

General Conference – Seventh Day Adventist Church

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September 4, 2007

Hon. Robert Andrews, Chairman
Hon. John Kline, Ranking Member
Subcommittee of Health, Education
Labor & Pensions
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Andrews, Ranking Member Kline
and Members of the Subcommittee:

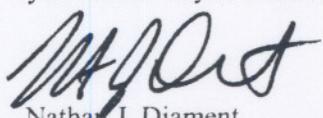
We write to you on behalf of our respective organizations - the General Conference of Seventh-day Adventists, the Union of Orthodox Jewish Congregations of America and the United States Conference of Catholic Bishops - with regard to your consideration of H.R. 2015, the Employment Non-discrimination Act of 2007 ("ENDA").

Our respective organizations have neither opposed nor endorsed past versions of ENDA introduced in prior congresses. We have serious concerns, however, about ENDA as introduced in the 110th Congress, due to its substantial revision of the religious exemption provision.

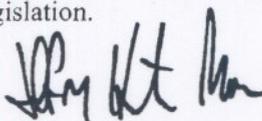
In stark contrast to the single sentence provision contained in past versions of ENDA,¹ the revised exemption, embodied in Section 6 of H.R. 2015, contains a multi-part matrix elaborated in three paragraphs. In reviewing this revised section, we find that it leaves religious institutions with insufficient protection from the infringement of their religious liberties as guaranteed by the United States Constitution and federal civil rights statutes.

We are confident that you, and other Members of Congress, considering ENDA will want to ensure that the effort to expand legal protections in one direction does not come at the expense of longstanding liberties in another realm.

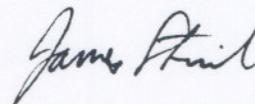
We appreciate your consideration of our views and welcome the opportunity to discuss them with you further as you work on this legislation.



Nathan J. Diament
Director of Public Policy
Union of Orthodox Jewish
Congregations of America



Jeffrey Hunter Moon
General Counsel (Acting)
U.S. Conference of
Catholic Bishops



James Standish
Legislative Director
General Conference of
Seventh Day Adventists

¹ For example, in the 108th Congress, H.R. 3285 (Sec. 9) provided: "This Act shall not apply to a religious organization."