TO LINDSAY SCHWARTZ

FROM: ELLEN McCARTHY

DATE: MARCH ~~30~~ 27, 2008

RE: AMERICANS WITH DISABILITIES RESTORATION ACT, 2007; HOUSE BILL #3195

LINDSAY,

THANK YOU FOR ASSISTING ME ON THIS. TODAY I WAS ABLE TO LOCATE THE BILL ON "THOMAS" AFTER I SPOKE TO YOU.

ENCLOSED PLEASE FIND MY LETTER TO CONGRESSMAN KNOLLENBERG.

THANKS,

ELLEN McCARTHY

March 20, 2008

Joseph K. Knollenberg
9th District, Michigan
2349 Rayburn House Office Building
Washington, D.C. 20515

Dear Congressman Knollenberg,

Thank you for co-sponsoring House Bill 3195, The Americans with Disabilities Restoration Act (ADA) of 2007.

I hope that by voting for House Bill 3195, Americans with various physical chronic or acute conditions will be given the right to work and earn a living just as their friends and neighbors do. As you may know, chronic disabilities are the biggest reason for bankruptcy in the United States today. It is important to defend the rights of all Americans to earn a living without regard to physical challenges.

The Americans with Disabilities Act needs to have some "teeth" added to it so that in the unfortunate situation that one is discriminated against in the workplace due to their disability, there is a statute to invoke that defends those rights. Combat veterans, those born with a disability, and accident victims all need to be protected due to the potential economic effects of their experiences.

Permit me to make some suggestions for changes to the act itself. First, there should be a clause added to recognize the need for leave time allowed for a wage earner's illness. Secondly, the length of this leave time can only be determined by the person affected and their physician. Additionally, like the Family Medical Leave Act (FMLA), the person affected should have the right to restore their job and responsibilities upon return to work without a demotion or reduction in pay, work hours, or benefits. Finally, there should be no exceptions as to the employer's size permitted in the revision of the act. So, no exceptions for small businesses.

I think if these revisions are made to the act, Americans will be more committed to their employers and the workplaces of this nation will be more civil and supportive for all workers.

Thank you for standing in support of the ADA Restoration Act of 2007, and as always, thank you for representing the 9th District of Michigan in the Congress of the United States.

Best Regards,

Ellen McCarthy

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