



UAW Region 6

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International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - UAW
Alaska | Arizona | California | Hawai'i | Idaho | Nevada | Oregon | Utah | Washington

February 25, 2025

Dear U.S. Senators:

We are writing to you as a coalition of unions representing 160,000 workers in multiple industries – including academic, automotive, healthcare and gaming – across California, Oregon, Washington, Alaska, Nevada, Idaho, Utah, Arizona, Hawai'i, Massachusetts, Connecticut and New York to urge your strident opposition to HR 28. This dangerous piece of legislation, which recently passed the House, changes the language of Title IX to legally codify discrimination against transgender (trans) athletes. We stand in firm support of the right of those trans athletes to participate in athletic activities, but we also recognize that the Trump administration's intent with HR 28 is even more sweeping and sinister.

Trump and his allies will not stop at targeting athletes because this was never about a handful of transgender collegiate athletes. HR 28 would, for the first time in federal legislation, define gender as sex assigned at birth. This definition contradicts the landmark Supreme Court case *R.G. & G.R. Harris Funeral Homes Inc. v. Equal Employment Opportunity Commission*, which dictated that workplace discrimination against transgender employees is discrimination based on their sex under Title VII of the Civil Rights Act. We expect that this contradictory and blatantly discriminatory change will provide the legal foundation to eliminate the rights of transgender workers under Title VII and would have broader implications on the interpretation of all parts of Title IX for the workers in our unions. It's clear to us that, while this bill appears to focus on student athletics, it is intended to obfuscate the far right's real goal, evidenced by the other legislative and executive activity in the early days of the Trump administration: the complete elimination of transgender people from public life.

We care deeply about our transgender students and colleagues, and we recognize that HR 28 threatens their physical and emotional safety. The onslaught of anti-trans legislation is directly connected to an increase in suicide rates among transgender and nonbinary young people. Even further, the erosion of Title IX will allow universities and other institutions to more easily discriminate against *anyone* on the basis of sex. In states that have already passed discriminatory anti-trans laws that increase scrutiny of trans women, these policies lead to increased scrutiny of every woman who isn't conventionally "feminine" enough. At its most sinister, this raises the question of how verification of female sex is determined, such as requiring invasive "inspections." These attacks on transgender women are attacks on all women, despite the right's bald-faced lie that protecting some women and girls requires removing the rights of others.

We come together as a coalition of unions to urge that lawmakers vote NO on HR 28 and use the filibuster to halt its progress. HR 28 threatens the lives and safety of transgender students and workers today and signals attacks on all women in the coming months. We call on you to do everything in your power to halt the progress of this dangerous and cruel bill.

Sincerely,
 UAW Region 6 Western
 States CAP/PAC
 CGPU-UAW
 UAW 4811
 UAW 4121
 CAPS/UAW 1115
 UAW 3555
 URFU-UAW

UAW 4591
 UAW 2350
 AFA-UAW
 UAW 4929
 UAW 4123
 UAW 1907
 UAW 872
 UAW 7902

ATS LA-UAW
 UAW 492
 NUHW
 UAW 5118
 UAW 2324
 UAW 6950
 UO Student Workers

