



---

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA - UAW

---

RON GETTELFINGER, President

ELIZABETH BUNN, Secretary-Treasurer

VICE PRESIDENTS: GENERAL HOLIEFIELD • BOB KING • CAL RAPSON • JIMMY SETTLES • TERRY THURMAN



IN REPLY REFER TO

October 22, 2007

1757 N STREET, N.W.  
WASHINGTON, D.C. 20036  
TELEPHONE: (202) 828-8500  
FAX (202) 293-3457

Dear Representative:

This week the House is scheduled to take up, the “Employment Non-Discrimination Act” (ENDA) (H.R. 3685). The UAW strongly supports this bill and urges you to vote in favor of it.

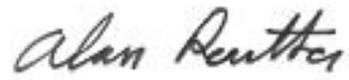
The Employment Non-Discrimination Act would expand Title VII of the Civil Rights Act of 1964 to prohibit job discrimination against individuals based on their sexual orientation. In our view, this legislation represents a step in the right direction towards providing equal opportunity for all Americans.

The UAW has a long and proud tradition of supporting the fundamental principle that employment decisions should be made on the basis of one’s ability to perform a job and not on extraneous characteristics or traits. Although federal laws already outlaw job discrimination based on race, sex, religion, national origin, age or disability, unfortunately there is no prohibition against discrimination based on sexual orientation. As a result, thousands of Americans are denied employment opportunities each year because of their sexual orientation. This blatant discrimination takes many forms, including workers who are fired, denied promotions, not hired or subjected to harassment on the job simply because of their sexual orientation.

ENDA recognizes that an individual’s sexual orientation has no bearing on that person’s ability to perform their job. In our view, this private matter should not be made the basis for any job related decisions by an employer. Employers should not be allowed to stigmatize an entire group of individuals based on this irrelevant criteria.

For all these reasons, the UAW urges you to vote for H.R. 3685. Thank you for considering our views on this.

Sincerely,

A handwritten signature in cursive script that reads "Alan Reuther".

Alan Reuther  
Legislative Director

AR:sk  
opeiu494  
L8369