

National Gay and Lesbian
Task Force



www.thetaskforce.org

Washington, DC
1325 Massachusetts Avenue, NW
Suite 500
Washington, DC 20004
Phone: 202.394.3177
Fax: 202.394.3178

New York, NY
80 Maiden Lane
Suite 1504
New York, NY 10038
Phone: 212.604.9810
Fax: 212.604.9888

Los Angeles, CA
8704 Santa Monica Boulevard
Suite 200
West Hollywood, CA 90069
Phone: 310.855.7380
Fax: 310.358.8416

Cambridge, MA
151 Massachusetts Avenue
Cambridge, MA 02139
Phone: 617.492.2734
Fax: 617.492.0775

Miami, FL
3510 Biscayne Boulevard
Suite 207
Miami, FL 33137
Phone: 305.371.1043
Fax: 305.371.2016

Minneapolis, MN
810 West 31st Street
Minneapolis, MN 55411
Phone/Fax: 612.821.4397

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United States Senate
Washington, D.C. 20510

Dear Senator,

On behalf of the National Gay and Lesbian Task Force, the oldest national organization advocating for the rights of lesbian, gay, bisexual and transgender (LGBT) people, we urge you to support the Employee Free Choice Act (EFCA).

All employees should be allowed to freely form unions and collectively bargain in order to improve the quality of their lives, especially LGBT workers, who may be routinely harassed, intimidated, threatened, or fired from their jobs.

EFCA will hold anti-union employers accountable for coercion, guarantee all workers a fair chance to form a union, and remove the free pass for employers who refuse timely contract negotiations. In fact, it is a sad tradition of anti-union campaigns to single out LGBT workers for scorn and drum up suspicion or hostility against them in order to divide workers who are seeking to form a union or win a contract. EFCA may not actually end this tactic, but it sends a strong and overdue signal to unscrupulous managers or outside consultants tempted to engage in such actions that they may be held responsible for them.

Unions remain a crucial recourse in supplementing absent or uneven legal protections. Employees without union contracts may benefit from federal and state workplace protection laws already in place. But no federal laws and too few states provide explicit benefits for LGBT workers. EFCA is thus one important and strategic step in the path toward equality for LGBT people, who are a large and vital part of the American workforce.

We hope that you will join the House of Representatives in passing EFCA and continue to provide safeguards from bias for LGBT workers and their families. Please feel free to contact Becky Dansky, Federal Legislative Director, at (202) 639-6315 or bdansky@thetaskforce.org if you have any questions.

Sincerely,

Dave Noble
Director of Public Policy & Government Affairs
National Gay and Lesbian Task Force
Washington, D.C.