

May 24 / Administration of William J. Clinton, 1999

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 Inter-agency 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.