

## **Summary and Overview of the AWNAA**

*[Remember when I told you that nothing in any State or Federal civil rights legislation prevents an employer from hiring the most qualified person for the job? Well, here is a news report I received recently on some proposed legislation apparently designed to plug that unfortunate loophole.]*

### CONGRESS PASSES AMERICANS WITH NO ABILITIES ACT - WASHINGTON, DC

On Tuesday, Congress approved the Americans With No Abilities Act, sweeping new legislation that provides benefits and protection for more than 135 million talent-less Americans. The act, signed into law by President Clinton shortly after its passage, is being hailed as a major victory for the millions upon millions (roughly 50 percent) of Americans who, through no fault of their own, do not possess the talent necessary to carve out a meaningful role for themselves in society. "Their lives are futile hamster-wheel existences of unrewarding, dead-end busywork Xeroxing documents written by others, fulfilling mail-in rebates for Black & Decker toaster ovens, and processing bureaucratic forms that nobody will ever see. Sadly, for these millions of non-abled Americans, the American dream of working hard and moving up through the ranks is simply not a reality", said President Clinton upon signing the AWNAA into law *[thereby adding to an already impressive and growing list of civil rights acronyms; editor's note]*.

Under the Americans With No Abilities Act, more than 25 million important-sounding positions will be created in the white-collar sector for non-abled persons, providing them with an illusory sense of purpose and ability. Mandatory, non-performance-based raises and promotions will also be offered to create a sense of upward mobility for even the most unremarkable, utterly replaceable employees. The legislation also provides corporations with incentives to hire non-abled workers, including tax breaks for those who hire one non-germane worker for every two talented hires.

Finally, the Americans With No Abilities Act also contains tough new measures to prevent discrimination against the non-abled by banning prospective employers from asking such job-interview questions as, "What can you bring to this organization?" and "Do you have any skills that would make you an asset to this company?"

"As a non-abled person, I frequently find myself unable to keep up with co-workers who have something going for them," said Lulu S., who may lose her position at a Redmond, WA software giant at any moment because of her lack of notable skills of the kind the company happens to value. "This new law should really help people like me." With the passage of the Americans With No Abilities Act, Lulu and millions of other untalented, non-essential citizens can finally see a light at the end of the tunnel.

Said Clinton in closing, "It is our duty, both as lawmakers and as human beings, to provide each and every American citizen, regardless of his or her lack of value to society, some sort of space to take up in this great nation of ours." *[Trial lawyers reportedly are already working around the clock drafting lawsuits to resolve arguable ambiguities in the new law; editor's note.]*