

June 17, 2008

The Honorable George Miller
Chairman
Education and Labor Committee
2205 Rayburn House Office Building
U.S. House of Representatives
Washington, DC 20515

The Honorable Howard “Buck” McKeon
Senior Republican Member
Education and Labor Committee
2351 Rayburn House Office Building
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Miller and Ranking Member McKeon:

On behalf of HR Policy Association, I am writing in strong support of the compromise ADA legislation entitled the ADA Amendments Act of 2008, which the Committee is considering today. HR Policy Association is a public policy advocacy organization representing the senior human resource executives of over 250 leading employers doing business in the United States. Collectively, our members employ over 12 percent of the U.S. private sector workforce or some 19 million Americans.

While the original bill —ADA Restoration Act of 2007— is unacceptable, the compromise bill represents a more balanced approach. The ADA Restoration Act of 2007, as introduced, was not a “restoration” of the ADA. Rather, it would have covered far more conditions than existing law and would have made certain provisions of that law unworkable from a practical perspective. The ADA Amendments Act, however, would maintain the functionality of the workplace while providing important protections for individuals with disabilities.

Also, we respectfully submit that it is imperative that the relevant Committee Reports remain consistent with the understanding and spirit of the compromise.

We appreciate all the hard work that you and your staffs have done on these issues, and we look forward to working with you to ensure that the legislative history is consistent with the understanding surrounding the ADA Amendments Act.

Sincerely,



Jeffrey C. McGuinness
President