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OCA 88-0918

28 MAR 1988

MEMORANDUM FOR: The Director
The Deputy Director

FROM: John L. Helgerson
Director of Congressional Affairs

SUBJECT: Your Monthly Meeting with Representatives
Stokes and Hyde

1. On Wednesday, 30 March at 0800 you are scheduled to have your regular monthly meeting with Representatives Stokes and Hyde.

2. I suggest you may wish to discuss the following subjects, for which talking points are attached:

-- Stokes Trip to China and Korea

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-- Status of Oversight Legislation:

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° Counterterrorism Legislation

° Intelligence Oversight Legislation

-- Spousal Leave Proposal

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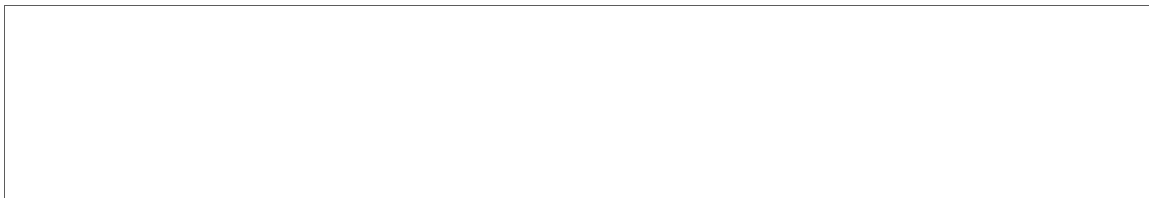
3. You may wish to discuss your new Counterintelligence Center that has just been established and also offer to come before the full Committee as you did with the Senate Intelligence Committee on the 29th to testify on counter-intelligence initiatives and security matters.

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TOP SECRET

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4. The following are for your background, if raised by Chairman Stokes:



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5. In concluding, you may wish to note that you are looking forward to your breakfast meeting with House Intelligence Committee Members at Headquarters on Thursday, 21 April.



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✓ John L. Helgersen

Attachments

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Intelligence Oversight Legislation

I appreciate the cooperation we are receiving in resolving several concerns we have the Intelligence Oversight Act. I am particularly pleased that the Intelligence Community and the Committee appear to be close on agreeing to a definition of the term "special activities" which will preserve the status quo as to what intelligence activities require a Finding. I hope that we can resolve all outstanding issues, other than the 48 hour notification requirement, prior to markup of the bill by the Committee.

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SPOUSAL LEAVE PROPOSAL

We have not been able to resolve an Agency proposal regarding spousal leave with the House Intelligence Committee, and a word from the DCI to Chairman Stokes might help.

This proposal, as submitted to the Chairman for his views on 11 March, seeks to make a modest change in our personnel management policies. The change involves instituting a spousal leave sharing program under which Agency employed couples would be permitted to donate sick or annual leave to one another during the first six months after the birth of a child or the adoption of an infant child. The Chairman has yet to respond, but indications are that the staff would prefer that the Agency wait until National Academy of Public Administrators (NAPA) studies and reports on this proposal.

There are several reasons why the Agency thinks the proposal is timely and appropriate:

- The number of women employed has increased significantly in the last 10 years causing an increased demand for maternity leave.
- 11% of Agency employees are now married to other Agency employees. The number is expected to rise because working conditions and security restrictions create the conditions and incentives for Agency people to seek the company of one another and to marry.
- Current Agency leave policies lack the flexibility needed to retain the most needed spouse after the birth of a child. For example, a couple may find it necessary to stay at home with a newborn child for 15 weeks. If the wife uses all available leave and the family cannot afford the loss of the wife's income, the husband may find it necessary to stay at home. The husband may be in a time-sensitive job, whereas the wife may not be. The couple may prefer the wife to stay home and so would the Agency, but current policy would not allow that choice. If the husband could transfer leave, both the Agency's and couple's needs are met.

During the discussion there are some key points to be made:

- This modest change involves no additional costs.
- The proposed action is a two-year experiment designed to deal with a very real human and management problem. A careful evaluation will be done, and the results shared with the Committee.
- The action is not intended to alter overall compensation or benefits, nor to prejudice the outcome of the NAPA study. Discussions with a NAPA study member suggest that they see the proposal as a minor change and one which does not merit study.

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