



Innovative Products For **Home. Work. Life.**

Stephen J. Caldeira, President and CEO

May 15, 2019

The Honorable Nancy Pelosi
Speaker of the House
U.S. House of Representatives
Washington, DC 20515

The Honorable Kevin McCarthy
Minority Leader
U.S. House of Representatives
Washington, DC 20515

Dear Speaker Pelosi and Leader McCarthy:

On behalf of the Household & Commercial Products Association (HCPA), I write today in support of H.R. 5, the Equality Act. HCPA supports the Equality Act provisions that amend Title VII of the Civil Rights Act to provide employment non-discrimination protections based on sexual orientation and gender identity. We firmly believe that these protections are good for Americans and good for American businesses, and respectfully urge you to pass the Equality Act in this Congress.

HCPA is the premier trade association representing companies that manufacture and sell \$180 billion annually of products used for cleaning, protecting, maintaining, and disinfecting homes and commercial environments. HCPA member companies employ 200,000 people in the U.S. whose work helps consumers and workers to create cleaner, healthier, and more productive lives. HCPA members are particularly interested in efforts to promote sustainable chemistries that are both effective and efficient, creating vast benefits for consumers, businesses, workers and the environment.

Preventing workplace and employment discrimination is a critical part of our nation's civil rights laws, and a stronger federal standard for protections based on sexual orientation and gender identity would complement HCPA members' ongoing work to promote equality in the workplace. By providing a clear federal standard through the well-understood framework of Title VII, the Equality Act better enables individual workers to succeed based on their qualifications and performance. HCPA members have recognized that workplace equality enables them to attract and retain the most talented employees to grow their businesses.

We look forward to working with Congress to support passage of the Equality Act and thank you for your leadership on this important issue.

Sincerely,

A handwritten signature in black ink that reads "Stephen J. Caldeira". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Stephen J. Caldeira