the design of the 10

1 monument is approved by the Commission of Fine Arts and 2 the National Capital Planning Commission, and (2) the erec-3 tion of the monument is begun within five years after the 4 date of the enactment of this Act. The erection of the monu-5 ment and proper landscape treatment of the site, including 6 walks, shall be without expense to the United States of 7 America, except for necessary maintenance after completion.

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WASHINGTON

### October 18, 1985

MEMORANDUM FOR FRED F. FIELDING

FROM:

JOHN G. ROBERTS

SUBJECT: Cain & Abell

The President has met with Dale Cain and Kent Abell, and made frequent references in public remarks to the Cain & Abell success story. Cain and Abell founded an electric contracting company in 1981 with \$1,000. The company now has over \$2 million in gross sales. Cain & Abell continues to prosper, and is considering purchasing the manufacturing and distribution rights of an energy management company. Cain & Abell's banker believes the venture would qualify for a Small Business Administration loan, but Cain and Abell are hesitant because such a loan may be perceived by the media to be inconsistent with the President's programs and philosophy.

The Administration has urged abolition of SBA, and has particularly criticized the SBA loan program as an unfair subsidy to a minority of small businesses. This does not mean Cain and Abell would be faulted for participating in the loan program, so long as it is available. Their concern is not broad social policy, but finding the cheapest source of capital. A good analogy may be the President's acceptance of Federal campaign matching funds, while calling for the abolition of the program. That led to some media criticism, and Cain and Abell's acceptance of an SBA loan may also generate some "ironic" type stories, but I certainly do not think we should counsel Cain and Abell against the loan to avoid the adverse publicity. The decision must be theirs alone, without any White House influence. A draft reply is attached for your signature.

Attachment

WASHINGTON

October 18, 1985

Dear Mr. Cain:

Thank you for your letter of October 7 to Kathy Osborne, which has been referred to me for consideration and reply. In that letter you noted that Cain & Abell is considering the purchase of the manufacturing and distribution rights of an energy management company, and is also considering financing this venture through a loan from the Small Business Administration (SBA). You expressed your concern that your participation in the SBA loan program might be used by others to embarrass the President.

I am certain you will appreciate that the White House must avoid even the appearance of attempting to influence the particular business decisions you must make. You should do what you think is best for you and your company. Your judgment has proven successful in the past, and I have little doubt that it will continue to do so in the future.

With best wishes,

Sincerely,

Orig., signed by FFF

Fred F. Fielding Counsel to the President -

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Mr. Dale Cain Post Office Box 852 Jeffersonville, IN 47131-0852

bcc: Kathy Osborne FFF:JGR:aea 10/18/85 cc: FFFielding JGRoberts Subj Chron

WASHINGTON

October 18, 1985

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With best wishes,

Sincerely,

Fred F. Fielding Counsel to the President

Mr. Dale Cain Post Office Box 852 Jeffersonville, IN 47131-0852

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October 7, 1985

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Ms. Kathy Osborne The White House Washington, D.C.

### Dear Kathy:

Since my letter of September 17, Kent and I have been working to purchase the manufacturing and distribution rights of an energy management company. Our banker believes this is a business venture that is made for a Small Business Administration loan. Before Kent and I would ever agree to pursue this avenue of financing we want to be certain that we would not create a perception that could embarrass the President. We have sought the opinions of others that also believe in the President's policies and have received a multitude of responses. Some site the problem not so much as the philosophy of government insured financing as the poor repayment record on these type of loans. We don't want the perception of our relationship with a Republican President and Republican Mayor of Jeffersonville to shadow and distort what we know is an honest relationship. But media types could pick up our SBA loan as negative proof of the very free entrepreneur philosophy that we espouse and which has led to our present success.

At this point we would greatly appreciate any comments or suggestions you might have on this matter so that we are in accord with our responsibilities to the President. We realize your time is precious and hope this request is not an undue burden to you at a critical time in international developments.

Again, thank you for your time.

Sincerely,

Dale Cain

P.O. Box 852 Jeffersonville, IN 47131-0852 Electrical Construction Building Automation Systems Energy Management Process Control

812/283-6815