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## **Americans With Disabilities Act Compromise Bill (ADAAA) Becomes Law**

*The HR Policy Association Applauds Congress, the President*

**Washington, DC**—The HR Policy Association applauds today's signing of the ADA Amendments Act of 2008 (ADAAA) by President Bush. The ADAAA represents a compromise law that would maintain functionality of the workplace while providing important protections for people with disabilities. The law will take effect January 1, 2009.

The HR Policy Association helped shape the ADA Amendments Act by working closely with the disability rights community and other business organizations during Congressional consideration of the legislation, and the ADAAA is a significant improvement over the original, far more expansive legislation called the "ADA Restoration Act." This original legislation introduced in Congress would have defined "disability" in an extremely broad way that would have covered far more conditions than existing law and wreaked havoc in the workplace.

Jeffrey C. McGuiness, President and CEO of the HR Policy Association said, "We are pleased that Congress took quick action to approve the compromise bill and that President Bush made it law. The ADAAA is an excellent example of what can be accomplished through collaboration. We hope that the process Congress encouraged and supported with the ADA amendments will become a model for consideration of other changes in employment law. Next on the agenda is the Ledbetter bill, and we look forward to continuing the spirit of collaboration that produced the ADAAA when that bill is taken up and that Congress won't revert to special interest power politics during its consideration."

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The H.R. Policy Association ([www.hrpolicy.org](http://www.hrpolicy.org)) brings together the chief human resource officers of more than 250 of the largest corporations in the United States. Representing nearly every major industry sector, H.R. Policy members have a combined market capitalization of more than \$7.5 trillion and employ more than 18 million employees worldwide. The association's mission is to assist large employers in using the collective leverage of the membership to further critically important business and societal objectives.