

to attend to their own serious health needs, or to care for a seriously ill parent, son, daughter, or spouse. Too many American workers, however, have been unable to take the leave they need because they simply cannot afford to go without a paycheck.

Therefore, I am taking new steps toward enabling workers to take the leave they need.

First, I hereby direct the Secretary of Labor to propose regulations that enable States to develop innovative ways of using the Unemployment Insurance (UI) system to support parents on leave following the birth or adoption of a child. In addition, I direct the Secretary to develop model State legislation that States could use in following these regulations. In this effort, the Department of Labor is to evaluate the effectiveness of using the UI system for these or related purposes. In a 1996 study conducted by the Commission on Family and Medical Leave, lost pay was the most significant barrier to parents taking advantage of unpaid leave after the birth or adoption of a child. This new step will help to give States the ability to eliminate a significant barrier that parents face in taking leave.

Second, I direct the Director of the Office of Personnel Management to propose government-wide regulations to allow Federal employees to use up to 12 weeks of accrued sick leave each year to care for a spouse, son, daughter, or parent with a "serious health condition," as that term is defined for the purpose of applying the FMLA. Currently, the amount of sick leave that can be used to care for a family member who is ill is limited to 13 days each year for most Federal employees. By enabling Federal workers to use the sick leave they have earned, we will eliminate a significant barrier to caring for a family member with a serious health condition. The use of paid sick leave under this policy will be subject to the same conditions as the use of unpaid leave for these purposes under the FMLA. In particular, the same notification and certification requirements that govern the use of unpaid leave to care for a spouse, son, daughter, or parent under the FMLA will apply to Federal employees who use paid sick leave for this purpose. I believe the Federal Government has an important

role to play in setting an example for the Nation.

Finally, I direct the Director of the Office of Personnel Management to establish an Interagency Family Friendly Workplace Working Group within 90 days to promote, evaluate, and exchange information on Federal family-friendly workplace initiatives. I also direct the head of each executive department and agency to appoint a family-friendly work/life coordinator to serve as a member of this Working Group. Working Group representatives will be responsible for making sure that Federal employees are aware of the full range of options available to them to meet their personal and family responsibilities (such as alternative work schedules, telecommuting, part-time employment, and job sharing). The coordinators also will provide employees with information about child and elder care resources currently available in their communities, and establish and promote parent support groups, elder care support groups, and on-site nursing mothers' programs.

William J. Clinton

**Message to the Senate on
Ratification of the Amended Mines
Protocol of the Convention on
Conventional Weapons**

May 24, 1999

To the Senate of the United States:

I am gratified that the United States Senate has given its advice and consent to the ratification of the Amended Mines Protocol of the Convention on Conventional Weapons.

The Senate and my Administration, working together, reached agreement on a detailed resolution of advice and consent to ratification, including 13 conditions covering issues of significant interest and concern. I will implement these provisions. I will, of course, do so without prejudice to my Constitutional authorities. A condition in a resolution of advice and consent to ratification cannot alter the allocation of authority and responsibility under the Constitution, for both the Congress and the President.

I am grateful to Majority Leader Lott, Minority Leader Daschle, and Senators Helms, Biden, Leahy, and the many others who have assisted in this ratification effort. It is clear that the practical result of our work together on the Protocol will well serve the critical humanitarian interest of protecting civilians from the dangers posed to them by landmines, as well as the imperative requirements of ensuring the safety and effectiveness of U.S. military forces. In this spirit, I express my hope that the Protocol will lead to further sound advances in the development of the international law of armed conflict.

William J. Clinton

The White House,
May 24, 1999.

**Message to the Congress Reporting
on Conditions of the Amended Mines
Protocol of the Convention on
Conventional Weapons**
May 24, 1999

To the Congress of the United States:

In accordance with the resolution of advice and consent to ratification of the Amended Protocol on Prohibitions or Restrictions on the Use of Mines, Booby-Traps and Other Devices, together with its Technical Annex, adopted by the Senate of the United States on May 20, 1999, I hereby certify that:

In connection with Condition (1)(B), Pursuit Deterrent Munition, the Pursuit Deterrent Munition shall continue to remain available for use by the United States Armed Forces at least until January 1, 2003, unless an effective alternative to the munition becomes available.

In connection with Condition (6), Land Mine Alternatives, in pursuing alternatives to United States anti-personnel mines or mixed anti-tank systems, I will not limit the types of alternatives to be considered on the basis of any criteria other than those specified in the sentence that follows. In pursuit of alternatives to United States anti-personnel mines, or mixed anti-tank systems, the United States shall seek to identify, adapt, modify, or otherwise develop only those technologies that (i) are intended to provide mili-

tary effectiveness equivalent to that provided by the relevant anti-personnel mine, or mixed anti-tank system; and (ii) would be affordable.

In connection with Condition (7), Certification with Regard to International Tribunals, with respect to the Amended Mines Protocol, the Convention on Conventional Weapons, or any future protocol or amendment thereto, the United States shall not recognize the jurisdiction of any international tribunal over the United States or any of its citizens.

William J. Clinton

The White House,
May 24, 1999.

Remarks at the City Year Convention
May 24, 1999

Thank you. Ladies and gentlemen of City Year, I can't tell you how glad I am to be back. I want to thank President Swygert for making us all feel at home at Howard. I thank Senator Wofford and his predecessor, Eli Segal, and Mark Gearan, our great Peace Corps director, for their presence here.

I'd like to thank especially all the companies who have helped you, and one in particular, Timberland, your founding sponsor, especially because they are setting a standard for corporate America by giving their employees time off for volunteer work.

I want to thank Alan and Michael, their wives, their families, who have supported them through these long years, for all the wonderful things they have done for you and, through you, for America. And I want to thank Stephen for the jacket, although I still have the sweatshirt, and I still wear it, and it's nowhere near worn out. And I will have it and that jacket with me for the rest of my life. I thank you so much.

Now, to all of you who are young, 10 years of life for City Year seems like a very long time. For those of you who are not so young, like me, it seems like yesterday, the 8 years ago, when I saw City Year in Boston—like yesterday, vivid in my mind.

So, to me it wasn't so long ago that Alan and Michael were just two young students