

Civil, Women's and Human Rights

What's at stake Nov. 2: **Civil, Women's and Human Rights**



John Kerry

✓ Supports programs such as affirmative action that reduce discrimination and expand opportunity while enhancing diversity so the nation's schools and workplaces reflect the face of America. (AFL-CIO questionnaire, 2003)

✓ Supports giving taxpaying immigrant workers the opportunity to earn legal status if they've been in the United States for at least five years, have been working and can pass a background check. (Associated Press policy Q&A, "Immigration," 1/25/04; Democratic primary debate, 9/4/03)

✓ Voted for the Family and Medical Leave Act (FMLA) when it was enacted in 1993. He calls it "one of the most significant advances for women and families in our nation's history" and as president would strengthen the law. He also supported the Family and Medical Leave Expansion Act, introduced in 2003, which would expand the program to cover more employees of small businesses. (www.johnkerry.com; www.kerry.senate.gov)



George W. Bush

✗ Supported a lawsuit before the U.S. Supreme Court to overturn the University of Michigan's affirmative action program. (www.cbsnews.com, 1/16/03)

✗ Proposed a plan giving immigrant workers temporary visas without a plan for permanent legal status, forcing them to return to their home countries and failing to protect the labor rights of all workers. (SEIU analysis)

✗ Has made it harder for working parents to exercise their rights under the FMLA by denying states the right to use surplus unemployment funds to provide income for parental leave. Instead of strengthening FMLA for workers to have more time with families, Bush supports legislation calling for employers to be able to use compensatory time in lieu of overtime pay, which would deprive working parents of needed extra income. (www.whitehouse.gov)

Learn the issues,
Check the records and



How you vote is a personal decision, but after researching the candidates' records, **your union and the AFL-CIO have endorsed John Kerry for U.S. president.** For more information, visit **www.votenov2.com.**

The Bush Record

- ▶ Twice circumvented the U.S. Senate to appoint to federal appeals courts two judicial nominees who had failed to win Senate confirmation votes. (www.cnn.com, 2/20/04)
- ▶ Between January 2001 and August 2004, the unemployment rate for African Americans rose from 8.2 percent to 10.4 percent. (Bureau of Labor Statistics)
- ▶ Between January 2001 and August 2004, the unemployment rate for Latinos rose from 5.8 percent to 6.9 percent. (Bureau of Labor Statistics)