I believe that the American people want us to work together and get something done, and I think most of us want the same thing, so that's what we're going to talk about.

Bosnia

Q. President Clinton, can you give us a—[*inaudible*]—the way you see the situation in Bosnia right now, and what you plan to talk about?

The President. Well, I think the agreement signed in Geneva by the three parties is very, very hopeful—the Bosnian Government, the Croatian Government, the Serbian Government. I think the negotiations should continue. I'm sending Ambassador Holbrooke back there tonight. In terms of the bombing, that's really up to the Serbs. The U.N. Security Council resolution is clear, and the conditions laid out by our committee on the ground are clear, and we'll just have to see what happens there.

Q. Mr. President, Russia is comparing the bombings to genocide. Other than the traditional ties to the Serbs, what do you think is behind Yeltsin's sterner and sterner opposition to bombings?

The President. Well, I think you have to ask them that. Let's just make it clear—if you look at the facts of the bombing attacks, they are clearly not that. First of all, they were authorized by the United Nations; secondly, they came only after extreme provocation, after the killings, the shelling—resulting from the shelling of Sarajevo, the killing of innocent civilians; and thirdly, they have been very, very carefully targeted and carried out will great discipline and skill by the United States pilots and the NATO allies. There has been no genocide there. There has been an extraordinary amount of care and discipline but firmness and strength. They were appropriately done. And I want to say in the presence of these Members here how much I appreciate the comments that Senator Dole and others have made on that.

The United States, I think, is united in being opposed to resumption of the killing of innocent civilians in protected areas. They said we wouldn't do it, we wouldn't tolerate it, and we can't.

Thank you.

NOTE: The President spoke at 5:42 p.m. in the Cabinet Room at the White House. A tape was not available for verification of the content of these remarks.

Statement on the Commission on Immigration Reform

September 12, 1995

I reiterate my earlier congratulation to the Commission on Immigration Reform for its hard work on legal immigration reform. The Commission has provided the Congress and the Nation with an excellent framework to achieve gradual reductions in the level of legal immigration. This is a goal and objective I share.

The Commission's first report on illegal immigration endorsed many of the activities my administration has initiated. This report on legal immigration also shares many of my principles to guide reform. Our legal immigration system must be based on principles that are pro-family, pro-work, and pro-naturalization. I anticipate working with Congress in a spirit of bipartisanship to craft the specific legislation that will put these principles in practice.

Memorandum on Career Transition Assistance for Federal Employees

September 12, 1995

Memorandum for the Heads of Executive Departments and Agencies

Subject: Career Transition Assistance for Federal Employees

Our highly trained and dedicated Federal work force is one of the Federal Government's most valuable resources. In order to help Federal employees who have dedicated their careers to public service find new job opportunities as Federal organizations undergo downsizing and restructuring, the executive branch must implement programs that provide Federal employees with career transition assistance. The Office of Personnel Management (OPM) Interagency Advisory Group has recommended that appropriate career transition assistance services be provided to Federal employees who either have

been or are likely to be separated from Federal service due to a reduction in force. The goal of such services is to assist employees in taking charge of their own careers by providing them with the support they need to find other job offers, either with government or in the private sector.

I hereby direct the head of each executive department or agency (hereafter collectively ''agency'' or ''agencies''), to the greatest extent practicable and in accordance with the guidance and any necessary regulations to be provided by OPM pursuant to this memorandum, to establish a program to provide career transition assistance to the agency's surplus and displaced employees. Such a program shall be developed in partnership with labor and management and shall include:

(1) collaborating with State, local, and other Federal employers, as appropriate, to make career transition services available to all of the agency's surplus or displaced employees;

(2) establishing policies for retraining displaced employees, as appropriate, for new career opportunities, either in government or with the private sector;

(3) establishing policies that require the selection of a well-qualified surplus or displaced internal agency employee who applies for a vacant position in the commuting area, before selecting any other candidate from either within or outside the agency; and

(4) establishing policies that require the selection of a well-qualified displaced employee from another agency who applies for a vacant position in the commuting area before selecting any other candidate from outside the agency.

I direct the Director of the OPM, in consultation with the Interagency Advisory Group, to: (a) prescribe minimum criteria for and monitor the effectiveness of agency career transition programs and (b) provide guidance and any necessary regulations for the agencies on the implementation of this memorandum. The OPM shall work with the Interagency Advisory Group to facilitate interagency cooperation in providing career transition services. The OPM shall work with agencies to maximize the use of existing automated job information and skills-based recruiting systems and develop new systems, as necessary.

Nothing in this memorandum shall affect the Priority Placement Program operated by the Department of Defense.

Independent agencies are requested to adhere to this memorandum to the extent permitted by law.

This memorandum is for the internal management of the executive branch and is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person.

William J. Clinton

Proclamation 6821—To Establish a Tariff-Rate Quota on Certain Tobacco, Eliminate Tariffs on Certain Other Tobacco, and for Other Purposes

September 12, 1995

By the President of the United States of America

A Proclamation

1. (a) On April 15, 1994, I entered into trade agreements resulting from the Uruguay Round of multilateral trade negotiations (''the Uruguay Round Agreements''), including the Agreement Establishing the World Trade Organization (''the WTO Agreement'') and the General Agreement on Tariffs and Trade 1994 (''the GATT 1994''), annexed to the WTO Agreement. In section 101(a) of the Uruguay Round Agreements Act (''the URAA'') (Public Law 103–465, 108 Stat. 4814) (19 U.S.C. 3511(a)), the United States approved the Uruguay Round Agreements. These agreements entered into force for the United States on January 1, 1995.

(b) Section 125(c) of the Trade Act of 1974 (''the 1974 Act'') (19 U.S.C. 2135(c)) provides that whenever the United States, acting in pursuance of any of its rights or obligations under any trade agreement entered into pursuant to the 1974 Act, modifies any obligation with respect to the trade of any foreign country or instrumentality, the President is authorized to proclaim increased duties or